



Every Student Matters, Every Moment Counts



Business Plan 2019-2021

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Business Plan 2019-2021

The 2019-2021 Business Plan outlines our strategic approach to the future direction of Wellard Primary School by identifying the priorities of our work over the next three years. These priorities are aligned with the Strategic Plan for WA Public Schools (2016-2019), High Performance-High Care. This Business plan has been written in the context of limited longitudinal data on student performance. It is expected that elements of this plan will be modified and adapted as the school becomes more informed about its students and the school community.



Our School

Wellard Primary School is one of Western Australia's newest Independent Public Schools having opened in 2018 with a population of 330 students from Kindergarten to Year 6.

Nestled amongst new building estates, 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, 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 ensuring 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 are 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 2019 – 2021

We will continue to strive to provide quality education by:

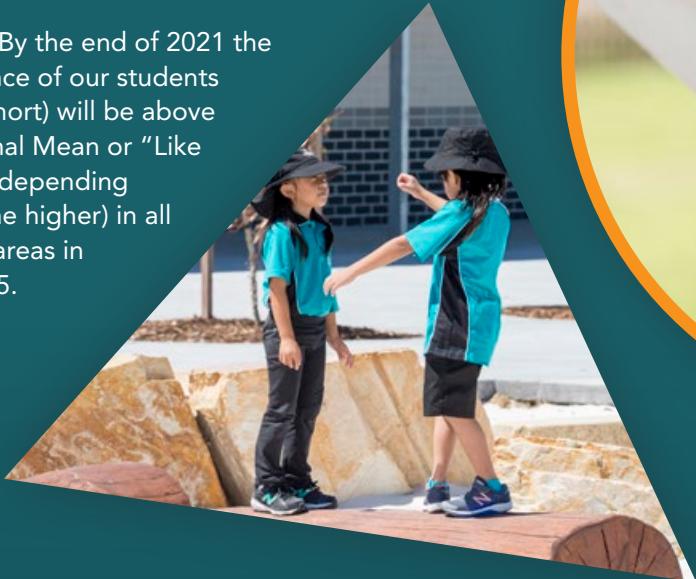
1. Producing Successful Students – Strong student Progress and Achievement within Literacy and Numeracy.
2. Producing High Quality Teachers – Personal and Peer Development
3. Enhancing the Learning Environment for Effective Learning
4. Producing Effective Leaders – Staff and Student Leadership
5. Developing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

Achievement Targets 2019-2021

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.

Target - By the end of 2021 the performance of our students (stable cohort) will be above the National Mean or "Like Schools" (depending which is the higher) in all NAPLAN areas in Years 3 & 5.



Long Term Strategies and Milestones

Producing High Quality Teachers – Personal and Peer Development

Outcome - Create a professional learning community where staff are willing to engage in self-reflection and provision of feedback in a supportive and collaborative environment to improve teaching and learning.

Strategies and Milestones

- Develop a culture of observation and feedback.
- Articulate high expectations and standards of teacher performance through induction, professional learning and evaluation based on the academic performance of students within literacy.
- Achieve school-wide agreement on strategies to increase consistency in teaching quality and practices.
- Assist teachers to develop analytical and evaluative practices to ensure expertise and confidence in diagnosing the impact of their teaching and adapting interventions for greater success.

Long Term Strategies and Milestones

Enhancing the Learning Environment for Effective Learning – Support for Students

Outcome - Establish a positive school culture and a supportive caring learning environment that addresses the needs of all students.

Strategies and Milestones

- Help to create a more comprehensive approach to student wellbeing and support services that better meet growing demand for mental health, pastoral care and psychological support.
- Expect all school staff to maintain positive, respectful relationships with students, parents and each other as part of caring learning environments that support student wellbeing.
- Focus the efforts of school leaders on strategies for student wellbeing and safety.
- Enhance the capability of school support staff to add value to classroom effectiveness, care and school management.



Producing Effective Leaders – Staff and Student Leadership

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 student leaders so they are able to articulate the traits of leadership.

Strategies and Milestones

- Expect school leaders to develop a shared vision in staff of high quality teaching that drives school-level recruitment, professional development, productive collaboration among staff, and performance management.
- Facilitate a Leadership Strategy that incorporates the full leadership lifecycle of identifying, nurturing, developing and supporting aspiring, beginning, current and senior leaders.
- Ensure school leaders focus on staff wellbeing including implementing sustainable approaches that support the physical, mental and social welfare of staff.
- Student leaders to participate in activities that develop their leadership knowledge and skills.
- Continue to refine the leadership duties of student leaders.



Developing Positive Relationships and Partnerships

Outcome - To become a highly capable and responsive school characterised by strong, supportive relationships and a culture of care and connection to our community.

Strategies and Milestones

- Implement the Aboriginal Cultural Standards Framework.
- Wellard Primary School to write and enact a Reconciliation Action Plan.
- Create a welcoming and supportive learning environment that respects the cultures and languages of all families who attend Wellard PS.
- Families and the local community to become more involved, active and engaged in Wellard Primary School and their children's learning.
- Build positive partnerships with parents and the wider community to assist in the development of our school.
- Engage members to participate in their community, respect cultural and religious diversity, and foster a sense of belonging for everyone.
- Build mutually beneficial partnerships with universities. E.g Notre Dame





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

- Closely align the Business Plan with the School Improvement Plan and the Electronic Self-Assessment Tool (ESAT).
- Develop an annual Self Review Cycle to monitor the performance of the school and to assist with future planning for school improvement.





