



Narrogin
Primary
School
Independent Public School



Business Plan
2019-2021

In the Pursuit of Excellence

Narrogin Primary School has a proud history of serving the Narrogin Community.

'In the Pursuit of Excellence' and in partnership with the school community, students at Narrogin Primary School are supported to achieve their full potential. We value cultural and linguistic diversity, difference and individuality, and use inclusive educational practices.

In stating these values we acknowledge that words are not sufficient. It is the actions, based on these values, which are important.

School Purpose

Narrogin Primary School provides quality education for all students, based on the Western Australian (WA) Curriculum, maximising learning opportunities and preparing each child for life. Our curriculum caters for the social, emotional, physical, academic, cultural and creative needs of individuals in a safe and supportive environment. We take a personal approach to prepare our students to be life-long learners in the 21st Century and active citizens in the wider community.

Our Aims Are to Make:

Every student, a successful student. Every teacher, an effective teacher.

Our school a safe, supportive and positive learning environment.



Focus Areas

'In the Pursuit of Excellence', we will utilise available resources to optimise:

- Student Achievement
- Teaching Quality
- Leadership
- Learning Environment
- Relationships and Partnerships

Each of these focus areas shape our day-to-day work and in order to deliver them we commit to implementing evidence based and best practice strategies and to critically reflect on our effectiveness.

Life Long Learners

Students develop the skills to face future challenges with confidence – critical thinking, creativity, collaboration and communication.

We seek to build capability in Information and Communication Technologies so that our students can become global citizens.

Leadership

We provide opportunities for students to develop leadership qualities throughout their schooling.

We promote, monitor and celebrate participation and success of students in academic, sporting, arts and cultural activities.



Student Achievement



Goal

Our school motto 'In the Pursuit of Excellence' reflects our belief that every student can be a successful student and a life-long learner. Student achievement will be strengthened by a rigorous assessment and planning cycle, catering for the needs of all students.



Key Objectives

- Promote, pursue and celebrate personal excellence.
- Build student interest, aspiration and capability through innovative and engaging approaches.
- Foster skills required for 21st Century learners – critical thinking, creativity, collaboration and the effective use of information and communication technologies.



Strategies

- Use available system and school data, such as NAPLAN and Progressive Achievement Tests (PAT) to explicitly teach to student needs.
- Provide literacy and numeracy intervention for students 'at risk', such as MacqLit and MiniLit.
- Explicitly teach to the requirements of the WA Curriculum and Early Years Learning Framework.
- Continue to develop and implement evidence based whole-school curriculum area plans, with supporting resources.
- Facilitate regular teacher moderation sessions and access external professional learning to build capacity in assessment and reporting.
- Moderate Attitude, Behaviour and Effort reporting judgements.
- Strengthen opportunities to extend and challenge students who have academic, athletic and artistic talent.
- Provide opportunities for students to develop confidence and capacity in the Arts and Physical Education.
- Encourage greater interest, aspiration and capability in Science, Technology, Engineering and Mathematics (STEM).
- Implement Primary Connections as the basis of a whole school Science program.
- Implement the KETAWA program to teach Languages (Indonesian).

Milestones

- Curriculum Area Plans and Annual Operational Plans are published and shared annually.
- Reporting and Assessment Schedules are reviewed annually.
- Primary Connections and the Science Laboratory are utilised from Pre-Primary to Year 6.
- Teachers of Languages (Indonesian) are trained in the use of the KETAWA Program.

Targets

- The percentage of Year 3 and 5 students above the National Minimum Standard in NAPLAN Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy will be equivalent to, or better than, like schools.
- Maintain and improve the performance of students in each year level on Acer Progressive Achievement Tests (PAT) Reading Comprehension, Mathematics and Science.
- Teacher grade allocation judgements in comparison to NAPLAN distribution data, will be comparable to those of like schools.

Aspirational Target

- NAPLAN Reading, Writing, Spelling, Grammar and Punctuation and Mathematics performance to be similar to, or above, WA Public schools.
- From 2019 to 2021, there is an increasing number of student applications for extension and scholarship opportunities.

Teaching Quality



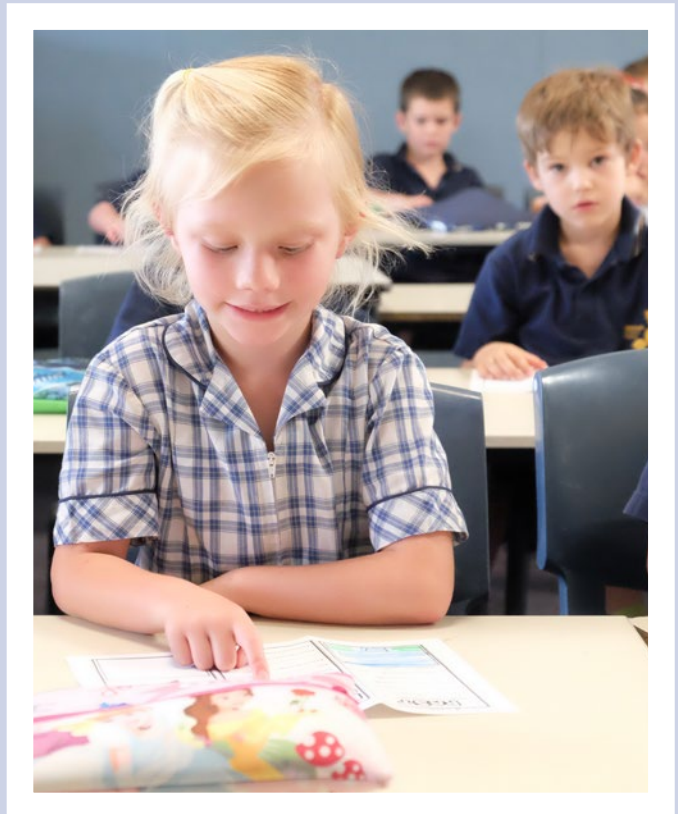
Goal

Narrogin Primary School builds on the culture of high expectations and high performance of teachers and support staff. Staff are committed to ongoing critical reflection, professional learning and excellent teaching practices in order to engage students and assist them to achieve their potential. This encourages, supports and builds staff capacity for teaching excellence.



Key Objectives

- Staff are committed to continually reflect on their own professional knowledge, practice and level of engagement.
- Teaching staff follow a rigorous planning and assessment cycle.
- There is a culture of analysis in which staff routinely diagnose the impact of their teaching to drive whole school planning and monitor student achievement and progress.
- Research and evidence-based programs, strategies and resources are used to improve student outcomes.





Strategies

- ICT is embedded throughout the curriculum.
- All teachers self-assess against the Australian Institute for Teaching and School Leadership (AITSL) Standards.
- Staff engage in annual Performance Management.
- Teaching staff engage in Peer Observation and Feedback.
- Professional learning is prioritised to align with school priorities and identified performance management goals.
- Celebrate staff achievement and excellence.
- Demonstrate clear links between School Curriculum and Standards Authority (SCSA) requirements and a comprehensive planning, assessment and reporting cycle.
- Refine teaching programs to suit individual and groups of students' needs.
- Analyse available data and moderate teacher judgements.
- Early childhood teachers implement Play Based and Inquiry Learning.
- Foster opportunities for Education Assistants and Aboriginal and Islander Education Officers to support student learning.

Milestones

- Establish and maintain a register of professional learning and resource sharing.
- Data analysis is evident in teacher planning.
- Implementation and analysis of whole school common assessments.
- CONNECT is used for the electronic distribution of reports.

Targets

- Grade alignment in Semester 2 Year 3 and 5 reports, is equivalent to, or better, than the WA Public School Mean, in comparison to NAPLAN performance.
- Maintain positive ratings of 4.0 or above in teaching quality areas of the National Schools Parents' Opinion Survey.

Aspirational Target

- Throughout 2019-2021, one or more teacher/s are working towards Level 3 status and/or undertaking additional studies to further their qualifications in education.

Focus Area 3

Leadership



Goal

The development of a school wide focus on improving individual student achievement through a shared vision and culture.



Key Objectives

- There is a shared and unified vision that provides clear direction to the school community.
- Effective implementation of whole school planning is facilitated.
- Leaders set high expectations and standards, and hold staff accountable, within a supportive, collaborative environment.





Strategies

- School leaders are responsive to system initiatives and changes.
- Maintain effective workforce planning and performance management processes.
- Provide opportunities for staff consultation and collaboration in whole school planning, policy development and school procedures.
- Record school performance using the Narrogin Primary School (NPS) Electronic School Assessment Tool (ESAT) collection community on CONNECT.
- Lead teachers to contribute to the development of the Business Plan Staff Handbook.
- Identify and build the capacity of leaders within the school and the Narrogin Schools Network/ Wheatbelt Region.
- Fully induct graduate or new staff and provide ongoing mentoring.
- Implement the 'Keeping Our Workplace Safe Policy'.
- Embed the Aboriginal Cultural Standards Framework.
- Implement a Quality Improvement Plan for the National Quality Standards (NQS).

Milestones

- School planning and policy documents are published.
- The Business Plan Staff Handbook is developed, published and implemented.
- The Aboriginal and Cultural Standards Framework is used as a whole school self-reflection tool.

Targets

- By the end of 2021, Narrogin Primary School will have met all NQS areas.
- We maintain positive ratings of 4.0 or above, annually, for areas of leadership in the National Schools Parent and Staff Opinion Surveys.

Aspirational Target

- By 2021, NPS is 'exceeding' in a minimum of two areas of the NQS.

Focus Area 4

Learning Environment



Goal

To provide a safe, welcoming and engaging learning environment that provides optimum conditions for students to learn and develop.



Key Objectives

- Develop a safe, harmonious, orderly, well presented and educationally focused environment that everyone is proud to be connected to.
- Student and staff wellbeing and personal health is supported.
- To support staff to strengthen student engagement and reduce barriers to attendance.





Strategies

- Embed a whole school focus on 'Mentally Healthy Communities', utilising the 'BeYou' framework and resources.
- Continue to implement the Changing Health Acting Together (CHAT) program.
- Consolidate the Positive Behaviour Support program.
- 'At risk' students are identified, provided appropriate intervention and routinely monitored.
- Increase knowledge and understanding of Nationally Consistent Collection of Data (NCCD) for students with disability.
- Utilise a needs analysis approach for the allocation of resources to cater for students with disability and learning difficulties.
- Allocate resourcing to enable students to participate in external programs that match their interests and needs.
- Encourage optimum student attendance.
- Provide opportunities for whole school and point of need transitions.
- Develop and adopt a whole school approach to environmental sustainability.

Milestones

- Collection and analysis of staff, parent and student survey data to inform 'Mentally Healthy Community' initiatives.
- Development of the Sensory Garden.
- Students of Educational Needs (SEN) planning is used for the development of documented plans for 'at risk' students.
- Documented planning is provided at point of need and is regularly reviewed in consultation with parents.
- Interagency meetings are conducted once per term to support the learning needs of students at educational risk and to address barriers to learning in the early years.

Targets

- By the end of 2020, NPS has been awarded 'Silver' CHAT status.
- Maintain an upward annual trend in regular attendance for compulsory years of schooling.

Aspirational Target

- By the end of 2021, Narrogin Primary School has been awarded 'Gold' CHAT status.
- To have equivalent or better than state attendance rates.
- Maintain regular attendance by 70% of eligible children.

Focus Area 5

Relationships and Partnerships



Goal

To build a safe and supportive culture where community involvement is valued, and interagency relationships are strengthened.



Key Objectives

- Develop a safe and educationally focused environment that everyone is proud to be connected to.
- Use the expertise of the school community, and interagency support, to develop and promote school initiatives.
- Value cultural diversity, inclusion, attendance and engagement.



Strategies

- Continue to build the school's positive reputation within the community.
- Sustain open, honest and transparent communication with the school community.
- Increase opportunities for parent and student engagement.
- Demonstrate care, understanding and empathy in interactions with students, colleagues, parents/carers and the community.
- Increase the profile of the School Board by providing opportunities for members to be recognised and acknowledged in public forums.
- Continue to host teaching practicum students from Notre Dame, ECU, Murdoch and Curtin universities
- Foster continued community support for the KindiLink program.
- Further build interagency relationships to improve outcomes for all students.
- Analyse AEDC data to identify areas for interagency collaboration.
- Address concerns as identified in school community surveys.

Milestones

- Positive School Board feedback regarding school performance.
- Narrogin Primary School hosts a minimum of three practicum students per year.

Targets

- There will be increasing community response to and participation in whole school events and activities.
- Maintain positive ratings of 4.0 or above in the areas of relationships and partnerships in the National Opinion Surveys.
- At the end of 2021, Kindilink attendance and engagement would have increased by 50% or greater of the eligible cohort.



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