



Business Plan 2022-2025



Every Student Matters | Every Moment Counts

Business Plan 2022-2025

The 2022-2025 Business Plan outlines our strategic approach to the future direction of Wellard Primary School by identifying the priorities of our work over the next four years. These priorities are aligned with the Strategic Plan for WA Public Schools (2022-2025), Every Student, Every Classroom, Every Day. Our previous Business Plan provided a strategic direction for our school over a three-year period. This Business Plan has been extended to a fourth year due to the interruptions experienced in 2022 from COVID-19. Very little was achieved in whole school planning in 2022 other than a real focus on teaching quality.



Our School

Wellard Primary School is an Independent Public School which opened in 2018 with a population of 330 students from Kindergarten to Year 6. As of the beginning of 2023 enrolments have increased to 840 students from Kindergarten to Year 6 with much growth to come in the following years.

Nestled amongst the new building estates of Oakebella, Emerald Park, Providence, Sunrise, Living Edge and The Wedge, the school offers its diverse community a state-of-the-art educational facility that promotes a range of whole school teaching programs to support all students in their academic, social and emotional development.

We want students to explore their learning so they understand how they learn best and to have the opportunity to be scientists, athletes, mathematicians, artists, writers, musicians and environmentalists. We want Wellard students to be resilient, literate, numerate, and curious learners.

At Wellard Primary School, we have the highest expectations for all students where the individual need of each child is our prime consideration in the decisions we make. We want every child to be a successful learner and every staff member to be a highly effective practitioner.

We are committed to Wellard Primary School becoming a highly successful school through informed decision making. School initiatives and classroom teaching is guided by evidence of existing student needs and performance. We utilise school-wide collection and use of quality data to identify starting points for action, to set goals for improvement, monitor changes over time, and to evaluate the impact of actions and decisions to improve student outcomes and wellbeing.

We understand that time, staff expertise, money, school facilities and infrastructure, the School Board, school policies and processes and external stakeholders are key determinants of how well the school achieves its mission.

Developing and maintaining positive relationships amongst all school community members is central to achieving a successful school. I encourage all parents and carers to become actively involved in Wellard Primary School so that together, we can build a wonderful place for all children and their families.

Our Vision

In partnership with the school community we aim to deliver a high quality diverse learning program in a caring, nurturing and technology rich learning environment. We will ensure all students have the opportunity to become successful learners, creative and confident individuals and people who make a positive contribution to the world.



Our Values

The following values of our school community is reflective of Australia's way of life and our commitment to a multicultural and environmentally sustainable society where all are entitled to justice.

- **Care and Compassion** - Care for self and others.
- **Doing Your Best** - Seek to accomplish something worthy and admirable, try hard, pursue excellence.
- **Fair Go** - Pursue and protect the common good where all people are treated fairly for a just society.
- **Freedom** - Enjoy all the rights and privileges of Australian citizenship free from unnecessary interference or control, and stand up for the rights of others.
- **Integrity** - Act in accordance with principles of moral and ethical conduct, ensure consistency between words and deeds.
- **Respect** - Treat others with consideration and regard, respect another person's point of view.
- **Responsibility** - Be accountable for one's own actions, resolve differences in constructive, non-violent and peaceful ways, contribute to society and to civic life, take care of the environment.
- **Understanding, Tolerance and Inclusion** - Be aware of others and their cultures, accept diversity within a democratic society, be included and include others.
- **Honesty and Trustworthiness** - Be honest, sincere and seek the truth.





Our Beliefs About Teaching & Learning

- Every student should like coming to school.
- Every student is entitled to receive a quality education in a nurturing caring environment.
- Every student matters every day.
- Every minute of every day counts.
- Quality teaching produces higher performing students.
- Explicit teaching practices contribute to quality teaching and learning.
- The school works in partnership with parents and guardians to maximise learning and social outcomes.
- Literacy and Numeracy are our core business as they form the foundation of learning in all other Learning Areas.
- A focus on the implementation of effective literacy and numeracy strategies in K – 2 will form a solid foundation for future learning.
- Technology will be used to enhance learning and satisfy the curiosity of students.



Our Self Assessment

A continual focus on self-assessment will result in students making significant progress over the next three years. Data analysis from the National Assessment Program for Literacy and Numeracy (NAPLAN) will provide evidence of our success and the way in which we validate teacher judgement and student progress. We also administer a range of other data collection tools across all years to assist us in making informed balanced decisions. Through the introduction of Class Achievement Profiles, teachers will have an intimate knowledge of each child's progress and achievement levels, enabling them to better respond to the individual needs of students.



Focus Areas 2022 – 2025

We will continue to strive to provide quality education by:

1. Producing Successful Students – Strong student Progress and Achievement within Literacy and Numeracy.
2. Producing High Quality Teachers – Personal and Peer Development.
3. Enhancing the Learning Environment for Effective Learning.
4. Producing Effective Leaders – Staff and Student Leadership.
5. Developing Positive Relationships and Partnerships.
6. Using Resources Efficiently and Effectively.

Achievement Targets 2022-2025

Producing Successful Students: Student Progress and Achievement within Literacy and Numeracy

Outcome - Wellard Primary School to develop a reputation for producing students who perform above expected levels.

NAPLAN - For our stable cohorts to equal or exceed like school performance in all tested areas of NAPLAN.

Science - For 75% of our Stable Cohorts in Years 3 – 6 to achieve above the 50th percentile in PAT Science.



Long Term Strategies and Milestones

Producing High Quality Teachers – Personal and Peer Development

Outcome - A focused commitment to best practice in teaching to ensure all students are given the opportunity to achieve their learning potential. Continue to embed a professional learning community where staff engage in observations and feedback to improve teaching and learning.

Strategies and Milestones

- Continue to develop a culture of observation and feedback.
- Appoint a Teaching Coach to enhance the quality of teaching across Wellard Primary School.
- Design, develop and implement a whole school approach to Lesson Design.
- Increase consistency across year groups in planning, teaching and assessing.
- Build staff data literacy and formative assessment capacity to monitor and track student progress and achievement.

Long Term Strategies and Milestones

Enhancing the Learning Environment for Effective Learning

Outcome - Continue to establish a positive school culture and a supportive caring environment that addresses the needs of all students and staff.

Strategies and Milestones

- Develop a more comprehensive approach to intervention where students "At Risk" are identified, supported and monitored for improvement.
- To further implement and embed the school wide program, "Bounce Back" to monitor the health and wellbeing of students, and to identify specific areas of need.
- Establish a whole School Sustainability Plan to reduce our environmental footprint.



Producing Effective Leaders – Staff and Student Leadership

Leadership at Wellard Primary School is a process of influencing, supporting and maximising the efforts of a team towards the achievement of goals. The many leaders across our school staff effectively work alongside others to develop collaborative processes, improve pedagogical practice and implement high quality teaching and learning programs for our students.

Outcome

Staff - Support school leaders to lead self-reflective teaching practices that are owned by staff as a necessary part of school improvement – leaders are self-appointed not anointed!

Students - Build the leadership capacity of our students in leadership so they are able to develop the skills and articulate the traits of leadership.

Strategies and Milestones

- Develop a leadership structure across the school to maximise consultation and improve decision making focussed on the core business of the school.
- Support those staff (teaching and non-teaching) who seek leadership opportunities to build their experience, understandings and skill set within leadership.
- Refine the leadership roles and duties of students in leadership to support the learning, sporting and cultural programs and community events across the school.



Developing Positive Relationships and Partnerships

Outcome - To become a highly capable and responsive school characterised by strong, supportive relationships, an ethos based on respecting and valuing diversity and a culture of care and connection to our community.

Strategies and Milestones

- Continue to implement the Aboriginal Cultural Standards Framework.
- Wellard Primary School to regularly monitor, review and refine our Reconciliation Action Plan.
- Seek out community representation on the School Board.
- Extend connections with students and families with English as an Additional Language Dialect.
- Engage members to participate in their community, respect cultural and religious diversity, and foster a sense of belonging for everyone.
- Enhance teachers' capacity in the work place by ensuring structures are in place to support their mental health and well-being.





Using Resources Efficiently and Effectively

Outcome - To develop and implement a strategic approach to the allocation and expenditure of human, physical and financial resources.

Strategies and Milestones

- Better train and support Cost Centre Managers in overseeing the expenditure of their respective budgets.
- Thorough planning ensures that the alignment of the budget reflect the priority focus areas of the school.





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