



BUSINESS PLAN

2021-2024





Our school's purpose

Our purpose is to provide students with the skills, knowledge and attitudes to enable them to become life-long learners and to make positive contributions to the society in which they live.

Our school's values

Four core values have been identified by students, staff and parents to form the basis upon which we seek to achieve personal targets and interact positively with others:

DOING YOUR BEST

RESPONSIBILITY

RESPECT

RESILIENCE





The West Greenwood Primary School (WGPS) 2021-2024 Business Plan has been developed in collaboration with students, staff, carers and the School Board. The plan maintains a clear strategic future for the next four years and cements our commitment and efforts to building a community of life-long learners, supported in their endeavours by our cohesive partnerships with families and outside agencies, to make positive contributions to society.





Wayne Bariolo, Principal

This business plan forms part of a suite of school documents including operational plans and the School Improvement and Accountability Framework (SIAF) which completes a picture of the school, reflecting the Department's long-term plan, Building on Strength.

WGPS staff, board members, students and community continually self-asses the school's performance in academic and non-academic areas. Judgements are made about the effectiveness of our school processes and student achievement, establishing a culture in which successes are celebrated and improvements are strenuously sought. This rigorous process of self-assessment enables us to continue to provide a high quality education to facilitate success for all students. Our accountability for delivering high quality education is provided by the Independent Public School Review Process.

The direction of WGPS, set in the previous business plan, has launched the school on a trajectory of whole school improvement that is further built on in the 2021-2024 Business Plan.

The school community recognises our journey as a continuation of best practice, with strategies and outcomes being tweaked showing a commitment to achieving success and embedding whole school practices that support the achievement of our targets.

The WGPS Business Plan 2021-2024 was created as a map for a four-year period and it is a dynamic document that is reviewed and consulted in the school's daily operations by staff, students, the school board and the community. This consultation ensures the school's operations and progress are reviewed in relation to the targets set.

Our school community wholeheartedly embraces this journey into a new business plan period, recognising the opportunity to harness the existing positives, and to enhance and fine-tune our practices to deliver success for our students.



2021-2024 Business Plan Targets

ACADEMIC TARGETS



NAPLAN

In 2024 West Greenwood Primary School will show an upward trajectory across all 5 areas of NAPLAN data.

WGPS will have 25% or more of students in Year 3 and Year 5 achieving in the top 20% of NAPLAN.



Progressive Achievement Tests (PAT)

In 2024 West Greenwood Primary School will show an upward trajectory across all 4 areas of PAT data.

WGPS will have equal or higher scaled score medians for students in Year 1 – 6 at the 50th and 95th percentile.

NON-ACADEMIC TARGETS

Culturally Responsive Practices

- School based survey data on building culturally responsive practices reflects 85% or higher staff confidence and understanding.

Community satisfaction rates and non-academic performance

- Student Survey data in 2024 shows an average score (5 point scale) for all questions, that is equal to, or better, when compared to the previously completed survey (2020 and 2022 results).
- Staff Survey data in 2024 shows an average score (5 point scale) for all questions, that is equal to, or better, when compared to the previously completed survey (2020 and 2022 results).
- Parent Survey data in 2022 shows an average score (5 point scale) for all questions, that is equal to, or better, when compared to the previously completed survey (2020 and 2022) results.
- School Board Effectiveness Survey shows at least 90% agree or strongly agree to all questions answered by School Board members.





PRIORITY AREA 1 - Relevant and Engaging Learning Opportunities for Students



OUTCOME

WGPS students, through academic rigour and a strong sense of self, develop into artistic and creative problem solvers, contributing to society as active citizens with a modern global perspective.

STRATEGIC DIRECTION	STRATEGIES
Ensure high expectations and differentiation for all students	<ul style="list-style-type: none"> Academic support program to assist teachers with extension lesson planning across the curriculum* Professional learning for staff and opportunities for moderation to refine judgements Use a range of data to set and monitor specific targets to improve student outcomes* Teach through agreed whole school strategies Use SEN planning for students at educational risk Utilise EA support strategically in classrooms for both low and high performing students
Maintain high levels of student engagement across all aspects of schooling	<ul style="list-style-type: none"> Innovate in specialist areas across the school (Solar car challenge in Science, cooking and Japanese assembly, music soundscapes and performances) Create engaging internal and external learning environments (loose parts, play areas, flexible learning spaces, sensory boxes) Increase student participation in state, national and international competitions in a variety of domains Address poor student attendance in a systematic approach
Promote student health & well being	<ul style="list-style-type: none"> Encourage growth mindset amongst students Implement protective behaviours curriculum across the school Collect whole school data to obtain fine grained health and well-being information* Enhance processes for students at educational risk through monitoring, reviewing and tracking of documented plans and intervention approaches* Implement new behaviour management policy across the school*
Better prepare students for 21st century learning and living	<ul style="list-style-type: none"> Explicitly teach children to use technologies to create, research and publish Explicitly teach lesson intentions of digital activities and devices Integrate the WA Curriculum's ICT General Capabilities in a coordinated manner across all year levels
Build culturally responsive practices across the school	<ul style="list-style-type: none"> Professional learning for staff to embed culturally responsive practices Monitor school performance on the Continuum in the Aboriginal Cultural Standards Framework Develop a Reconciliation Action Plan (RAP) for the school Incorporate cross curriculum priorities; Aboriginal and Torres Strait Islander Histories and Culture, and Asia and Australia's Engagement with Asia, into teaching and learning programs where possible

*2021 School Review Recommendation



PRIORITY AREA 2 - Motivated and Engaged Staff



OUTCOME

WGPS staff are highly professional and committed practitioners, engaging in collaborative and self-reflective practices that focus on a student-centred approach to education.

STRATEGIC DIRECTION	STRATEGIES
Increase opportunities for staff collaboration, professional learning and growth	<ul style="list-style-type: none"> • Maintain collaborative DOTT structures across the school • Timetable specific DOTT sessions for moderation • Continue strong committee structure across key aspects of the school • Utilise teacher leaders to lead collaborative moderation processes across phases of learning • Organise relevant Professional Learning (PL) in ICT, STEM, differentiation, Literacy, Numeracy, Health and Wellbeing and Cultural Awareness • Use Professional Growth process and classroom observations to strategically link professional improvement to identified department, school and personal priorities • Promote the uptake of Level 3 Teacher applicants within staff • Continue to develop an Aspirant Leaders' Pool within staff • Engage in professional conversations with staff to plan, review and self-assess school and student performance and school plans • Ensure all new staff are appointed mentors and participate in a thorough induction*
Ensure all staff maintain a high level of Health and Wellbeing	<ul style="list-style-type: none"> • Maintain and promote the work of the Health & Well Being Committee • Continue to refine the yearly planner to maximise learning opportunities and reduce administration tasks for teaching staff • Plan effectively for staff meetings and PL days to include whole school, phase of learning and committee activities • Continue to transform the aesthetic working environment for all staff to increase collaborative and social engagement • Incorporate and make visible, staff voice in Health & Well Being initiatives

*2021 School Review Recommendation



PRIORITY AREA 3 - Meaningful Community Partnerships



OUTCOME

WGPS values high levels of parent involvement and encourages external partnerships to allow opportunities for students and staff to extend their learning and success beyond the school boundaries.

STRATEGIC DIRECTION	STRATEGIES
Create opportunities for parents to participate more in school life and provide more opportunities for feedback	<ul style="list-style-type: none"> • Focus on delivering a range of parent workshops across various domains (ICT, Literacy and Numeracy, student wellbeing) in a variety of formats (face to face, online, booklets) • Continue to strengthen collaborative processes with the P&C to refine purchasing requests and financial support to maintain alignment with whole school plans and priorities • Utilise school events to invite parent participation (Harmony Day, Health and Well Being Day) • Grow the partnership between the school and community with a sustainability agenda through the Sustainability committee • Seek community input through the National Schools Opinion Survey
Bring learning opportunities from the wider community to the students of WGPS	<ul style="list-style-type: none"> • Continue to work with external providers to support student needs (OT & speech services, DSF tutors, Therapy Focus) • Create opportunities to engage with community members for school projects to improve student learning, the school environment and buildings (artist in residence programs, community grants, local members of parliament and city council) • Reinvigorate activities between Greenwood College and the school, through educational programs using specialist facilities in ICT, Science and so on • Actively apply for local, state and federal grants that will enhance the learning environment and curriculum for students and staff • Investigate opportunities for extracurricular activities to be run from WGPS, in order to target specific cohorts of students (Sporting Schools, Young Engineers)

**2021 School Review Recommendation*



PRIORITY AREA 4 - Strong School Governance



OUTCOME

WGPS operates in an effective, efficient and transparent manner, articulating policy and protocols, building a safe and stimulating work environment and self-assessing school performance on a regular basis.


STRATEGIC DIRECTION	STRATEGIES
The school's resources are managed in an effective and efficient way and are linked to improved student outcomes	<ul style="list-style-type: none"> • Use the policy audit document to maintain currency and effectiveness of school policies • Develop a comprehensive workforce plan to assist with future appointment processes* • Continue to monitor processes for allocating cash budgets to learning areas, to ensure greater collaboration amongst staff and links to whole school plans • Maintain effective salary budgeting process to ensure whole school plans, priorities and opportunities for PL and growth are supported and strategically catered for
The School Board and staff routinely self-assess and review school performance and respond in an appropriate and timely manner	<ul style="list-style-type: none"> • Ensure school plans are reviewed regularly, to align to state and federal plans and initiatives • Throughout the life of the Business Plan, the 2021 school review findings are analysed, discussed and acted upon as required • Develop measurable targets in a range of areas to ensure school and student performance can be monitored effectively and easily* • Develop measurable targets in Health & Wellbeing to ensure staff and student wellbeing can be monitored effectively and easily • Investigate the skill set amongst the wider community to determine how best to develop the School Board's capacity in a range of areas (finance, marketing, policy development) • Ensure that review of the Business Plan and associated strategies and targets is undertaken on a regular basis* • Implement processes whereby parents have greater ability to participate in school self-assessment and review processes • Ensure all newly elected School Board members are offered training*


*2021 School Review Recommendation






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