



**Together we learn, Together we grow**

*Bicton Primary School* **BUSINESS PLAN** 2018-2020

*Nurture • Inspire • Achieve Success*



**We are delighted to present this plan, “Together we learn, Together we grow”, which sets the strategic direction for Bicton Primary School over the next three years.**

This plan is for every child who attends Bicton Primary School.

The critical importance of the early years of a child’s life to their future educational success is well known. We want every one of our students to have the best start to school, and to master the foundation literacy and numeracy skills, as well as the personal and social capabilities, required for later years of schooling.

As students progress through our school, it is important to ensure they develop essential skills, knowledge and understandings in a range of disciplines. We want parents, families and our community to support your children’s learning at home and in school, and value education as the most powerful driver for future success.

By focusing on the priorities and aspirations in this plan, we believe we will make a real difference to our Bicton Students.

**School context and community profile**

Bicton Primary School is located in the established suburb of Bicton, 6km east of Fremantle, near the beautiful Swan River. The school was opened in 1904. Bicton became an Independent Public School (IPS) in 2015.

Bicton Primary is a dynamic learning community working collaboratively to assist children to realise their potential and to develop creative, positive and independent people.

**The Bicton Primary School Business Plan has been developed in accordance with Section 63 of the Education Act 1999 where it states:**

**The functions of the principal are to:**

- establish a plan for the school in consultation with the School Board and the school’s teaching staff setting out its objectives and how the objectives and priorities will be achieved
- in consultation with the School Board and the school’s teaching staff to monitor and report on the school’s performance in relation to the plan.

**According to Section 128 of the Education Act 1999 the functions of a school board are:**

**To take part —**

- in establishing, and reviewing from time to time, the school’s objectives, priorities and general policy directions
- in the planning of financial arrangements necessary to fund those objectives, priorities and directions
- in evaluating the school’s performance in achieving them

We aim for personal excellence based on recognition of individual differences, supported by a positive learning environment of developmentally appropriate instruction. Innovation and new thinking is encouraged, and introduced, to contribute to students’ academic, social and emotional wellbeing.

Our school promotes a respectful, nurturing, and supportive environment. We have committed teachers, dedicated support staff and supportive parents working together to meet our school’s vision, to nurture, inspire and achieve success.

The school is part of local community life, with the sporting facilities and playground equipment being in frequent use out of school hours in both formal and casual arrangements. The Board and our P&C encourages staff, parent and community partnerships to ensure that together we are meeting the needs of our students and providing them with opportunities to engage in lifelong learning with an active citizenship focus that prepares them for their future.

The aesthetics of the school buildings and settings, with terraced grounds and established trees make the school a pleasant place to visit, work and learn.

**Neighbouring Schools**

As a suburban school we share education boundaries with government schools; Attadale, Palmyra and Richmond and non-government schools; Mel and Santa Maria and Our Lady of Fatima.

**The members of the school board have considered and endorsed the school Business Plan for 2018 – 2020:**

- CHAIR – Nick Emelijanow
- PRINCIPAL – Kerryn Woodhouse
- P&C REPRESENTATIVE – Sue Pember
- ELECTED PARENT MEMBERS – Marie Protich, Bianca Byrne, Geoff Doig, David Creasy, Christine Truscott, Susan O’Byrne, Margaret Irvine and Denise Neilson
- ELECTED STAFF MEMBERS – Dane Franklin, Anna Di Giorgio and Sue Simper

**The members of the school Administration Team have considered and endorsed the school Business Plan for 2018 – 2020:**

- PRINCIPAL – Kerryn Woodhouse
- ASSOCIATE PRINCIPAL – Dane Franklin
- ASSOCIATE PRINCIPAL – Donna Madden

# Our Bicton MISSION

Bicton Primary School exists to develop our children to be creative, positive and independent people. We aim for personal excellence based on recognition of individual differences, supported by a positive learning environment of developmentally appropriate instruction. Our school promotes a respectful, nurturing, and supportive environment.

Each student's self-esteem is fostered by positive relationships with students and staff. We strive to have our parents, teachers, and community members actively involved in our school life.

By promoting high standards and expectations we all share the responsibility for achieving the school vision.



## Our Bicton VISION: *To nurture, inspire and achieve success*



### RESPECT

We treat ourselves, our peers, our community and our environment with respect

### INTEGRITY

We are committed to acting openly, honestly and ethically

### LEARNING

We challenge our students to be creative, positive and independent thinkers who strive to reach their full potential

### WORKING TOGETHER

We work together to achieve and share success

### RESILIENCE

We nurture our students' social and emotional skills so that they can be confident in themselves and their decisions

### HAPPINESS

We create an environment where our students enjoy learning and can have fun

### RESPONSIBILITY

We take responsibility for our decisions, our actions and their consequences



# SCHOOL STRATEGY 2018-2020

## Success for all students

In a safe and orderly environment, build on strengths, identify areas for improvement and address the needs of our students, with the intention of making every student meet their potential.

## High quality teaching and leadership

The basis for improved student learning outcomes is high quality teaching and leadership.

## Build school community partnerships

Generate positive relationships and productive partnerships with our parents and our community.



## BICTON STRATEGIC OBJECTIVE 1: Success for all students

We aim to build on strengths, identify areas requiring improvement and address the needs of our students with the intention of making every student meet their potential.

### KEY SCHOOL ATTAINMENT TARGETS

#### Literacy and Numeracy:

##### Achievement

- By 2020, Year 3 NAPLAN performance consistently matches or exceeds that of like schools in Reading and Numeracy.
- By 2020, Year 5 NAPLAN performance consistently matches or exceeds that of like schools in Writing and Numeracy.
- By 2020, improve the Year 3 and 5 NAPLAN performance of Writing to be similar to like schools.
- By 2020, the cumulative frequency score of Pre Primary On Entry Assessment to be equal or above state average in Numeracy and Reading.

##### Progress

- By 2020, progress of Year 5 students identified for Case Management will be similar to or above like schools in Numeracy.
- By 2020, progress of Year 3 students identified for Case Management will be similar to or above like schools in Reading.

#### Science:

- Increase the percentage of students achieving at or above the Western Australian Achievement Standard in all year levels for Science.
- By 2020, the medium of tested students is at or above that of tested schools in ACER Progressive Achievement Tests (PAT) benchmarks in Science.

#### Humanities and Social Sciences (HaSS):

- Increase the percentage of students achieving at or above the Western Australian Curriculum Achievement Standard in all year levels for Humanities and Social Sciences (HaSS).

#### Technologies:

- Students achieve at or above the Western Australian Curriculum Achievement Standard in all year levels for Technologies.

#### Community, Staff and Student Feedback:

- Bi Annual School Survey data will reflect positive parent satisfaction.
- Bi Annual School Survey data will reflect positive student satisfaction.
- Bi Annual School Survey data will reflect positive staff satisfaction.



## BICTON STRATEGIC OBJECTIVE 1: Success for all students

Key Strategies	Monitoring and Evaluation
<ul style="list-style-type: none"> <li>Reliable and valid student data is routinely collected and analysed by teachers.</li> <li>Longitudinal data sets are used to inform planning, teaching and assessment.</li> <li>Administer On-Entry assessments for all PP. Re-assess end of PP and Year 1, as required.</li> <li>Set high expectations and targets for all students, in operational planning, based on data and analysis.</li> <li>Case Management approach and documented improvement plans are used to enhance student capabilities in Literacy, Numeracy, social and emotional and behaviour.</li> <li>Documented improvement plans are developed collaboratively, implemented and reviewed by staff.</li> <li>Differentiated learning is provided in classrooms though curriculum adjustment.</li> <li>All students are supported in classrooms in attaining personal growth and the school's focus of "good to better".</li> <li>Student support is planned, rigorous, evidence based, allocated to need, outcomes driven and within the available resources.</li> <li>All teachers implement, embed and review whole school approaches in literacy and numeracy.</li> <li>Teams collaborative plan using the Western Australian Curriculum, Bicton Curriculum Guides and whole school approaches.</li> <li>Investigate academic extension programs and gifted and talented programs to extend students in the top 20% as identified through longitudinal data collection and standardised testing.</li> <li>Develop critical and creative thinkers.</li> <li>Embed the National Quality Standards into ECE teaching and learning.</li> <li>Develop an Early Childhood philosophy and Guidelines for Kindergarten and Pre Primary.</li> <li>Embed Year Level Team approach (K/P, 1/2, 3/4 and 5/6) for collaborative planning, connected practice and whole school agreed teaching strategies with systematic assessment and recording.</li> <li>Investigate a BYOD program to support and develop student learning.</li> <li>Student support services (including but not limited to psychologist, chaplain, mentors, and external agencies) are effectively utilised for students who need support with social and emotional wellbeing.</li> <li>All teachers Incorporate integrated practice and STEM approaches to enhance student learning.</li> <li>Provide enriched science learning through engagement both in class and with local expertise.</li> <li>Teach HaSS with a focus on inquiry skills.</li> <li>Investigate effective assessment strategies for longitudinal data tracking.</li> <li>Focus on progressing teachers through stages of limited engagement, familiarization, transition and adoption of the Technologies Curriculum.</li> <li>Build teachers capacity to develop programs that use ICT in a transformational manner.</li> <li>Maintain the Bicton culture of positive relations and a safe and supportive learning environment for students.</li> <li>Students are engaged in learning experiences that incorporate staff, student and school community expertise.</li> <li>Student creativity, self-esteem, diversity, and success are planned, catered for and celebrated at Bicton PS.</li> <li>Celebrate student success in all areas of learning.</li> </ul>	<ul style="list-style-type: none"> <li>NAPLAN, Progressive Achievement Testing (PAT), On Entry Data, Promoting Literacy Development (PLD) are systematically analysed and monitored using longitudinal data sets.</li> <li>Full implementation of the Western Australian Curriculum, Kindergarten Guidelines and Early Years Learning Framework is evident in teaching and learning.</li> <li>Teachers and staff are accessing relevant professional learning and planning according to school/professional needs in accordance with the Teachers Registration Board requirements.</li> <li>Teachers work collaboratively in teams to adopt whole school processes, plan, and monitor and assess students.</li> <li>Early Childhood Education (ECE) staff demonstrate implementation of the National Quality Standard (NQS) according to the NQS acquittal.</li> <li>Feedback practices are utilized to monitor team collaboration and adoption of whole school processes.</li> <li>Students accessing support through school and external sources for emotional wellbeing.</li> <li>School survey data is analyzed and reflects positive satisfaction.</li> </ul>



## BICTON STRATEGIC OBJECTIVE 2: High quality teaching and leadership

We recognise the basis for improved student learning outcomes is high quality teaching and leadership.

### KEY SCHOOL ATTAINMENT TARGETS

- Teachers self-assess overall to increasing proficiency using the AITSL Teacher Standards annually.
- Leaders self-assess overall to increasing proficiency using the AITSL leaders' framework annually.
- Build interest in and increase teachers completing their Senior Teacher or Level Three Classroom Teacher Status.

#### Key Strategies

- Teachers and other school leaders are identified and provided with leadership opportunities.
- Identify teachers aspiring to be leaders to transition into Curriculum or Team Leader Roles.
- Further develop and embed a sophisticated distributed leadership model that enhances teacher effectiveness, student outcomes and whole school processes.
- Team Meetings focus on improving teaching, learning, assessment and monitoring.
- Curriculum Leader and Team Leader professional learning and meetings incorporate high level reflective practice to develop leadership skills and best practice.
- Implement and embed a coaching program, through senior leadership support, for Curriculum Leaders and Team Leaders.
- Teachers demonstrate exemplary classroom practice through strong application of the guiding Principles of Teaching, Learning and Assessment in their classrooms.
- Build staff capacity for excellence in teaching through quality and relevant professional learning opportunities.
- Extend the expertise of education assistants through collaboration and professional learning.
- School teams and the School Board contribute to planning and setting school direction.
- Innovation is identified, supported and promoted through Curriculum Teams, Year Level Teams, Senior Leadership and the community.
- Effective collaboration practices are continued and developed with local secondary schools.
- Bicton PS is actively involved in Riverside Network activities and School Development Days.
- Quality differentiated teaching is observable in all classrooms.
- Performance and Development includes team and individual self-reflection on whole school priorities.
- Lesson Study (Observation, Reflection and Support Model) is a part of Bicton PS teaching practice and is utilised to enhance teaching and student outcomes.
- Staff are recognised and acknowledged for exemplary practice, quality teaching, contributions and valuing others.
- A positive school culture is owned by all staff and developed through team building activities and approaches.

#### Monitoring and Evaluation

- Feedback mechanisms and reflection indicate effective team working relationships and actions (Surveys, meeting agendas/minutes and coaching sessions).
- Effective whole school teaching strategies and planning are implemented in classrooms.
- Ongoing professional learning is attended based on the needs of the school, staff and students.
- Staff are involved in either leading or participating in Riverside Network meetings and activities.
- All teachers participate in peer to peer Lesson Study.
- Staff survey information reflects a positive culture.



## BICTON STRATEGIC OBJECTIVE 3: Build school community partnerships

We continue to prioritise positive relationships and productive partnerships with our parents and our local community.

### KEY SCHOOL ATTAINMENT TARGETS

- Bi Annual School Survey data will reflect positive parent satisfaction.
- Bi Annual School Survey data will reflect positive student satisfaction.
- Bi Annual School Survey data will reflect positive staff satisfaction.
- The School Board conducts an annual self-assessment of its members to identify and, where appropriate, address identified areas.
- Feedback gained following school/ community activities is mostly supportive.
- Maintain and/or increase the number of students continuing at Bicton Primary School in Years 4-6.

#### Key Strategies

- The School, School Board and the P&C work together to make informed decisions to enhance educational and physical learning environments for students.
- Continue opportunities for parents and teachers to meet and support students.
- Teachers in the early years establish positive and collaborative relationships with families; which are built on in the later years.
- School Board develops, in collaboration with the P&C, a stakeholder engagement strategy for enhanced school and community communications.
- Continue opportunities to showcase the school to the community and to enhance relationships and partnerships.
- Provide students with the opportunity to build partnerships with the local community.
- The School's activities are a platform for school and community engagement.
- Continue Bicton's positive relationships with external organisations to mutually benefit school and community groups.
- Seek opportunities for grants, funding, sponsorship and donations from external sources to support student learning.
- Parent workshops, learning opportunities and information sessions are developed for the community to support student outcomes.
- Promote to the community an engaging and comprehensive K-6 program that ensures opportunities for extension and cross curricular learning.
- Differentiate Bicton Primary School from neighboring schools.

#### Monitoring and Evaluation

- Maintain and/or improve attendance at Classroom Learning Journeys, information sessions and workshops.
- Classroom Connect is used by all teachers to assist in communications.
- Newsletter, school website, Connect and teacher communications provide information to parents and community.
- School activities and profile are visible in the local community.
- Survey information and feedback from school activities.
- Monitor middle childhood enrollment data.

