



Mindarie
Primary School

2021-2023
Business Plan





Mindarie Primary School

We are respectful.
We are resilient.
We are safe.
Together, we will learn and achieve.

Vision

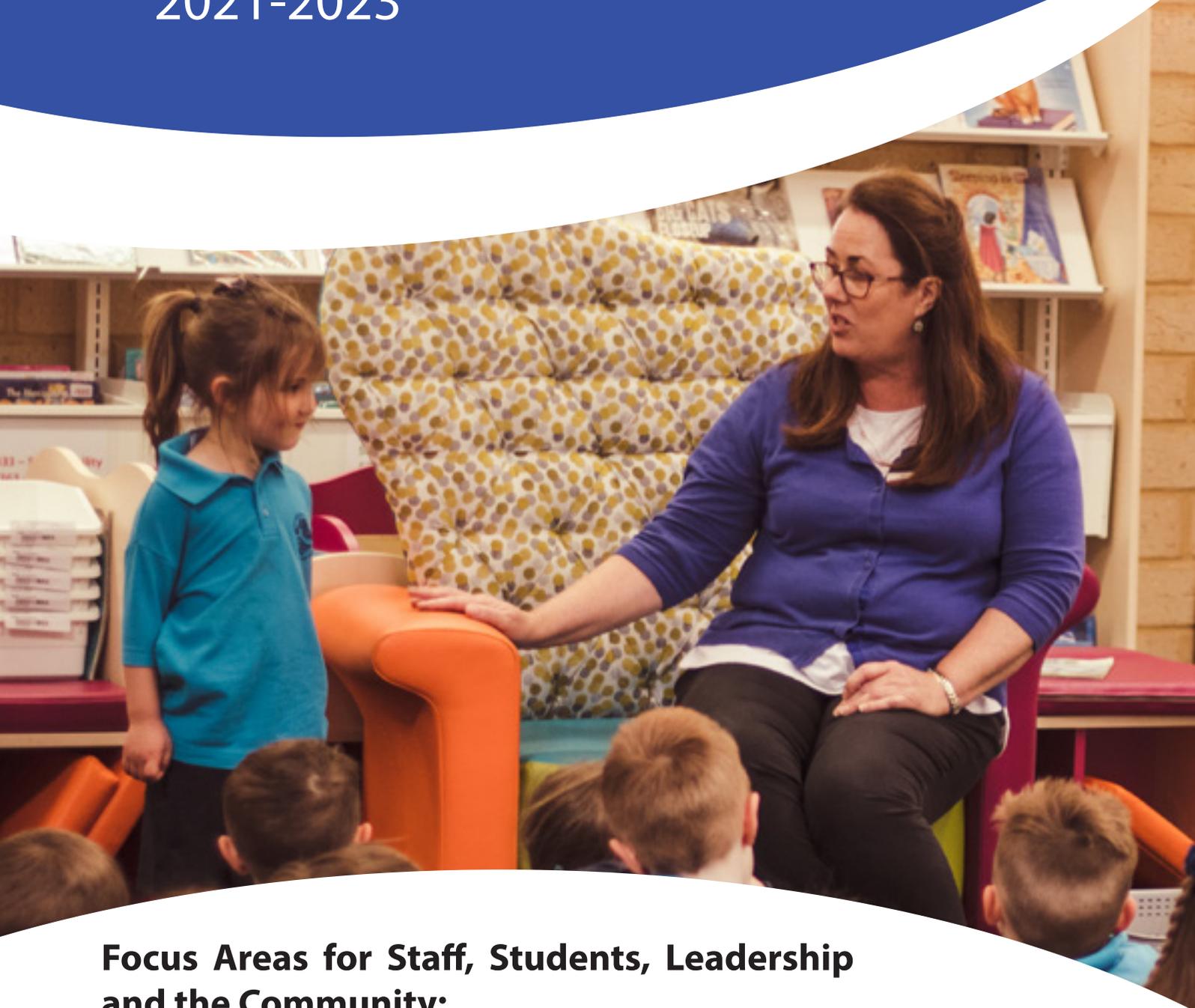
Today's School for Tomorrow's Society

Purpose

To develop active citizens who are prepared for the future;
academically, socially and personally.

Our School Strategy

2021-2023



Focus Areas for Staff, Students, Leadership and the Community:

- Student Progress and Achievement
- Quality Teaching
- Learning Environments
- Relationships and Partnerships
- Leadership
- Resourcing

Staff Vision

Mindarie Primary School - Shared Vision Statement

Mindarie is a Noongar word meaning, in part, to **'Stand-By'**. At Mindarie Primary School, we stand by our students with excellence and care. We commit ourselves to providing our students with the skills and attitudes that will give them the foundation for future success. The world they live in will ask of them that they are adaptive, equipped with the creativity and critical thinking skills that will turn challenge into opportunity. It will ask of them too that they are good at bringing people together, in both the community and workplace, aware of the need for inclusion and respect to all levels of society.

We stand by our students in these complex times.

Our students live in an increasingly busy and highly technological world. We teach them to maintain their equilibrium, to be resilient and independent learners. Critically, we help him to understand that they can ask for assistance. We aim always to strike a balance between academic achievement and wellbeing. Successful people of tomorrow will need to be good at building connections with others. We maintain a practice that teaches collaboration, communication and concern for the rights of others.

We stand by our students in a commitment to Excellence.

Through our work, our students will be equipped with the critical skills that are the gateway to full and successful participation in society. We promote an ethic of high achievement in all areas of school life. We do this with consistency through whole school approaches to all core learning areas. Our teaching programs are evidence based, relevant and engaging. The staff are committed to contemporary professional practice, based on current research and informed approaches.



We stand by our students in a commitment to care.

We know our students and understand that they have diverse backgrounds, interests and learning needs. We design our programs and support to meet these needs. Mindarie Primary is a place of inclusion for all students. We offer a well-rounded curriculum which offers the opportunity for all students to learn in safe and stimulating learning environments. We extend our reach into helping our students to understand the need to maintain their personal wellbeing. We have an intentional focus on physical, emotional, and psychological health in both our programs and our practice. We promote this need in our school and wider community.

We stand by each other.

As a staff, our commitment to Excellence and Care extends to the way we work together. we build strong relationships on staff, we trust each other as people and as professionals, and we communicate effectively. We work to ensure that we have a shared understanding of all key initiatives and directions. We see ourselves as learners, adaptable and willing to develop new approaches and skills. We are prepared to seek help from each other, leaning on the expertise of colleagues.

This is our school, and we're proud of what we do here. We know that we will be a powerful positive influence in the lives of our students.

Students will leave here having been known and valued for who they are.

Students will leave here having been challenged to learn and achieve.

Staff members will leave here with the privilege of looking back on a time and place where they worked with great colleagues.

Staff members will leave here knowing the true power of a shared commitment to Excellence and Care.

Student Achievement and Progress

"Identify and meet students needs." - Statement of Expectation 2021-2024

NQS Quality Area One - Educational Program and Practice.

Focus

Plans demonstrate a commitment to improve student achievement and progress.

Systemic and school-based data are used to assess student progress.

Student achievement and progress aligns with contextually similar schools.

Students attain their respective achievement standard in literacy and numeracy.

Levels of student achievement and progress align with grade allocation.

Assessment capable visible learners, who know where they are in their learning, where they are headed and the steps needed to get there.

Strategic Direction of Mindarie Primary School

Ensure Visible Learning is the embedded pedagogy across the school; Lesson outcomes are communicated to students through Learning Intentions and Success Criteria. Students are given explicit, timely and appropriate feedback that is based on the Learning Intentions and Success Criteria. The learning dispositions of Creativity, Cooperation, Resilience, Perseverance and Independence are embedded.

Development and implement yearly whole school operational plans for English, Mathematics, Science, Cultural Appreciation, ICT, Wellbeing and Visible Learning.

Build students' STEAM competencies.

Use formative and summative school based and systemic data to monitor student's progress and achievement including recording of longitudinal student data utilising SEQTA.

Identify and support Gifted and Talented students, and students who are at Educational Risk.

Target intervention for students based on progress and achievement (Names-Numbers-Needs).

Focus on areas identified by formative, summative and systemic whole school data provided by, but not limited to: NAPLAN, iMaths, Basic Facts, PAT Testing (Maths, Reading, Science), Words Their Way, Brightpath, PM Benchmark, Dandelion Reading Assessment, Rainbow Assessment Tool, Literacy Pro, On Entry, Kindy Assessment Tool and Common Assessment Tasks.

Review the implementation of whole school operational plans as part of teachers annual performance management processes.

Teachers will engage in collaborative planning and common assessment tasks.

Quality Teaching

"Building the capability of our staff." - Statement of Expectations 2021-2024

NQS Quality Area One - Educational Program and Practice

Focus

Shared beliefs about teaching and learning support school-wide practices.

Staff collaborate to plan for, act on, and assess student learning.

Teaching programs align with content outlined in the WA Curriculum.

Differentiated teaching exists to cater for the learning needs of students.

Analysis of systemic and school-based data informs teaching plans.

Assessment and reporting on student achievement informs students and parents.

Professional learning builds staff teaching capability.

Strategic Direction of Mindarie Primary School

Revisiting, reviewing and refining whole school, evidence based programs as outlined in Operational Plans 2021-2024.

Develop whole school maths proficiencies in Problem Solving, Fluency, Reasoning and Understanding.

Achieve maximum teacher efficacy through the provision of opportunities for teachers to collaborate (school and network) on the use of student achievement data to inform and share high impact teaching strategies.

Utilise the professional learning of the intern working with the Centre for Excellence in the Explicit Teaching of Literacy to build the capacity of staff in this area.

As per the Operational Plans 2021-2024, ensure that there are designated blocks for the teaching of Literacy and Numeracy.

Build capacity of teachers to share knowledge of evidence based practice through the Teacher Development School (TDS) model including classroom observations.

Increase staff knowledge in ICT and Digital Technologies. Plan deliberate opportunities across the curriculum in innovation, creativity and entrepreneurial skills, building on students' STEAM competencies.

Targeted professional learning will address yearly focus areas in Operational and Departmental Focus'.

Continue to work towards gaining Apple Distinguished School status.

Maintain the Student/Device ratio in 2021-2024 in accordance with the 1:1 Transition Plan.

Learning Environments

NQS Quality Area Two - Children's Health and Safety

NQS Quality Area Three - Physical Environment.

Focus

Create safe, caring, inclusive and culturally responsive environments.

Student behaviour, attendance and engagement strategies enhance student learning.

Health and wellbeing of students and staff is enhanced.

Students at Educational Risk are identified, supported and monitored for improvement.

Student voice informs decision making.

Physical environment adds value to the student learning experience.

Use of research based strategies to promote student engagement including Visible Learning and Mindfulness.

Strategic Direction of Mindarie Primary School

Building a culture of making positive behaviour choices through explicit teaching of expected behaviours. This includes the continuation of the Peer Mediator Program and continued focus on peer development through embedded 'buddies' practice.

Continue the use of PBS language across the whole school, involving all staff, students and the community.

Gather data, analyse and act on findings with regards to student voice and engagement utilising Student Leadership, Wellbeing, National Quality Standards, PBS and Visible Learning programs.

Continued use of the language of Visible Learning and Learning Dispositions.

Continue the extension of the Nature Playgrounds, ensuring culturally significant connections are developed.

Utilise the SAER processes, to build and maintain partnerships with other agencies and support services to assist children.

Consolidate the implementation of Social and Emotional Learning through the use of Friendly Schools Plus, Smiling Minds and Zones of Regulations programs to support students.

Continue to develop student centered and inclusive flexible indoor and outdoor learning environments.



Relationships and Partnerships

Promote teamwork and leadership to empower and inspire students and staff.

NQS Quality Area Five - Relationships With Children.

NQS Quality Area Six - Collaborative Partnerships with Families and Communities.

Focus

Professional relationships between staff are enabled through collaboration.

Staff, student and parent relationships are respectful.

Clear communications are evident, both within the school and with key stakeholders.

Parent and carer satisfaction feedback is sought and acted on.

The Board fulfils its role in supporting school governance.

Community partnerships are sustainable.

The local community values its school.

Strategic Direction of Mindarie Primary School

Conduct annual parent and staff National School Opinion Survey.

Provide a variety of opportunities for families to engage with the school community.

Bi-annual student engagement survey.

Use of a range of strategies to communicate, connect and inform the parents and the broader community including Seesaw and Connect as whole school communication.

Formulation of Clubs and after school use of school facilities for family group activities.

Develop staff understanding of respectful cultural responsive practices to support student needs and the expectations of the school community and Department of Education.

Utilise the RUMA Network to collaborate with other public schools to ensure that schools operate as a cohesive group.

Utilise the SAER processes, to build and maintain partnerships with other agencies and support services to assist children.

Histories, cultures, languages and traditions of families in the school community are explored and celebrated within classrooms.

Strong parent and community partnerships to promote student learning and experience.

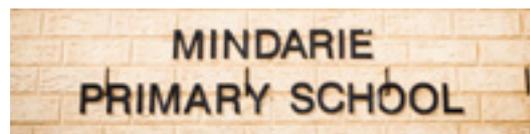
Where possible, maintain school professional educational partnerships including TDS, RUMA, WAPPA, and Brightpath including community partnerships including STAWA, Woodside and ECU.

Continue to explore opportunities for partnerships with a focus on inspiring and empowering students and staff.

Attendance Strategies

All students will receive an attendance comment on their summative report by their classroom teacher.

Parents / caregivers of students with an attendance rate of below 85% will be required to engage in a case conference to explore ways in which the school can work with the family to increase the attendance percentages of the students.



Leadership

Promote teamwork and leadership to empower and inspire students and staff.

NQS Quality Area Seven - Leadership and Service Management.

Focus

School vision/priorities and direction align with the Department's expectations.

School planning is evidence-based and aligns with the learning needs of students.

Change is applied in a timely, informed and inclusive manner.

Strategic and operational planning guides classroom practice and is aligned to the School Curriculum and Standards Authority expectations.

Leaders provide guidance and instructional support to staff.

Staff are provided with opportunities to lead.

Strategic Direction of Mindarie Primary School

Induction and mentoring to support graduates, new staff and aspirant leaders.

Collaborative mentoring and development, linked to the Future Leaders Framework, for aspirant leaders, level three and senior teachers to provide opportunities for leadership and growth within staff.

Continue to provide opportunities for curriculum and year level leadership opportunities within the school with a possible link to Senior Teacher roles.

Provide a range of leadership opportunities to enable students the ability to develop the skills and qualities/characteristics of positive young leaders including the development of the Peer Mediator Program in association with the Student Leadership Team.

Continue building a distributed leadership model with specific roles and responsibilities.

School Board will participate in governing and the accountability associated with expected roles.

All staff to engage in a cyclic professional review process led by school leaders.

Resources

Focus

Financial management complies with the expectations of the Funding Agreement for Schools

Resource allocation decision making is evidence-based

Budget and resource management practices support school planning

Use of Student Characteristics and Targeted Initiative funding assists student learning

Workforce planning and management practices align with student needs

Strategic Direction of Mindarie Primary School

Clear links between school priorities and the human, physical and financial resources.

Ensure certainty, flexibility and autonomy results in effective targeted expenditure and long term strategic management.

Ensure areas receive focused planning and investment to provide time, training, develop sustainable management structures and support change.

Fund staff to attend Professional Development linked to the current business plan, operational plans and areas identified in annual performance management.

Continue to explore SEQTA as a data storage and analysis hub to promote engagement in data informed practices.

Continue to fund cost centers based on school requirements, in particular, to retain focus on TDS, Visible Learning, PBS, Literacy Intervention, Wellbeing and Social and Emotional Learning.

Incorporate funding allocated to the school for Aboriginal students into targeted plans for Aboriginal student improvement.

Ensure a robust workforce plan is in place and reviewed annually.



Targets

School Annual Operational Plans are reviewed each year by dedicated curriculum and operational teams.

Targets for student learning are listed and reported on annually through the school Annual Reporting cycle.

Classroom teachers plans link directly to Mindarie School Business Plan 2021-2023

Area of Target	Targets
Student Wellbeing and Social Disadvantage	By the end of the Mental Health in Schools Program 2021, all staff to be utilising Friendly Schools Plus.
Student Wellbeing	90% of Year 4-6 students will sit the Annual South Australian Wellbeing Census.
Operational Targets	The school will report against targets set in Operational Plans each year via the Annual School Report.
Visible Learning	All teaching staff will utilise Visible Learning pedagogy, inclusive of Learning Intentions and Success Criteria, in their classrooms.
Staffing and Resources	Every teacher will actively engage with the annual performance management cycle.
Parent Survey	Parents and community will respond with a 4.0 or above in Annual Parent Survey.
Staff Survey	Staff will respond with a 4.0 or above in Annual Staff Survey.
Compliance	By the Annual Report, Mindarie Primary School will provide contextualised information about student Achievement (as part of Schedule C - Financing Agreement for Schools) By the Annual Report, Mindarie Primary School will provide detail in relation to how the school has allocated financial and human resources to address the operational needs of the school.





Mindarie Primary School

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