

Business Plan 2020 - 2022



KARDINYA PRIMARY SCHOOL
Learning for Life



Kardinya Primary School has a proud history of nurturing the learners of Kardinya for more than 40 years.

We are a school supported by a fantastic, supportive community. Our students are amazing and our staff dedicated and caring. We are proud to nurture our students as citizens of tomorrow.

In developing this Business Plan, the whole Kardinya Primary School community was given the opportunity to reflect on what is important to them as we move forward. After three years as an Independent Public School it was important to reflect on our progress and consider our next steps. The parents were able to voice their views through the Kardinya School Board as well as a Community Forum. The teachers contributed significantly over a number of staff meetings to the formation of the plan and we also listened to the voice of the students through a Year 6 Forum.

There has been a slight shift in what we all consider important in school life at Kardinya Primary School. Our focus on high quality teaching and learning continues and there is now a

desire to further develop the 'whole child' with a focus on social and emotional development, developing skills for the 21st Century, life skills, global citizenship and wellbeing. The other focus area identified, is strengthening public confidence in Kardinya Primary School to improve school pride and perceptions of our school. This area encompasses school leadership, cultural awareness, building our school spirit and developing the school grounds, along with supporting and reaching into the community.

This Business Plan sets out our shared vision for the next three years (2020 – 2022), giving Kardinya Primary school a clear direction for development. This plan outlines our focus areas, major initiatives, goals and targets along with actions and milestones for achievement.

Every member of our school will focus on achieving what is set out in this Business Plan as we work together to develop our students as future citizens of our fast developing world.

Our Values

Our Mission

High quality teaching, learning and leadership within a collaborative culture.

Our Vision

Kardinya Primary school partners with the wider school community to develop students into good citizens of tomorrow who strive to make the world a better place. Students will achieve their best academically, socially and emotionally, respecting themselves and the rights of others.

Motto

Learning for Life

Kardinya Primary School's Values

Our values guide the way we act and interact in our school community, characterising our social and civic responsibilities.

Learning

Kardinya Primary School takes a positive approach to learning and believes that every child has the capacity to learn. Every child will be supported to achieve progress in their learning.

Excellence

Kardinya Primary School has high expectations for all students and staff. We strive for excellence in a culture of continual improvement and endeavour to be our best.

Equity

Kardinya Primary School is dedicated to achieving the best possible outcomes for all students irrespective of circumstances and background. Discrimination, abuse and exploitation have no place at our school.

Care

At Kardinya Primary School we care about our students, community and staff. Our relationships are based on building partnerships of trust, respect and responsibility.

These values form the core of how we work together as a school community to grow our students into the citizens of tomorrow.



Learning Dispositions

At Kardinya Primary School we support our students to develop the 5 Key Dispositions:

1 Perseverance

We aim to develop students' ability to keep going in spite of obstacles or challenges, both inside and outside the classroom. Students who persevere show determination in achieving goals despite how difficult they are, or how long it takes to reach their goals.

2 Problem Solving

At Kardinya Primary School we aim to develop students' ability to understand and resolve everyday problems with a growth mindset. We view this as an essential life skill and support students to define the problem, generate, evaluate and implement solutions, then reflect on the outcome.

3 Resilience

We aim to develop students' ability to thrive despite setbacks or barriers they are faced with. Students who are resilient have emotional strength and are able to maintain control of situations and manage challenges.

4 Cooperation

At Kardinya Primary School we aim to develop students' ability to work with others to achieve a common goal or purpose. Students who are cooperative are able to maintain positive relationships with others whilst in a group setting.

5 Responsibility

We aim to develop each student's ability to consciously make decisions and behave in a manner that improves themselves and/or help others. Students who are responsible respect the rights of others, take pride in themselves and accept the consequences of their own actions or decisions.

Focus Areas

- High Quality Teaching and Learning
- Educating the Whole Child
- Public Confidence in Kardinya Primary School

Targets

High Quality Teaching and Learning

- NAPLAN scores for all assessments to be close to or above Like Schools.
- Improve progress of students between Year 3 and Year 5 in all assessment areas.
- Achieve a positive trend of NAPLAN averages in Year 5 Reading, Writing, Spelling and Grammar & Punctuation assessments.
- 80% of Kardinya Primary School students will achieve the expected progress, or above, from Pre-Primary to Year 1 in Reading and Writing On-Entry scores.
- 80% of students to achieve a PAT Stanine of level 4 or above in the Numeracy, Reading and Spelling assessments.

Educating the Whole Child

- Increase the percentage of students achieving more than 90% attendance.
- Increase the percentage of students achieving Consistently in all Personal and Social Learning and Attitude, Behaviour & Effort areas (Years PP-2) on the end of year report.
- Increase the percentage of students achieving Consistently in all Attitude, Behaviour & Effort areas (Years 3-6) on the end of year report.



Public Confidence in Kardinya Primary School

- Increase student enrolment between 2020 & 2022.
- Increase P&C membership between 2020 and 2022.
- Increase parent participation rate for the National Parent Opinion Survey.
- Increase the number of National Opinion Parent Survey questions with an average rating of 4.0 and above.
- Increase parent participation at school events.
- Promote Kardinya Primary School through at least 5 marketing and promotional opportunities each year.

High Quality Teaching and Learning

LEARNING INTENTION:

- All students at Kardinya Primary School will achieve individual success as learners.
- All staff will implement high quality, engaging and successful learning programs and engage in reflective practice for continual improvement.

STRATEGIC FOCUS	STRATEGIES	ACTIONS / MILESTONES
Address individual learning needs	Differentiated teaching to cater for the learning needs and abilities of students.	<ul style="list-style-type: none"> • Teachers record differentiated planning using group and individual plans for students unable to access the curriculum at year level or who have special needs.
	Develop a data driven Early Intervention program.	<ul style="list-style-type: none"> • Backward map data to identify students at risk in Pre-Primary. • Identify Early Intervention suitable for the context of KPS. • Implement an Early Intervention program for years 1 & 2 as needed. • Identify and implement data analysis of Early Intervention results.
	Monitor and improve student progress.	<ul style="list-style-type: none"> • Annual data analysis of student progress <ul style="list-style-type: none"> - Kindergarten Assessment Tool - On-entry Data - Progressive Achievement Tests (PAT) - NAPLAN - PM Benchmarks - Other data as available
	Strengthen process for supporting students with identified learning needs.	<ul style="list-style-type: none"> • Review SAER Policy. • Create SAER and Handover profiles. • Support families through the diagnostic process so that individual learning needs can be identified and addressed.
Higher Order Thinking Focus	Increase focus on Higher Order Thinking Strategies (HOTS)	<ul style="list-style-type: none"> • Professional Learning for staff • Scope and sequence for implementation of various HOTS strategies across the school. • Support staff implementation of Higher Order Thinking through the curriculum leadership structure.

STRATEGIC FOCUS	STRATEGIES	ACTIONS / MILESTONES
	Integrated project learning to extend all students.	<ul style="list-style-type: none"> • Explore opportunities for integrated project based learning. • Re-invigorate STEM with the STEM Learning Project. • Develop a Scope and Sequence for integrated project learning across the school.
Core Learning – WA Curriculum	Good academic foundations in Literacy and Numeracy.	<ul style="list-style-type: none"> • Develop Kardinya Primary School Scope and Sequences for key Literacy and Numeracy areas. • Develop a curriculum leadership structure to support Literacy and Numeracy in each phase of learning. • Develop detailed Operational Plans for Literacy and Numeracy. • Review the Assessment Schedule to determine if it allows monitoring of progress. Make changes as needed. • Regular data analysis to monitor progress. • Continue focus on Visible Learning to engage students in setting learning goals, developing learning independence and giving/receiving effective student feedback. • Increase data driven focus of collegiate groups. PL as needed. • Devote one staff meeting per term for phase of learning planning and support.
	Students engage in all aspects of the Western Australian Curriculum as outlined in the WA Curriculum and Assessment Outline.	<ul style="list-style-type: none"> • Introduce Languages Other Than English according to the requirements of the WA Curriculum and Assessment Outline. • Choose a focus context for Design Technologies. • Professional learning for staff as needed. • Develop outline Operational Plans for all learning areas. • Develop teacher planning templates. • Continue to provide collegiate planning time. • Develop a curriculum leadership structure to support teachers in all learning areas.
	Continue focus on Visible Learning to engage students in setting learning goals, developing learning independence and giving effective student feedback	<ul style="list-style-type: none"> • Develop a Visible Learning Operational Plan. • Continue to embed Visible Learning strategies and unify terminology across the school. • Strengthen process for student feedback. • Professional learning and coaching support as needed.
	Continue Focus on Digital Technology	<ul style="list-style-type: none"> • Introduce a Bring Your Own Device (BYOD) program in years 4-6. • Provide in-class digital technology coaching to support teachers to use BYOD devices effectively. • Develop a BYOD Scope and Sequence which draws on the WA Digital Technologies Curriculum, ICT General Capabilities, Higher Order Thinking Skills, Internet safety and STEM projects. • Increase access to materials at school that allow students to create digital solutions (such as robotics). • Provide learning for families regarding internet safety and use of devices at home.

Educating the Whole Child

LEARNING INTENTION:

- In addition to quality Teaching and Learning, Kardinya Primary School will nurture social and emotional development, skills for the 21st Century, life skills, global citizenship and wellbeing to develop the Whole Child as a Global Citizen of tomorrow.

STRATEGIC FOCUS	STRATEGIES	ACTIONS / MILESTONES
Health and Wellbeing	Continue focus on Student Health and Wellbeing	<ul style="list-style-type: none"> • Investigate and implement health and wellbeing monitoring. • Implement Aussie Optimism across the school. • Map synergies between Aussie Optimism and the Health Curriculum on a Scope and Sequence. • Continue to develop an annual operational plan for Health and Wellbeing. • Implement WA Positive Behaviour Support. • Continue to engage and support a School Chaplain or equivalent (as funding allows). • Investigate and map out a physical literacy program to encourage students to be committed to physical activity and health. • Continue and strengthen participation in the Jump Jam program. • Investigate and implement opportunities to strengthen student leadership and ways to hear the student voice.
	Continue focus on Staff Wellbeing	<ul style="list-style-type: none"> • Develop a Staff Wellbeing Plan. • Continue to strengthen staff communication • Continue to strengthen staff collegiate opportunities and activities.
Life Skills	<ul style="list-style-type: none"> • Develop the 'soft' skills of the 21st Century • Collaboration • Problem Solving • Personal learning • Creativity • Global Sustainability 	<ul style="list-style-type: none"> • Professional Learning for teachers as needed. • Implement the use of Skills of the 21st Century Assessment Framework to create an evidence map of student skills. • Provide integrated project learning across the school with opportunities for group projects. • Link skills of the 21st Century with student dispositions.

STRATEGIC FOCUS	STRATEGIES	ACTIONS / MILESTONES
	Develop Life Skills opportunities at Kardinya Primary School.	<ul style="list-style-type: none"> • Explore opportunities and implement a whole school approach to developing life skills, such as <ul style="list-style-type: none"> - Careers Education - Enterprise opportunities - Impact hour / day - Financial Literacy - Sustainable living (reducing waste, growing and producing food, innovative recycling, saving water and energy) • Create a scope and sequence for Kardinya Primary School of General Capabilities and Life Skills development. • Explore opportunities to increase cross age learning opportunities. • Explicitly teach time management to students through classroom practice and homework management. • Explicitly teach goal setting using Visible Learning. • Explore and implement ways to acknowledge and reward the development of Life Skills / dispositions (such as certificates).
Global Citizenship	Sustainable Living - Understanding and Caring for our planet	<ul style="list-style-type: none"> • Continue the Sustainability Team. • Develop an annual operational plan for sustainability. • Continue and extend Trash Free Tuesday. • All classes engage in planting, growing or cooking food. • Map out a scope and sequence of possible integrated sustainability projects that link with the WA Curriculum. • Explore and implement options for Kardinya Primary School to become a more sustainable organisation. • Identify and implement strategies to increase the % of students, staff and parents who walk or ride to school. • Highlight curriculum areas in the WA Curriculum that increase environmental understanding. • Sustainability Team to host an inspirational guest speaker or incursion. • Raise awareness of sustainable practices at Kardinya Primary School.

Public Confidence in Kardinya Primary School

LEARNING INTENTION:

- Increase public confidence in Kardinya Primary School by being a high quality, inclusive and culturally aware school.
- Build the 'sprit' of Kardinya Primary School and promote our school as the school of choice in the local area.

STRATEGIC FOCUS	STRATEGIES	ACTIONS / MILESTONES
Grounds and facilities	Improve the grounds and facilities at Kardinya Primary School	<ul style="list-style-type: none"> • Continue to improve the school oval in partnership with the Department of Education. • Develop a comprehensive maintenance schedule of faults reporting. • Ensure faults are reported in a timely manner. • Develop a plan to improve the amenity of all toilet blocks by engaging with the School Toilet Project. • Work with the Department of Education to raise the height of toilet partitions for older students. • Grounds and Buildings team to meet once a term. • Develop a School Revitalisation Plan. • Continue to increase time allocation for gardening to allow for garden areas to be re-vitalised. • Develop a 'Busy Bee' schedule with the P&C for an annual parent busy bee.
	Improve playground and engagement options for students.	<ul style="list-style-type: none"> • Continue the implementation of Loose Parts Play. • Develop concept plans for nature play areas around the school. • Apply for additional funding to develop nature play areas around the school. • Develop a 'chill out zone' in the playground for students. • Implement some before school engagement activities (eg Clubs).
Public accountability	Embed the National Quality Standard (NQS) across K-2.	<ul style="list-style-type: none"> • Appoint a K-2 Phase of Learning leader with responsibility for implementing NQS. • Annual review and reporting to staff using the Kardinya Primary School NQS Action Plan. • Regular reporting of actions needed for continued implementation of NQS to staff. • Regular K-2 Phase of Learning meetings.
	High quality school leadership and school improvement.	<ul style="list-style-type: none"> • Review distributed teacher leadership and teacher teams. • Re-align distributed leadership teams to be in line with school needs for Kardinya Primary School's Business Plan (2020 - 2022). • Set up a staff leadership mentoring program. • Develop in-school leadership through targeted professional learning and providing leadership opportunities. • Continue to use the WA Future Leaders Framework to identify potential leaders at Kardinya Primary School. • School Administration annually use Principal Performance Improvement Tool and National School Improvement Tool to reflect on school leadership and direction.

STRATEGIC FOCUS	STRATEGIES	ACTIONS / MILESTONES
Inclusivity	Build cultural awareness	<ul style="list-style-type: none"> • Celebrate Harmony Day annually. • HASS leader to Identify and implement activities that celebrate the cultural diversity of Kardinya Primary School.
	Reconciliation with Australia's First People	<ul style="list-style-type: none"> • Celebrate NAIDOC week annually. • Engage with the Aboriginal Cultural Standards Framework annually. • Develop a Reconciliation Plan for Kardinya Primary School. • Celebrate the local indigenous people with a garden dedicated to indigenous plants which celebrates the indigenous seasons. • Explore options to include a local indigenous representative on the School Board.
Improve perceptions of our school	Publicity and Marketing	<ul style="list-style-type: none"> • Continue to develop and improve the School Website. • Continue to use Facebook to publicise school events and promote Kardinya Primary School. • Notify the Department of Education Media unit of special events. • Publish articles and photos of school events and achievements in local publications. • Provide regular school tours to prospective student families. • Explore options for promoting our school in the local community, especially at times when enrolment applications are due. • Explore opportunities for public art and project displays in local shopping centres.
	Communication with parents	<ul style="list-style-type: none"> • Teachers continue to publish CONNECT notices to parents through their class space. • Continue to communicate with parents using CONNECT through the school space. • Improve in-school communication to ensure communication to parents conveys a consistent message. • Consider and respond to parent suggestions for improved communication. • Consult with parents in advance of possible changes in matters of school culture. • Conduct school wide parent satisfaction survey every year.
	Community use of our facilities	<ul style="list-style-type: none"> • Continue to host community groups using our facilities (Playgroup, OSH Club) • Welcome and negotiate with new community groups who would like to use our facilities out of school hours.
Building the 'spirit' of Kardinya Primary School.	Community involvement	<ul style="list-style-type: none"> • Widen opportunities for parental involvement in classrooms, especially with the older students. • Seek community representation on a variety of school committees (such as Grounds and Buildings, Reconciliation, Sustainability). • Continue to engage in and expand community celebrations (such as Mother's and Father's Day in the ECE). • Hold a welcome event in conjunction with the P&C at the beginning of each year (such as a Welcome Breakfast).
	Reach into the wider community	<ul style="list-style-type: none"> • Explore and initiate options for intergenerational activities in our local area. • Actively seek opportunities for Kardinya Primary School to perform at, or visit areas in our local community. • Build connections with local sporting clubs.

School Code

Care, Pride, Trust and Respect to my school and all who attend.

It will be my aim to set good examples for others to follow.

I will be a successful learner through problem solving,
perseverance and cooperation.

I choose to display responsibility, learn from my mistakes and
show resilience.

These important skills will guide me as I **“LEARN FOR LIFE”**





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