# BUSINESS PLAN
## 2018 – 2020

Swanbourne PRIMARY

Success

Excellence

Teamwork

STRIVE

Vision

Respect

Inclusive

## Our School

Swanbourne Primary has a rich history and reputation as a forward thinking and progressive school with a focus on 'High Performance and High Care.'

Building positive and productive relationships and partnerships and the need to work together as a caring and supportive team is very important for our school community. We pride ourselves on being inclusive and valuing the ideas and support of others.

Our school is renowned for delivering innovative programs which promote 'inquiry learning' and provide unique experiences that positively influence all domains of child development.

We believe in doing our very best for every child. This is achieved through providing a curriculum that is engaging, balanced and reflects individual needs. We want all students to 'Strive for personal Excellence.'

Our core values of Community, Achievement, Respect and Environment provide the necessary building blocks for our students to strive to be the best they can be and become aspirational, resilient, responsible and caring citizens that will make a valuable contribution to society.

We achieve our school vision through the efforts of a dedicated team of teaching, leadership and support staff and by maintaining a caring, safe and respectful learning environment. This team works alongside a dynamic and supportive school community to make a difference for all students.

We encourage others to become active and supportive members of our progressive culture and vision.

## Our Vision Statement

We work as a collaborative team to create a caring, inclusive and respectful school culture and a curriculum that values each child as an individual. We work together to teach and support our students to become learners for life, who will be happy, resilient, caring and respectful citizens that strive for personal excellence and contribute positively to society.

## Together we strive:

- to do our best for every child
- to respect one another
- to work together as a team
- to act in an ethical manner.

## School Improvement Cycle and School Self-Assessment

The school improvement cycle, where schools assess their performance, plan for improvement and then act on their plans, is a continuous process that is central to school effectiveness.

School self-assessment is fundamental to establishing an effective school. At Swanbourne Primary we implement a school self-assessment framework that focuses on student achievement and progress. This involves collecting and analysing student and school performance data to make judgments about achievement levels and the effectiveness of our teaching practices, processes and operations. This information is used to plan for and enact ongoing improvement.

## Student Achievement Targets 2018 - 2020

During this three year cycle, we will measure both academic and non-academic targets. Our broad target is to meet and exceed student achievement levels of statistically similar or like schools and improve any identified areas of concern.

### On-Entry Testing

Pre-Primary, Year 1 and Year 2

- Maintain a cohort average of 0.8 – 1.0 progression points in both Literacy and Numeracy

### National Assessment Program in Literacy and Numeracy (NAPLAN)

Year 3 and Year 5

- Students meet and exceed the like school mean in Literacy and Numeracy

- Students meet and exceed the like school percentage across the higher proficiency bands in Literacy and Numeracy.

- Year 3 and Year 5 stable cohorts show improvement in the percentage of students making moderate, high and very high progress.

- Students meet and exceed like school achievement growth from Year 3 to Year 5

### Attendance

- Regular student attendance meets and exceeds the state mean across all year levels

### Social Learning - Attitude/Behaviour/Effort

- 85% of students from Pre-Primary to Year 6 achieve a rating of 'consistently' for attitude, behaviour and effort

## Our Core Values

The actions of our staff, students and parents are guided by the following core values:

### Community

Each person is a good citizen promoting the common good by recognising and respecting the rights and needs of others. Each person values cultural diversity and participates in Australia's democratic processes to make positive contributions to the community.

### Achievement

Each person is provided with the opportunity to achieve their potential through a quest for knowledge, critical thinking, creativity, communication, values appreciation and reflection.

### Respect

Each person is encouraged to develop self-respect and an acceptance of others, to take responsibility for their actions and demonstrate responsible and ethical behaviour in all situations. Each person is of equal worth and has the right to receive care and compassion and be treated with dignity and respect.

### Environmental Responsibility

Each person is respectful of the environment and understands the need for conservation and sustainability. Each person will develop an understanding of, and respect for, Australia's cultural heritage.

## Priority Areas

Our Business Plan reflects the school self-assessment process, annual report, *Department of Education 2016 – 2019 Strategic Plan* and *Focus 2017*.

An operational framework monitors the achievement of the strategies in each priority area. This provides important direction for classroom planning, teaching and school self-assessment.

Our priority areas are:

- Success for all Students
- High Quality Teaching
- Effective Leadership
- Strong Governance and Support

## Success for all Students

We will set high expectations for student learning and encourage our students to be well prepared for the future and to achieve their personal best.

Strategies

- Support student health and emotional wellbeing
- Implement programs and processes that promote student leadership and independence
- Further develop a differentiated curriculum that meets student needs across the school
- Develop consistent curriculum processes and standards that reflect SCSA and the WA Curriculum
- Provide opportunities for students to learn technology (STEM) and digital technologies

## High Quality Teaching

We will focus on building staff capacity and expertise for the best possible teaching practices.

Strategies

- Embed a culture of whole school collaboration
- Focus on data informed and evidence based teaching practices
- Increase whole school consistency with teacher planning, delivery and assessment practices
- Develop staff capacity and expertise to teach STEM and digital technologies
- Apply AITSL standards and processes for reflection and professional growth

## Effective Leadership

We will lead and manage within a culture that promotes collaboration and shared responsibility for student achievement and school improvement.

Strategies

- Develop and support shared leadership, responsibility and ownership
- Develop and lead a culture of collaboration and reflection to diagnose the impact of teaching
- Build whole school processes and systems to enhance communication and school effectiveness
- Strengthen technology (STEM) and digital technology capabilities of staff and students

## Strong Governance and Support

We will foster positive, respectful and sustainable relationships and partnerships that support strong school governance and the best possible learning opportunities for students.

Strategies

- Continue to enhance and promote our progressive school culture and brand
- Continue to enhance school governance and community involvement
- Provide safe and engaging school grounds and facilities
- Support sustainable environmental practices

## Endorsement:

This Business Plan was approved by the School Board on Tuesday December 5, 2017.

Trevor Mitchell                                 Peta Slocombe
Principal                                       School Board Chairperson
5 December 2017                                 5 December 2017

## GLOSSARY

**STEM -** Science, Technology, Engineering and Mathematics
**SCSA -** School Curriculum and Standards Authority
**AITSL -** Australian Institute for Teaching and School Leadership
**NAPLAN -** National Assessment Program Literacy and Numeracy

**Swanbourne Primary School**
An Independent Public School
Narla   Road
Swanbourne WA 6010
Phone: 92535300
Email: swanbourne.ps@education.wa.edu.au