

# 2018 -2020 BUSINESS PLAN



**WINTHROP  
PRIMARY  
SCHOOL**

*Independent Public School*



*Learn and Grow Together*

# Our School

## *Welcome !*

Winthrop Primary School is a vibrant learning community in which all members work in partnership in striving to inspire excellence in teaching and learning and in the development of a contemporary learning environment.

Winthrop Primary School has a proud history of academic, sporting and civic excellence. Our team of 70 talented and experienced staff work collaboratively to maximise learning opportunities for all students through the provision of a quality learning program. Classroom programs are enhanced by our specialist teachers and through student engagement in programs which contribute to pathways learning to meaningful and externally recognised outcomes beyond the school.

Our school is enriched by its diverse make up. Almost half of our families come from a language background other than English. This group, together with our students with special needs and those who are gifted and talented learn in a safe, inclusive learning environment where by their unique skills, needs and talents are embraced, celebrated and supported.

Winthrop Primary School's 2018 - 2020 Business Plan was developed in response to our ongoing review and strategic approach to school improvement. This cyclical review process, guided by the school leadership team and school board together with input from staff, students and parents identifies four focus areas, within each specific targets, strategies and outcomes are identified. These focus areas provide a sustainable pathway to continued school improvement and enhanced student outcomes.

As an Independent Public School since 2012, we utilise our autonomy to direct resources in support of achievement of our targets, address areas for improvement and provide further benefits for our students.

Together with the staff and school board, we trust that your family's experience at our school be a positive and memorable one.

To find out more about us, visit our website at [www.winthrop.ps@education.wa.edu.au](mailto:www.winthrop.ps@education.wa.edu.au)

Julie Carlson  
Principal 2018

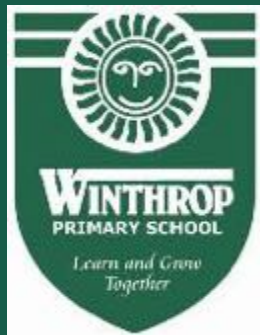


# Our Vision

To be a school which works in partnership with community to support all students in becoming successful learners, confident and creative individuals and active and informed citizens.

# Our Purpose

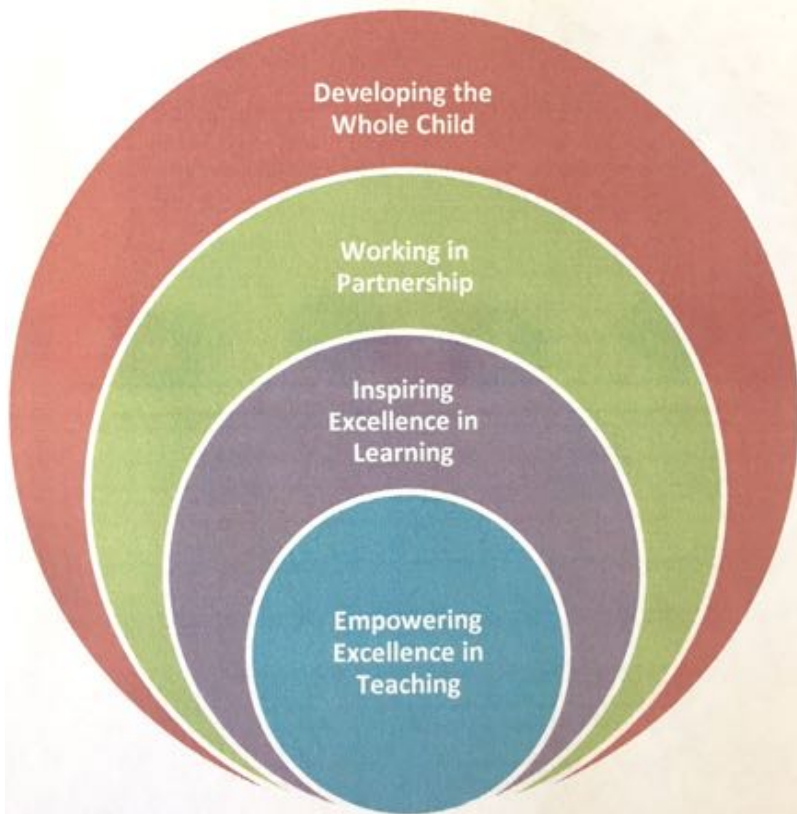
Winthrop Primary School is committed to providing an inclusive, stimulating and innovative learning environment in which all students are supported to strive for excellence and to achieve their potential.



# Focus Areas

Four key focus areas are outlined in our School's Business Plan. These respond to the identified needs and aspirations of students and staff

Each focus area is as important as the other and together they underpin and sustain student and school success.





Empowering Excellence in Teaching

*Inspiring Excellence in Learning*

DEVELOPING THE WHOLE CHILD

WORKING in PARTNERSHIP

## Goal

Our students are supported to strive for excellence and to achieve their own academic best through the development of a growth mindset.

**Objective: Students are supported to achieve their own academic best**

## Strategies

- Academic targets set from findings from a range of data analysis.
- Academic targets reviewed regularly at an individual, classroom and whole school level.
- Student learning supported by differentiated curriculum responsive to student need.
- Celebration of student achievement at assemblies and personal recognition.

## Monitoring

- Operational plans
- Education Plans (Group and Individual as required)
- Regular assemblies

**Objective: Students are supported to develop a self improvement mindset.**

## Strategies

- 'Real life' community based learning experiences.
- Application of Habits of Mind strategies.
- Class agreements.
- Student self monitoring of non- academic outcomes.
- Restorative justice practices implemented to support behaviour management processes.

## Monitoring

- Community initiatives Overview
- Class Agreements
- Implementation and data analysis of behaviour management records



## Objective: Teaching methods are responsive to student need.

### Strategies

- Students at educational risk (SaER) register will be compiled and be up to date and reviewed termly.
- Three Wave SaER response model.
- PreLit, MiniLit and MacQLit programs to support identified students.
- Resourcing informed by student need and risk assessment.
- English alternate language or dialect (EALD) support program.
- Implementation and ongoing review and assessment of Group and Individual Education Programs(GEP and IEP).
- Documented teaching and learning adjustments (TALA).
- Formal transition handover documentation and processes.

### Monitoring

- Current and accurate Students at Educational Risk register compiled by Learning Support Coordinator
- Group plans for Pre, Mini and MacQLit
- Documented teaching and learning adjustments (TALA)
- Handover documentation completed end of each school year.

## Objective: Assessment and moderation informs practice

### Strategies

- Team based moderation.
- Whole school assessment schedule fully implemented.
- Analysis of a range of data at individual, class and whole school level.
- Data analysis informs budgeting and purchase of resources.

### Monitoring

- Moderation processes documented explicit criteria
- Whole school assessment schedule
- Data analysis to set whole school , cohort specific, class and individual targets
- Target linked budgeting - budgets maintained by cost centre managers.

## Objective: Literacy and Numeracy is an academic focus for all students through all curriculum areas

### Strategies

- A minimum of 6 hours of literacy and 5 hours of numeracy instruction per week.
- Daily structured blocks of explicit literacy and numeracy instruction.
- Full implementation of the whole school Literacy and Numeracy Plan across all areas of the curriculum.
- All teaching staff are literacy and numeracy teachers.
- Literacy and Numeracy embedded across all learning programs.

### Monitoring

- Performance Management processes.
- Implementation of whole school Literacy and Numeracy Plans





# Whole School Targets

## Literacy

- Year 3 achievement in all NAPLAN English tests is maintained at or above like schools.
- Increase the percentage of students achieving in the higher proficiency bands in all aspects of English in Year 3 and 5.
- Arrest the declining trend in Year 5 achievement in Writing.
- Year 5 achievement in NAPLAN Reading, Grammar and Punctuation and Spelling is maintained at or above like schools.
- 80% of students demonstrating limited progress in Reading and Writing make 'moderate' progress or better.

## Numeracy

- Year 3 and 5 achievement in NAPLAN Numeracy tests is maintained at or above like schools.
- Increase the percentage of students achieving in the higher proficiency bands in Numeracy in Year 3 and 5.
- 80% of students demonstrating limited progress in Numeracy make moderate progress or better.

## Monitoring

- Analysis of annual NAPLAN data
- Analysis of intervening NAPLAN data
- Analysis of moderated work sample data.
- Analysis of On Entry data
- Analysis of Pre, Mini and MacQLit data
- Analysis of agreed assessment data as per Whole School Assessment Schedule

## Attendance

- The number of students with regular attendance (92% or greater) to exceed 80% .
- To decrease the percentage of students in the early years in the 'At Risk Indicated' category of attendance.

## Monitoring

- Analysis of attendance data on a weekly basis by teachers and school leadership team.
- Monitoring tools and reports as per the Department of Education Attendance Tool Kit.

## Emotional and Social Development

- Increase the percentage of students who achieve 'consistently' and 'often' in their work habits.
- Increase the percentage of students who achieve 'consistently and 'often' in setting goals and working towards

## Monitoring

- Analysis of behaviour management data
- Analysis of attendance data
- Analysis of whole school Social and Emotional assessment rubrics
- Analysis of Attitude, Behaviour and Effort assessments from Student Achievement Information System (SAIS)

### GOAL

The staff at Winthrop Primary School are committed to teaching excellence and will be supported to build their capacity to deliver engaging and challenging learning opportunities.

**Objective: Evidence-based whole school pedagogical practices will be identified and implemented.**

#### Strategies

- Implementation of the Western Australian Curriculum.
- Full implementation of whole school English and Mathematics policy and plans.
- Implementation of the Gradual Release of Responsibility Model (Pearson and Gallagher, 1993)
- Implementation of Whole School Instructional Framework to structure lessons.

#### Monitoring

- Performance management processes
- Collegiate support

**Objective: School planning is data driven.**

#### Strategies

- All teaching staff will have a broad engagement with student performance data at a classroom and whole school level.

# Empowering Excellence in Teaching

- School planning is informed by current research.
- Learning Teams will develop, implement and review operational plans and assessment tools.
- Identification of students at educational risk through data analysis.
- Data collation through a range of moderated work samples, NAPLAN and standardised tests as documented in whole school plans.
- Monitoring of non-academic outcomes.

#### Monitoring

- Performance Management processes
- Operational Plans
- Collaborative moderation sessions
- Analysis of Attitude, Behaviour and Effort from Student Achievement Information and whole school Socio Emotional Rubrics.

**Objective: A shared leadership model is supported**

#### Strategies

- Leadership supports whole-staff curriculum planning.
- Team leaders.
- Curriculum Leadership Team.
- Learning Support Coordinator (LSC)
- ICT lead teacher
- Specialist teachers in Arts, Science, Health and Physical Education and Languages.
- Cost centre managers.

#### Monitoring

- Operational planning
- Team meetings
- LSC, ICT and Specialist Teachers lead and support professional learning.
- Budgets monitored and maintained by cost centre managers.



**Objective: All staff will continually build professional skills.**

### Strategies

- Provision of professional learning linked to achievement of personal and school targets and goals.
- Whole school approach to collegiate supported performance management.
- Provision of robust, professional feedback to teachers.
- All staff have access to appropriate ICT equipment for use in fulfilling their role.

### Monitoring

- Performance management processes
- Collegiate support

**Objective: All staff are role models**

### Strategies

- Collaborative culture is supported through learning teams and whole school teams.
- Team negotiated teaching agreements in English and Mathematics.
- Staff Agreements
- Roles of leadership team clearly identified and documented.
- Leadership team members will each support a learning team.
- Collegiate professional development model

### Monitoring

- Performance management processes
- Collegiate support through teams
- Leadership team members oversee year level teams.

### GOAL

Parents and Caregivers are our partners and together we will build on and extend our local and broader community partnerships to improve our learning program, facilities and reputation.

**Objective : We develop, expand and maintain involvement with parents and caregivers**

### Strategies

- Regular assemblies, open nights and information sessions will be held.
- Maintain an attractive, informative and user friendly school website.
- Actively encourage and support the P&C and its initiatives.
- Provide opportunity for community feedback via regular surveys.
- Regular and informative school newsletters.
- Teachers and leadership staff will monitor attendance and communicate with parents as required in a timely fashion.
- Case conferences and meetings as per teacher and or parent/ caregiver request.
- Host whole school gatherings to fund raise, celebrate and embrace significant community events.

### Monitoring

- Annual parent survey
- Regular update of school website
- Weekly monitoring of attendance
- Documented case conferences

## Working in Partnership



## Focus Area 3

**Objective: We will promote and enhance our school's reputation and make Winthrop Primary School a school of 'choice' within our community.**

### Strategies

- Maintain School website as the key method to communicate school events and activities.
- Maintain high standard of school newsletter content.
- Maintain high standard of student dress and behaviour.
- Provide students with specialist uniforms where they represent the school publically.
- Welcome publicity through local and state newspapers where relevant and related to achievement of civic, sporting and academic pursuits.
- Support nomination of outstanding staff for WA Education awards.

### Monitoring

- Regularly updated school website.
- Fortnightly newsletter emailed to all families.

**Objective: We actively engage in building partnerships with our local, broader and global community.**

### Strategies

- Identify and pursue links with other educational institutions who can help support the implementation of the schools Business Plan.
- Welcome pre-service Education students to complete their practicum placements at Winthrop Primary School.
- School Board to lead development of school sponsorship partnerships.
- Student engagement in class based initiatives and projects supporting local and global community groups.

### Monitoring

- Documented sponsorship Expression of Interest procedures
- Deputy Principal practicum coordinator
- Community initiatives collated on whole school overview.



# Developing the Whole Child



## Goal

All Students learn in a safe inclusive environment to support them in becoming successful learners, confident and creative individuals and active, informed citizens.

**Objective: Students learn in a inclusive environment where they feel safe.**

## Strategies

- Student driven Classroom Agreements.
- Pastoral care services provided through a range of supports variously including chaplaincy, school psychologist and learning support coordinator, Health and Wellbeing specialist focus.
- Health care and medical care plans maintained and implemented in line with Department of Education Policy.
- ICT - cyber safety support.
- Peer support programs
- Implementation of Protective Behaviours programs across whole school.

## Monitoring

- Implementation of Classroom Agreements
- Case Management and parent meetings documented and held on needs basis.
- Health Care Plans updated annually.
- ICT Student User Agreements
- Student leadership mentoring and coaching by specialist teacher
- Operational Plans

## Focus Area 4

**Objective: Students are supported to become confident, and creative individuals and active informed citizens.**

### Strategies

- Student engagement in class based community enhancement projects.
- Student leadership opportunities.
- Provision of specialist learning areas.
- School based faction sports activities.
- Interschool sport opportunities.

### Monitoring

- Workforce planning to manage and deploy teacher skill and expertise to meet demands of curriculum and school target areas.
- Timetabling of specialist areas
- Student leadership mentoring and coaching by specialist teacher
- All classes to timetable weekly Physical Education Session and Faction Sports session.
- Student participation in interschool sporting events and carnivals.

**Objective: Students and families share a sense of community and belonging with our school**

### Strategies

- Parent information sessions.
- EAL/D parent group
- Parent thank you morning teas
- School Board membership
- Community access to school board members.
- P&C membership.
- Fortnightly assemblies.

### Monitoring

- Annual parent survey Feedback

**Objective: Enhance physical environment to provide a range of informal learning opportunities.**

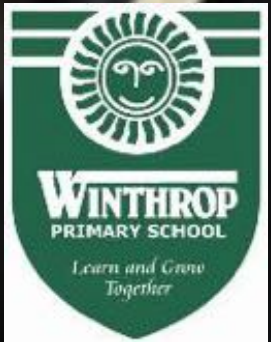
### Strategies

- Ongoing maintenance of nature playground areas.
- P&C funded covering of basketball court.
- Ongoing maintenance of school facilities.

### Monitoring

- Nature play areas maintenance schedule
- Completion of P&C funded building improvement - basket ball court cover.
- Staff, student, parent survey.





## Winthrop Primary School

Phone: 08 9310 6100

Address: 70 - 80 Jackson Ave, Winthrop WA 6150

Email: [winthrop.ps@education.wa.edu.au](mailto:winthrop.ps@education.wa.edu.au)