

## OUR VISION STATEMENT

We work as a collaborative team to create a caring, inclusive and respectful school culture and a curriculum that values each child as an individual. We work together to teach and support our students to become learners for life, who will be happy, resilient, caring and respectful citizens that strive for personal excellence and contribute positively to society.

## OUR CORE VALUES

Community  
Achievement  
Respect  
Environment

## OUR PRIORITY AREAS

Successful Students  
 High Quality Teaching  
 Effective Leadership  
 Strong Governance and Support

## TOGETHER WE STRIVE;

to do our best for every child  
 to respect one another  
 to work together as a team  
 to act in an ethical manner

## ASSESSMENT SCALE

A – Achieved  
 P - Progressing  
 C - Commenced  
 NC - Not Commenced

## OUR BRAND



Self-assessment Key: Term 3 2018 ☆  
 Term 2 2019 ☺

**SUCCESSFUL STUDENTS – We will set high expectations for student learning and encourage our students to be well prepared for the future and to achieve their personal best.**

Strategies	Milestones	A	P	C	NC
Support student health and emotional wellbeing	School values are articulated in a whole school plan and framework		☆☺		
	Integrate school values and expected student behaviour into the school curriculum			☆☺	
	Investigate student wellbeing initiatives and align these to the school values program		☺	☆	
	Core values are integrated into Health Education and day to day actions		☺	☆	
	Review assembly awards and acknowledgement programs	☺		☆	
	Celebrate student achievement – Letters of Acknowledgement, merit awards, newsletter etc		☆☺		
	Continue to implement protective behaviours and staff online professional learning	☺		☆	
	Enhance school enrolment and family induction processes		☆☺		
	Apply for the next round of chaplaincy funding and services		☺		☆
Implement programs and processes that promote student leadership and independence	Students assume more responsibility for their behaviour and learning through goal setting and understanding expected behaviours			☆☺	
	Audit student leadership opportunities across the school		☆☺		
	Develop a student leadership framework across the school and link this to values education			☺	☆
	Continue to provide leadership opportunities for students		☆☺		
Further develop a differentiated curriculum that meets student needs across the school	DSTA time is strategically planned for weekly classroom support of ADF students	☆☺			
	SAER policy and processes are reviewed to enhance process consistency	☆☺			
	Continue to develop the SAER profiling system	☆☺			
	Develop a teaching and learning resource base that supports differentiation and group work			☆☺	
	SAER Screening tool is used as an intervention tool to support student emotional wellbeing	☺		☆	
	Teachers continue to develop, implement and review documented planning for SAER	☆☺			
	Case conference or case management plans are actioned	☺	☆		

	Learning styles of students and groupings of students are evident in teacher planning and practice		★😊		
Develop consistent curriculum processes and standards that reflect SCASA and the WA Curriculum	Review literacy and numeracy whole school approaches – evidence based approaches		★😊		
	Introduce a school assessment framework to guide class and whole school assessment	★😊			
	Provide PL for staff and the provision of frameworks – West Coach Speech and Language	★😊			
	Re-instate a focus on planning, assessment and lesson design		😊	★	
	Shenton Network involvement and additional access to PL for staff is actioned	★😊			
	Teachers use SCASA scope and sequence and exemplars for delivery and moderation	😊	★		
	Use AITSL standards for moderating teacher standards for all aspects of teaching and learning		★😊		
	Guidelines and agreements are developed for consistent standards, processes and staff conduct		★😊		
Provide opportunities for students to learn technology (STEM) and digital technologies	Develop a whole school plan for STEM and Digital Technology	😊		★	
	Increase the number of mobile technology devices across the school	😊		★	
	Introduce BYOD to support digital and integrated learning and technology etiquette and safety		😊	★	
	Provide integrated learning spaces in each block to support STEM	😊		★	

### SUCCESSFUL STUDENTS - EXECUTIVE SUMMARY

#### Future Focus Points

- School values are articulated in a whole school plan and framework
- Integrate school values and expected student behaviour into the school curriculum
- Celebrate student achievement – Letters of Acknowledgement, merit awards, newsletter ...
- Develop a student leadership framework across the school and link this to values education
- Develop a teaching and learning resource base that supports differentiation and group work
- Learning styles of students and groupings of students are evident in teacher planning and practice
- Review literacy and numeracy whole school approaches – evidence based approaches
- Re-instate a focus on planning, assessment and lesson design
- Develop a whole school plan for STEM and Digital Technology
- Introduce BYOD to support digital and integrated learning and technology etiquette and safety

HIGH QUALITY TEACHING - We will focus on building staff capacity and expertise for the best possible teaching practices.					
Strategies	Milestones	A	P	C	NC
Embed a culture of whole school collaboration	Collaborative DOTT is timetabled for planning, data review and other operational requirements	★😊			
	Embed the WA Curriculum in planning, teaching and assessment	★😊			
	Continue to build a collaborative culture to support planning, resource sharing and moderation		★😊		
	Continue COLLAB and sharing sessions at staff meetings and school development days	😊	★		
	Develop a set of collaborative norms and expectations for strong professional learning communities	😊	★		
	Contract an independent facilitator to guide our collaborative culture	★😊			
	Staff share expertise through collaborative meetings, mentoring and coaching		★😊		
Focus on data informed and evidence based teaching practices	Use moderation to provide clarity with student achievement standards for each year level		★😊		
	Staff review student performance data		★😊		
	Utilise whole school, sub group and individual student performance data		★😊		
	Review and update whole school literacy and numeracy plans		★😊		
	Continue to implement the WA Curriculum and SCSA resources	😊	★		
	Continue to implement the National Quality Standards		😊	★	
	Continue structured literacy and numeracy blocks of teaching and learning	★😊			
	Use common assessment tasks to moderate literacy and numeracy progress across the school		😊	★	
Increase whole school consistency with teacher planning, delivery and assessment practices	Classroom assessment is guided by the school assessment framework	😊	★		
	Classroom planning and delivery reflects recommendations from our data review processes		★😊		
	Classroom assessment processes are reviewed to ensure they inform teacher and whole school assessment development		★😊		
	Investigate and revisit lesson design and explicit/intentional teaching				★😊

	Commence participation in the Literacy Leaders program to drive PL and school processes	★😊			
	Commence a partnership with WCSLD to guide planning and evidenced based literacy practices	★😊			
	Literacy and Numeracy blocks are embedded in our daily practice and allow for HASS integration	★😊			
	Staff share and develop whole school planning templates			★😊	
Develop staff capacity and expertise to teach STEM and digital technologies	Sustainability, practicality and multi access approaches are the focus of our Digital Technology plan		★😊		
	Develop a shared responsibility focus across the clusters to support a multi device approach learning		😊	★	
	Expand the use of I-Pads across the school to support student		😊	★	
	Complete an annual audit of staff ICT professional learning needs		😊	★	
	Provide ongoing professional learning for staff, based on the needs assessment		😊	★	
	Continue to build a resource base for our multi access and device approach across the school		😊	★	
	Additional teacher professional learning for integrating STEM across the curriculum		😊		★
	Additional teacher professional learning for digital technology use CONNECT		😊	★	
	Teachers demonstrate STEM and digital technologies in planning, delivery and assessment		😊	★	
	Investigate additional technical support and the recruitment of additional ICT expertise	😊	★		
Apply AITSL standards and processes for reflection and professional growth	Review our performance development and management processes to support a growth mindset	★😊			
	Grow the classroom observation process and provide feedback for teachers		😊		★
	Continue to utilise AITSL standards as a performance development reflection and conduct tool	★😊			
	Apply the AITSL standards in performance development and management as an evidenced based approach that is linked to the core business of teaching, learning and assessment		★😊		

## **HIGH QUALITY TEACHING - EXECUTIVE SUMMARY**

### **Future Focus Points**

- Continue to build a collaborative culture to support planning, resource sharing and moderation
- Staff share expertise through collaborative meetings, mentoring and coaching
- Use common assessment tasks to moderate literacy and numeracy progress across the school
- Utilise whole school, sub group and individual student performance data
- Review and update whole school literacy and numeracy plans
- Continue to implement the National Quality Standards
- Classroom planning and delivery reflects recommendations from our data review processes
- Classroom assessment processes are reviewed to ensure they inform teacher and whole school assessment development
- Investigate and revisit lesson design and explicit/intentional teaching
- Staff share and develop whole school planning templates

**EFFECTIVE LEADERSHIP - We will lead and manage within a culture that promotes collaboration and shared responsibility for student achievement and school improvement.**

Strategies	Milestones	A	P	C	NC
Develop and support shared leadership, responsibility and ownership	Mentorship processes for staff are developed further		☆😊		
	Identify the professional learning needs of aspirants through survey/EOI processes	😊	☆		
	Provide targeted professional learning for potential leaders		😊	☆	
	Aspirant leaders and interested teachers share knowledge and expertise with staff and the network		😊	☆	
	Support teachers aspiring to Teacher Leaders, Senior Teacher and/or administration roles		😊	☆	
	Continue to encourage professional dialogue in team and staff meetings		😊	☆	
	Continue to develop the middle level leadership structure and a curriculum committee		☆😊		
Develop and lead a culture of collaboration and reflection to diagnose the impact of teaching	Interested teachers develop whole school planning frameworks			😊	☆
	Develop use of whole school scope and sequence resources and SCASA		☆😊		
	Use lesson design as a basis for dialogue and classroom practice				☆😊
	Invest in the 'School Belonging' project with Professor Chris Brook	☆😊			
	Teachers continue to review NAPLAN, On Entry and school assessment framework data		☆😊		
	Data gathering and reflection processes will progress further to determine value adding		😊	☆	
	Team and staff meetings include reflection, celebration and evaluation processes		☆😊		
	Continue the implementation of the school assessment framework	☆😊			
Engage with the Shenton Network of schools	☆😊				
Build whole school processes and systems to enhance communication and school effectiveness	Develop clear direction for staff in terms of school based guidelines		☆😊		
	The executive leadership team maintain regular contact with teachers through collaborative meetings, collaborative DOTT and leadership time	😊	☆		
	Executive leaders maintain a visible approach across the school	☆😊			

	Weekly communication meetings and musters are introduced to improve operational communication	☆☺			
	Communication between the School Leadership, P & C and Board are enhanced	☆☺			
	Develop a school community communication plan	☺	☆		
	School website becomes the significant access point or conduit for all communication	☺	☆		
	Community is encouraged to make an appointment with teachers/admin as point of a concern	☆☺			
Strengthen technology (STEM) and digital technology capabilities of staff and students	Involve stakeholders in the visioning process for STEM and Digital Technologies	☺	☆		
	Review and update the school plans for Digital Technology and STEM	☺	☆		
	School Board assists in guiding the school's policy development and direction		☺	☆	
	Expand resourcing in preparation Professional learning review for staff and the provision of professional learning for the progression to online NAPLAN in 2019	☺	☆		
	Professional learning review for staff and the provision of professional learning	☺		☆	
	Develop interactive and shared learning spaces across all blocks to support STEM and Digital Technologies	☺	☆		

#### **EFFECTIVE LEADERSHIP – EXECUTIVE SUMMARY**

##### **Future Focus Points**

- Mentorship processes for staff are developed further
- Continue to develop the middle level leadership structure and a curriculum committee
- Provide targeted professional learning for potential leaders
- Use lesson design as a basis for dialogue and classroom practice
- Interested teachers develop whole school planning frameworks
- Data gathering and reflection processes will progress further to determine value adding
- Develop clear direction for staff in terms of school based guidelines
- School Board assists in guiding the school's policy development and direction



**STRONG GOVERNANCE AND SUPPORT - We will foster positive, respectful and sustainable relationships and partnerships that support strong school governance and the best possible learning opportunities for students.**

Strategies	Milestones	A	P	C	NC
Continue to enhance and promote our progressive school culture and brand	Complete the Cultural Awareness professional learning and integrate the framework into school planning			☆☺	
	Implement special events and special days that celebrate inclusivity and diversity		☺	☆	
	Professor Chris Brook's professional learning is contracted as an independent authority	☆☺			
	Continue OUR re-branding process and expand to a collaborative logo review, school uniform update, updated website and consistent stationery branding		☺	☆	
	Continue to survey the school community when appropriate and use the P & C and School Board as important supporters and ambassadors of the school brand			☆☺	
Continue to enhance school governance and community involvement	Regularly celebrate successful learning and teaching outcomes	☺	☆		
	Regularly acknowledge community involvement and support	☆☺			
	Enhance parental awareness of programs and achievements using the newsletter, website, mail chimp and facebook - CONNECT	☺	☆		
	Develop a communication and marketing plan with the Board and P & C	☺	☆		
	Develop sustainable partnerships that support the core business of teaching and learning		☺	☆	
	Continue the class representatives program	☆☺			
	Maintain the School Board profile through succession planning and elected processes	☆☺			
	All School Board members undertake the Board training	☺	☆		
	School Board members receive an induction and meeting file	☆☺			
	All School Board members sign an annual code of conduct agreement	☆☺			
	Decision making continues to be consultative and inclusive of all students and stakeholders	☺	☆		
	School Board promotes its involvement through the newsletter, website and P & C meetings	☺	☆		
	Seek and analyse community feedback to guide school improvement	☆☺			

Provide safe and engaging school grounds and facilities	Promote and encourage sustainable practices through the 'Green Team'		☆😊		
	Maintain and develop external partnerships that enhance student learning and opportunities		☆😊		
	Develop a facilities/grounds plan for clear succession planning, visioning and strategic budgeting	☆😊			
	Faults and potential risks are identified and reported by all staff	😊	☆		
	Maintain a strong focus on maintain a high standard of school presentation throughout the year	😊	☆		
	Upgrade the school gardens and grounds on a rotational basis	😊	☆		
	Upgrade reticulation to include more bore use		☆😊		
	Handyman/gardener regularly monitors playgrounds and potential trip hazards	☆😊			
Support sustainable environmental practices	Seek opportunities for special projects to be funded externally through grants and donations		☆😊		
	Support the 'Green Team' and grounds committee	☆😊			
	Continue the school sustainability and recycling program		☆😊		
	Investigate how our school grounds can be developed to support sustainable practices and activities			☆😊	

### **STRONG GOVERNANCE AND SUPPORT – EXECUTIVE SUMMARY**

#### **Future Focus Points**

- Complete the Cultural Awareness professional learning and integrate the framework into school planning
- Implement special events and special days that celebrate inclusivity and diversity
- Develop sustainable partnerships that support the core business of teaching and learning
- Maintain and develop external partnerships that enhance student learning and opportunities
- Maintain the School Board profile through succession planning and elected processes
- Promote and encourage sustainable practices through the 'Green Team'
- Continue the school sustainability and recycling program
- Investigate how our school grounds can be developed to support sustainable practices and activities