

# BUSINESS PLAN 2016-2018

*Strive to achieve*



NEERIGEN  
BROOK  
PRIMARY SCHOOL

*Strive to achieve*



NEERIGEN  
BROOK  
PRIMARY SCHOOL

## Our Vision

### **Strive to achieve.**

“Strive to achieve” encompasses our strong culture focused on high expectations, academic excellence and ensuring that all children have the skills needed to be active and resilient citizens.

## Our School

Neerigen Brook Primary School is an Independent Public School located in the centre of Armadale, 36 kilometres south east of Perth. As a school, we are committed to building a genuine sense of community partnership and parent engagement. Staff, students and families all enjoy the mutual respect and support essential for growth and learning. We are committed to explicit teaching and learning with an emphasis on academic excellence and social and emotional growth in a strong and safe school community.



## Our Business Plan

The Business Plan references the Department of Education’s Corporate Framework including the Strategic Plan for WA Schools; the Classroom First Strategy; and Focus 2017. The Plan outlines the strategic intent of Neerigen Brook PS to develop and embed quality improvement strategies within academic and non-academic areas.

It has been informed by school performance data; staff, student and community feedback; and the findings from the 2016 Independent Public School Review. The Plan is aligned to school implementation documents including annual Operational Plans, Workforce Plan, Annual Report and the Delivery and Performance Agreement. The school’s Operational Plans provide fine detail planning that supports the achievement of the Business Plan’s Targets and Milestones. These Operational Plans also form a clear link between the teachers’ classroom planning and the overall strategic direction set out in the Business Plan.

Through the Business Plan and the Delivery and Performance Agreement, we will be accountable for our student performance Targets, Milestones and the Operational Plan strategies for 2016-2018.

## Our Self-Assessment

At Neerigen Brook PS we utilise the National School Improvement Tool (ACER 2013) to make judgements about our progress, set goals and develop strategies for improvement; and to monitor and demonstrate improvements over time. Our Targets are explicitly aligned to the nine domains from the National School Improvement Tool (NSIT). We recognise that the Domains within the NSIT are interconnected and that positive progress toward achieving the Milestones is a prerequisite for the achievement of the Targets in the Business Plan.

Neerigen Brook PS is committed to building a robust coaching culture to drive improvement and utilises a growth coaching model.

Strive to achieve



## Our Targets

### Student Academic Improvement Targets

<b>Reading</b>
<ul style="list-style-type: none"> <li>• Increase the percentage of students at or above the National Minimum Standard in Year 5 NAPLAN Reading relative to 2016 data</li> <li>• Improve the Year 3 and 5 trend lines in Reading by 2018 relative to 2016 data</li> <li>• Increase the percentage of students making moderate or above progress for On Entry to Year 3 NAPLAN Reading</li> <li>• Reduce the gap between Neerigen Brook PS and like schools in NAPLAN Reading</li> <li>• By the end of 2018, 80% of Year 2 students will achieve PM Benchmark Level 18 or above</li> <li>• By the end of 2018, 80% of Year 4 students will achieve PM Benchmark Level 26 or above</li> </ul>
<b>Writing</b>
<ul style="list-style-type: none"> <li>• Increase the percentage of students achieving at or above the National Minimum Standard in 2018 NAPLAN Writing relative to 2016 data</li> <li>• Decrease the percentage of Aboriginal students making limited achievement in Year 3 NAPLAN Writing</li> <li>• Improve the Year 3 and 5 trend lines in Writing by 2018 relative to the 2016 data</li> <li>• Increase the percentage of students at or above the National Minimum Standard 2015-2017</li> </ul>
<b>Numeracy</b>
<ul style="list-style-type: none"> <li>• Improve the Year 3 and 5 trend lines in Numeracy by 2018 relative to the 2016 data</li> <li>• Increase the percentage of students who make 0.5 progress or higher from Year 1 to Year 2 in Numeracy On Entry assessment</li> <li>• Reduce the percentage of students in the very low progress category by 2018 for On Entry to Year 3 NAPLAN Numeracy relative to the 2016 data</li> <li>• Reduce the gap between Neerigen Brook PS and like schools in NAPLAN Numeracy</li> <li>• The Year 2 cohort will achieve an average score of 9 or higher in the Westwood testing for addition and subtraction</li> <li>• The Year 4 cohort will achieve an average score of 9 or higher in the Westwood testing for multiplication</li> </ul>
<b>Advancement Via Individual Determination (AVID)</b>
<ul style="list-style-type: none"> <li>• By the end of 2017 there will be a school wide approach to AVID instructional strategies</li> <li>• By the end of 2018 Neerigen Brook PS will achieve AVID certification</li> </ul>

ICT
<ul style="list-style-type: none"> <li>• By the end of 2017 staff capacity to embed digital technologies and keyboarding skills into their teaching will improve</li> <li>• By the end of 2018 all students will utilise digital technologies across the curriculum</li> </ul>
Science
<ul style="list-style-type: none"> <li>• Increase the percentage of students achieving a C grade or higher in Science Inquiry Skills</li> </ul>
<b>Student Non-Academic Improvement Targets</b>
Attendance
<ul style="list-style-type: none"> <li>• Decrease the percentage of students who are categorised as 'at risk'</li> <li>• Increase the percentage of regular attendance</li> <li>• Decrease the percentage of unexplained absences of Aboriginal students</li> </ul>
Finance
<ul style="list-style-type: none"> <li>• Maintain or increase in the percentage of families paying the voluntary contributions and charges</li> </ul>
Community
<ul style="list-style-type: none"> <li>• The 2018 National School Opinion Survey shows positive parent satisfaction ie each item has a rank of at least 3</li> <li>• School Board Effectiveness Survey continues to be positive</li> </ul>
Positive Behaviour Support (PBS)
<ul style="list-style-type: none"> <li>• 80% of Pre Primary to Year 6 students can demonstrate an understanding of the positive behaviours associated with BEST</li> </ul>
English as an Additional Language/Dialect (EAL/D)
<ul style="list-style-type: none"> <li>• By the end of 2018 all teachers will use the EAL/D Progress Map for reporting to parents</li> </ul>
National Quality Standards (NQS)
<ul style="list-style-type: none"> <li>• From 2016-2018 there is a positive trend in the number of Standards within the NQS Framework met in Kindergarten to Year Two among the stable cohort of staff</li> </ul>



# Strive to achieve



## 1. An explicit improvement agenda

**We will:**

**Set explicit and clear targets for improvement and communicate these to teachers, students, parents and the community.**

**Milestones**

Annual Operational Plans are developed that are aligned to the improvement agenda.

Progress against the school's Targets for improvement is communicated in the school's Annual Report.

## 2. Analysis and discussion of data

**We will:**

**Collect, analyse and use data to track individual student achievement and progress.**

**Build staff capacity in analysing and interpreting school data.**

**Milestones**

Implement a whole school data collection schedule which includes English, Mathematics, Science and AVID.

A Plan, Teach, Assess cycle which encompasses diagnostic, formative and summative assessment is utilised in every classroom.

Teachers participate in annual professional learning focused on improving data literacy.

Teachers are engaged in a Disciplined Dialogue process and use the data analysis to inform priority areas for teaching and learning linked to Operational Plans.

Teachers inform parents about student progress both formally and informally at least twice a term.

All teachers engage in moderation of student work each term to ensure that assessment data is transparent, accurate and relevant to decision-making.



### 3. A culture that promotes learning

We will:

Promote and embed the belief that every student is capable of successful learning.

Place a high priority on building and maintaining positive respectful relationships between staff, students and parents.

Milestones

All teaching staff and education assistants' participate in annual professional learning in Advancement Via Individual Determination (AVID) as part of a whole school approach focused on developing a culture of high expectations.

All staff members consistently implement Positive Behaviour Support (PBS) strategies and promote the school's expectations of Be Safe, Excel, Show Respect and Take Responsibility (BEST).

All teachers and school leaders take part in a school-based coaching model that involves classroom observations, peer feedback and conferencing with an assigned coach.

Teachers will participate in the following ongoing



professional learning:

- Fortnightly collaborative meetings in phase of learning teams
- Fortnightly collaborative planning meetings focused on embedding the priorities in the Business Plan and Operational Plans into their classroom practice
- Disciplined dialogues about student data
- Modelled Lessons
- AVID Coaching
- Friendly Schools Plus
- Positive Behaviour Support (PBS)
- Differentiating the curriculum to cater for students at educational risk
- Using information technology to promote learning

Teachers and education assistants participate in a range of professional learning workshops aligned to school priority and focus areas.

## 4. Targeted use of school resources

**We will:**

**Apply human, physical and financial resources in a targeted manner to meet the learning and wellbeing needs of all students in alignment with the Business Plan**

**Engage lead agencies, community groups and professional organisations to assist in identifying and addressing student needs.**

**Milestones**

The Executive Team will work in partnership with other schools in the Armadale area including:

- Upper school students transition programs with local secondary schools
- Shared professional learning programs with Network schools

The school will engage with individuals, agencies and organisations including school psychologist, chaplain, speech and occupational therapists; Child and Parent Centre; and government agencies to assist in identifying and addressing student needs.

A 0-3 playgroup will continue to provide school readiness skills for children in the local area.



## 5. An expert teaching team

**We will:**

**Develop a culture of continuous professional improvement that includes classroom-based learning, mentoring and coaching.**

**Milestones**

All staff members are provided with the opportunity to engage in authentic leadership opportunities through a distributed leadership model.

Continue to develop a Level 3 Classroom Teacher / Senior Teacher/ Deputy Principal Aspirant program to provide staff with support in their professional growth and the application process.

All teachers implement the whole school approach towards teaching and learning using evidence based instructional strategies and skills:

- AVID instructional strategies
- Peer Observations
- Classroom Management Strategies (CMS)
- Responsive Classrooms: Morning Meetings and the First Six Weeks of School
- Explicit/Analytical Teaching

Staff capacity to implement high level instructional skills and strategies is supported through:

- Performance and development processes which are aligned to the AITSL Standards and the Education Department's Performance Management and Staff Development policy.

## 6. Systematic curriculum delivery

**We will:**

**Develop a coherent, sequenced plan for curriculum delivery that ensures consistent teaching and learning expectations and a clear reference for monitoring learning across the year levels.**

### Milestones

Embed a whole school approach toward the teaching of English and Mathematics that feature daily Literacy and Numeracy Blocks for all classes that are aligned to the Western Australian Curriculum, National Quality Standards and the Early Years Learning Framework:

- Warm Ups
- Learning Purpose (WALT, WILF, TIB); Success Criteria, Gradual Release Model
- Plenary

All teachers engage in professional learning, coaching, peer observation feedback and a Performance Development process to increase instructional capacity in English and Mathematics.

Common assessment tasks are developed that align to the Western Australian Curriculum.

The Western Australian Curriculum cross-curricula priorities are evident in teaching and learning programs.

Every Block of classrooms has access to a bank of iPads and laptops.



### Milestones

The Student Services Team is utilised to provide support to students at risk:

- All staff are provided with professional learning opportunities to address the social, behavioural and academic needs of the students.
- A case management approach is implemented for all students identified as being at educational, behavioural or social-emotional risk which includes the writing of documented plans. These plans will be developed in collaboration with parents/carers, are monitored and progress reported to all stakeholders.
- An intervention program is developed to meet the academic needs of students who have been identified as being at risk.

## 7. Differentiated teaching and learning

**We will:**

**Place a high priority on ensuring that teachers identify and address the learning needs of individual students.**

**Ensure that teachers are supported to closely monitor the progress of individuals, identify learning difficulties and tailor classroom activities to cater for all students.**



All teachers to embed Friendly Schools Plus as a whole school approach to teaching, modelling and reinforcing social skills

All teachers engage in professional learning on catering for students who speak English as an Additional Language/Dialect (EAL/D). Students will be identified through enrolment processes and teachers will utilise EAL/D reporting in accordance with whole school expectations.

The Chaplain implements the Rainbows program for nominated students.

# Strive to achieve



## 8. Effective pedagogical practices

### We will:

**Encourage the use of research based teaching practices in all classrooms to ensure that every student is engaged, challenged and learning successfully.**

### Milestones

School leaders spend time working with teachers, providing feedback on teaching and modelling effective teaching strategies.

All staff members articulate the school vision and its focus on high expectations.

Results of biennial parent, staff and student survey data is positive.

The Advancement Via Individual Determination (AVID) committee monitors that AVID strategies are embedded in all classes.

The Positive Behaviour Support committee develops, implements and monitors whole school approaches to behaviour education.

## 9. School-community partnerships

### We will:

**Continue to develop partnerships to support improved student achievement and well-being.**

**Provide opportunities for the school community to participate in the school decision making processes.**

**Establish and maintain respectful supportive relationships between parents, carers, community members and staff.**

### Milestones

The community is informed of school events through newsletters, Facebook, SMS, the electronic sign and school website.

The School Board is elected and representatives participate in training and induction.

Biennial survey results are analysed by the Board, communicated to the community in the Annual Report and plans for improvement are acted upon.

The school's Parents and Citizens (P&C) continue to facilitate the introduction of sun safe hats and operate the school canteen.

The Chaplain acts as a support and liaison for students, parents and staff.

Annual events such as Harmony Day, Book Week and NAIDOC are observed.



NEERIGEN  
BROOK  
PRIMARY SCHOOL



Seventh Road, Armadale, Western Australia 6112

T: 08 9399 3422 F: 08 9497 3831 E: [NeerigenBrook.PS@education.wa.edu.au](mailto:NeerigenBrook.PS@education.wa.edu.au)

[www.neerigenbrookps.wa.edu.au](http://www.neerigenbrookps.wa.edu.au)