

# KOORANA PRIMARY SCHOOL



**BUSINESS PLAN**

**2018-2020**

**INNOVATE-ACHIEVE-INSPIRE**

# WELCOME TO KOORANA PRIMARY



Koorana Primary School is located in Warnbro in the City of Rockingham, approximately 55 kilometres from Perth. Opening in 1994, KPS grew to a peak enrolment of over 1000 students. The opening of neighbouring schools has led to the population decline over time with current enrolment of 375 in 2018. The school enjoy outstanding support from its community through both the School Board and the Parents and Citizens Association.

Our staff are all highly trained and experienced professionals. We are committed to sustaining quality educational programs that are aligned with the professional practice as set out in AITSL standards. We strongly believe in building a positive school culture with a focus on whole school behaviours. Our positive and challenging teaching programs allow all students to develop the necessary knowledge and skills to become confident independent learners.

The School Leadership Team is central to the empowerment of staff, providing strong collaborative practices and shared decision making within the schools. Teaching staff are encouraged to respond to system and school directions through direct liaison with the School Leadership as a key way to achieve excellence, high academic standards and promote positive student attitude and behaviour.

Staff control the day to day planning of work related to classroom teaching and learning and behaviour management. Staff achieve great efficiency and continuous improvement with curriculum delivery and classroom management. This is done in the context of classroom planning, curriculum expectations and associated performance reviews. School conditions support staff to work autonomously in collaborative teams in self appraisal and self monitoring classroom planning for the assessment of teaching and learning.

All of our students have access to the latest technology, from classroom computers to iPads, and are provided with the opportunity and instruction to use this effectively. Electronic interactive whiteboards in every classroom further engage students' learning.

## OUR VISION

To develop INNOVATIVE students and help them ACHIEVE their best to go on to lead and INSPIRE others in the wider community.

**EVERY STUDENT IS A  
SUCCESSFUL STUDENT**



**EVERY TEACHER IS AN EFFECTIVE  
TEACHER**



**KOORANA PS  
IS A  
GOOD SCHOOL**



**INNOVATE-ACHIEVE-INSPIRE**



**DEPARTMENT OF EDUCATION  
STRATEGIC PLAN 2016-2019  
HIGH PERFORMANCE—HIGH CARE**

A high quality school education for every child –whatever their ability, wherever they live, whatever their background.

Priority 1 : Success for all students

Priority 2 : High quality teaching

Priority 3 : Effective Leadership

Priority 4 : Strong governance and support

**KPS SCHOOL PLANNING 2018-2020**

All students fulfil their potential to achieve optimum outcomes at school leading to better life outcomes.

**KEY FOCUS AREAS**

High Academic Achievement

Student Wellbeing

Staff Capacity





At Koorana Primary School we acknowledge that of all the factors within our control, the quality of the teaching in our classrooms will have the greatest impact on student learning and achievement. During the course of this Business Plan, Koorana Primary will continue to support, develop and grow structures and opportunities that build teacher capacity and support best pedagogical practices. We will connect teachers with meaningful opportunities for professional growth and learning; school leaders and teachers will play an active role in instructional leadership; and teacher collaboration with meaningful and rigorous conversations about teaching and learning.

# High Academic Achievement

STRATEGY	MILESTONES
<b>Implement a whole school instructional model.</b>	Train all teaching staff in explicit instructional model. Develop classroom observation process for monitoring progress of implementation.
<b>Whole school approaches will be implemented across all classrooms.</b>	Classroom observations on specific areas with feedback linked to Performance Management.
<b>Further develop and strengthen systems to track student progress each term.</b>	Disciplined dialogue used to analyse data and track progress every 5 weeks. Establish baseline pre-assessment for comparison across the year.
<b>Monitor setting of targets at class, phase of learning and whole school level.</b>	Teachers provided with time and support to set, review and analyse targets. Processes established to share, report and feedback on targets set.
<b>Drill into and enhance evidence based strategies across the school in reading.</b>	English committee develop and implement a genre map for reading. Map out comprehension strategies pertinent to each year level. Teaching strategies are reviewed through Performance Management to raise the quality of literacy block elements.
<b>Drill into and enhance evidence based mathematics programs across the school in mental computation.</b>	Implement the strategies as part of numeracy block in all classes.





At Koorana Primary School we pride ourselves on providing an environment both inside and outside the classroom that creates opportunities for our students to achieve. Our beliefs are underpinned by a deep respect for all cultures, socio economic backgrounds and individual student abilities. This philosophy helps to support positive behaviour at school as well as social, emotional and academic achievement.

# Student Wellbeing

## STRATEGY

**Further develop processes to disaggregate attendance data and review.**

**Identify and case manage students with unacceptable attendance that can improve quickly 80-90%**

**Consolidate and strengthen Positive Behaviour Support (including Classroom Management Strategies)**

**Increase teachers' ability to select strategies to meet the varying needs of students.**

## MILESTONES

Attendance data is reviewed every 5 weeks. Review, identify and target the attendance of students with attendance rate of 80-90% each term. Develop informative materials for parents to encourage improved attendance.

Implement case management approach with identified students / families.

All staff have CMS training and apply the strategies. Targeted focus on behaviour expectations from matrix at whole school meetings. Analyse behaviour data each term to make informed decisions. Implement a process for parents to receive positive phone calls regarding their child's behaviour. Continued focus on individual, class and faction rewards.

Evidence of documented plans being used as working documents. Staff select SMART targets for students based on their needs.





At Koorana PS our staff are ready to grow and continually improve to ensure we meet the needs of our students and keep abreast of contemporary practice. We engage in professional learning, professional learning communities and with colleagues to be fully prepared to

# Build Staff Capacity

## STRATEGY

**Ensure ongoing in class coaching opportunities are available for all staff in key interventions.**

**Develop and strengthen Performance Management practices to provide staff with feedback that promotes and develop use of whole school practices and priorities.**

**Strengthen processes for staff to monitor and self evaluate their classroom teaching and assessment with school targets.**

**Strengthen teaching cycle through comprehensive use of data to inform teaching practice.**

**Design a model for distributed leadership throughout the school.**

## MILESTONES

Identify lead teachers in line with whole school approaches and interventions. Class observations with feedback linked to Performance Management.

Process and timeline established for staff self and peer observation and reflection.

Use self reflections and feedback to further inform classroom practice.

Disciplined dialogue used to make informed decisions about teaching practices from data.

Monitor leadership roles and responsibilities.



**INNOVATE-ACHIEVE-INSPIRE**

# TARGETS 2018-2020

## ACADEMIC

Improve levels of achievement in NAPLAN (all areas) to above like schools and closer to the state average by 2020.

Improve progress in reading and numeracy in the stable cohort in NAPLAN to match or exceed that of like schools.

ie Year 3 2017 → Year 5 2019

Year 3 2018 → Year 5 2020

Increase the percentage of students in each year level to be at or above the expected level of achievement in mental computation through Westwood assessment of basic facts.

Improve students' progress by one level towards targeted levels (stated in operation plans) in PM Benchmarks.

Increase the percentage of students progressing in each phase of Letters and Sounds.

## NON ACADEMIC

Reduce incidents of negative behaviour in classrooms by 2020 by 30% using the PBS dashboard data.

Decrease the attendance percentage of students at Indicated risk from 23.9% in 2017 - to below 20% in 2020 at the same time decreasing Moderate and Severe risk.

Increase student engagement in learning using the ABE data from students reports.

