

Narrogin Primary School

Independent Public School



Business Plan 2023-2025

In the Pursuit of Excellence

Business Plan 2023-2025

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 acknowledge that our students come from a diverse range of backgrounds. We are committed to supporting every student in our care.

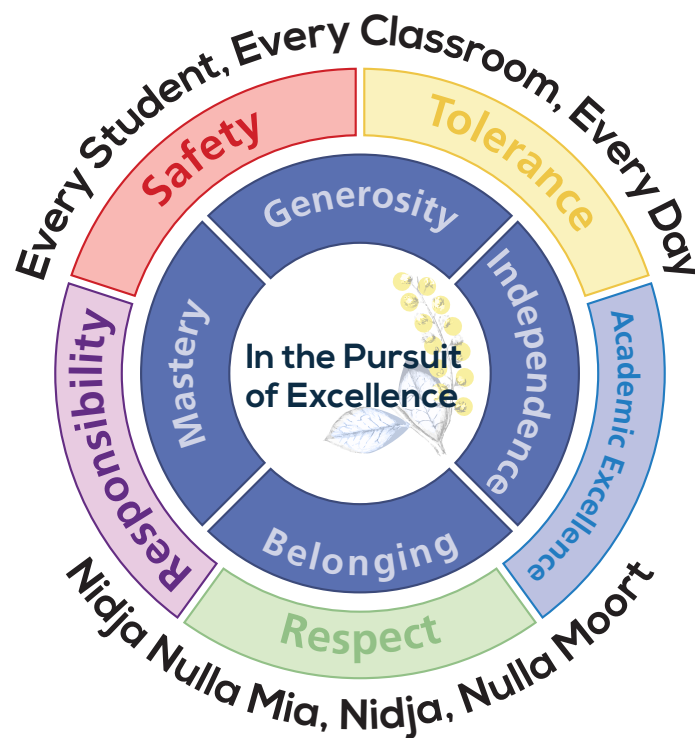


In stating these values we recognise that words are not sufficient. It is the actions, based on these values, which are important.

School Purpose

- Providing a quality and purposeful education for all students, based on the Western Australian (WA) Curriculum.
- Maximising learning opportunities so that students are achieving year on year growth.
- Implementing a curriculum that caters for the social, emotional, physical, academic, cultural and creative needs of individuals in a safe and supportive learning environment.
- Providing programs that are underpinned by evidence and research.
- Ensuring our students are provided with equitable opportunities to reach their full potential.
- Developing the personal and social attributes of students to form a basis for future wellbeing.





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

- We support students to develop the skills required 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 are equipped with contemporary and emerging work capabilities.
- 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.

Focus Area 1

Focus Area 1	<i>Student Achievement</i>
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 enhanced by a rigorous assessment and planning cycle, catering for the needs of all students.
Key Objectives	<ul style="list-style-type: none">• Provide every student with a pathway to a successful future.• 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	<ul style="list-style-type: none"> • 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. • Use systematic and school based data such as NAPLAN, InitialLit, Spelling Mastery and Progressive Achievement Tests (PAT) as evidence based data to enable explicit teaching to student needs. • Continue literacy intervention for students deemed 'at risk, such as MiniLit Sage and MacqLit. • Explore alternative programs and strategies to further support all students in Mathematics. • Facilitate regular teacher moderation sessions and access external professional learning to build capacity in assessment and reporting. • Provide opportunities to extend and challenge students who have academic, athletic and artistic talent. • Pursue and implement opportunities for students that will increase their exposure and opportunity to participate in arts, educational and sporting activities. • Model and implement reflective practices to build student achievement and promote self-awareness and confidence in all learning areas. • Encourage greater interest, aspiration and capability in Science, Technology, Engineering and Mathematics (STEM). • Use the Science Laboratory to implement Primary Connections as the basis of a whole school Science program. • Ensure all students from Years 3 – 6 have access to learning a language with a specialist teacher.
Milestones	<ul style="list-style-type: none"> • Curriculum Area Plans and Annual Operational Plans are published and shared. • Reporting and Assessment Schedules are reviewed annually. • Primary Connections and the Science Laboratory are utilised from Pre-Primary to Year 6. • Specific collaboration time is allocated for moderation and analysis of student data to establish shared curriculum direction and individualised educational outcomes for identified individuals and groups of students.
Targets	<ul style="list-style-type: none"> • The percentage of Year 3 and Year 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. • There is a 30% increase in the percentage of Aboriginal students who are above the National Minimum Standard in NAPLAN Reading, Writing, Spelling, Grammar and Punctuation and Numeracy by 2025. • Teacher grade allocation judgements in comparison to NAPLAN distribution data, will be comparable to those of like schools. • Maintain and improve the performance of students in each year level on Acer Progressive Achievement Tests (PAT) Reading Comprehension, Mathematics and Science. <p>Aspirational Targets</p> <ul style="list-style-type: none"> • We aspire to have our NAPLAN Reading, Writing, Spelling, Grammar and Punctuation and Numeracy performance to be similar to, or above, WA Public schools. • From 2023 to 2025, there is an increasing number of student applications for extension and scholarship opportunities.

Focus Area 2

Focus Area 2	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	<ul style="list-style-type: none">• Strengthening support for teaching and learning excellence in every classroom.• 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

- Celebrate staff achievement and excellence.
- Information, Communication, Technology (ICT) is embedded throughout the curriculum.
- Embed whole school approaches to teaching, including the capacity for online and remote delivery.
- All teachers self-assess against the Australian Institute for Teaching and School Leadership (AITSL) Standards.
- Staff engage in rigorous annual Performance Management.
- All teaching staff continue to build their cultural awareness and value the knowledge and perspectives of Aboriginal people.
- 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.
- Facilitate the analysis of available 'rich' data and moderate teacher judgements.
- Early childhood teachers implement Play Based Learning.
- Foster opportunities for Education Assistants and Aboriginal and Islander Education Officers to support student learning.
- Professional learning is prioritised to align with school priorities and identified performance management goals.

Milestones

- Data analysis is evident in teacher planning.
- Implementation and analysis of whole school common assessments.
- Establish and maintain a register of professional learning and resource sharing.

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 Targets

- Throughout 2023-2025, 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

Focus Area 3	<i>Leadership</i>
Goal	The development of a school wide focus on improving individual student achievement through a shared vision and culture.
Key Objectives	<ul style="list-style-type: none">• 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.
- 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's Assessment Tool (ESAT).
- Identify and build the capacity of leaders within the school and the Narrogin Schools Network/ Wheatbelt Region.
- Lead teachers will be allocated time to contribute to the development of the Business Plan Resource Appendix.
- All new and graduate staff will be inducted as per a specific schedule. They will be provided with an administration line manager and peer mentor.
- Student leadership is developed with opportunities provided for student councillors, faction captains and other leaders.
- Embed the Aboriginal Cultural Standards Framework.
- Implement a Quality Improvement Plan for the National Quality Standards (NQS).
- Maintain effective workforce planning and performance management processes.

Milestones

- School planning and policy documents are produced and easily accessible.
- The Staff Handbook and Business Plan Resource Appendix are developed, published and implemented.
- Induction support documents will be created and implemented.
- The Aboriginal and Cultural Standards Framework is used as a whole school self-reflection tool.

Targets

- By the end of 2025, Narrogin Primary School will have achieved 6 out of the 7 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 Targets

- By 2025, NPS is 'exceeding' in a minimum of two areas of the NQS.



Focus Area 4

Focus Area 4	<i>Learning Environment</i>
Goal	To ensure a safe, welcoming and engaging learning environment that provides optimum conditions for students to learn and develop.
Key Objectives	<ul style="list-style-type: none">• Develop a safe, harmonious, orderly, well presented and educationally focused environment of which everyone is proud to be connected.• 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 resources such as the Chaplaincy program, local expertise, and 'Be You'.
- Explore ways of utilising the Circle of Courage framework to enhance staff and student wellbeing.
- Review and 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.
- Promote and use student voice in school decision making.

Milestones

- Establishment of a school 'Mental Health and Wellbeing Team' to monitor and provide initiatives to maintain and/or improve the overall mental health of school staff and students.
- Development of further nature play opportunities and structures for students.
- 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

- Maintain an upward annual trend in regular attendance for compulsory years of schooling.

Aspirational Targets

- By 2025 NPS will have equivalent or better than state attendance rates.
- Attract and maintain regular attendance by 70% of eligible students by the end of 2025.



Focus Area 5

Focus Area 5	<i>Relationships and Partnerships</i>
Goal	To build a safe and supportive culture where community involvement is valued, and interagency relationships are strengthened.
Key Objectives	<ul style="list-style-type: none">• Partner with families, communities and agencies to support the educational engagement of every student.• Develop a safe and educationally focused environment of which everyone is proud to be connected.• Use the expertise of the school community, and interagency support, to develop and promote school initiatives.• Value cultural diversity, inclusion, attendance and engagement.



Strategies

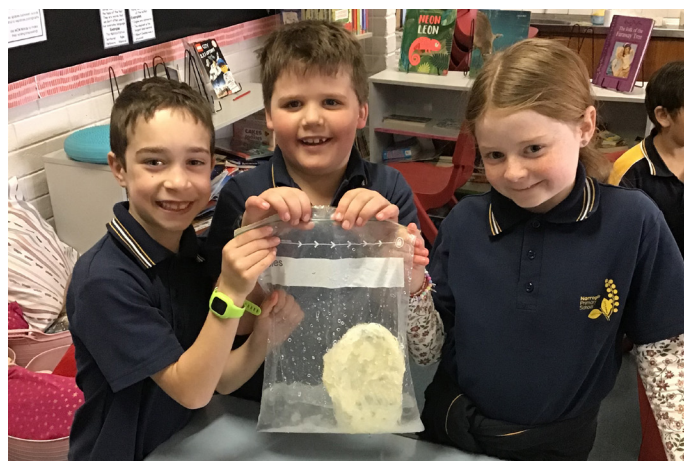
- Continue to build the school's positive reputation within the community.
- Demonstrate care, understanding and empathy in interactions with students, colleagues, parents/carers and the community.
- Sustain open, honest and transparent communication within the school community.
- Consider alternatives to increase opportunities for parent and student engagement within a COVIDs safe environment.
- Use initiatives to improve attendance and engagement within the community.
- Address concerns as identified in school community surveys.
- 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.
- Analyse Australian Early Development Census (AEDC) data to identify areas for interagency collaboration.
- Partner with families, communities and agencies to support the educational engagement of every student.
- Create opportunities to work collaboratively with local communities, including Aboriginal communities, to meet aspirations and maximise opportunities for students..

Milestones

- Positive School Board feedback regarding school performance.
- Narrogin Primary School hosts a minimum of three practicum students per year.
- Sentral is implemented to improve school and community communication.
- A Reconciliation Action Plan is developed and implemented in partnership with our Aboriginal community.

Targets

- There will be increasing community response to 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 2025, Kindilink attendance and engagement, of the eligible cohort, would have increased by 50% or greater



Narrogin Primary School Song

Koorra Gnarojin Wiilmen Boodja

(Long time ago Narrogin on Wiilmen land)

Wangkininy Kaartdijin - Come to see

(Speaking, talking and gaining knowledge)

Kaya, Wandjoo. - Koorlunga Mia

(Hello and welcome children to the place on the hill)

Nidja Ngulla Mia - Nidja Ngulla Moort

This is our place, Narrogin Primary

Pursuing excellence in all we do

Our school community helps us through

Our "STARR" behaviours are on display

As we learn and grow at school each day

We're proud to wear the blue and gold

Standing together with strength untold

Learning, excellence and equity

Supporting each other in unity

Narrogin Primary and its history

The strongest school in our community

Keeps us focused on who we'll be

Nidja Ngulla Mia - Nidja Ngulla Moort

This is our place, Narrogin Primary

We are a strong school

Everybody's learning

We stand together

Yira Yarkiny

(standing tall)

Djinanginy kaartdijin

(Seeing and understanding)

See the world is turning

Noongar boodja

(Noongar land)

Hand in hand

STARR band expectations

Built on strong foundations

Safety first, and Tolerance

Academic excellence

Focus on benevolence

Respecting, not reacting

Opposites attracting

Friendly conversations

Kids from different nations

Think before our actions

Tables charts and fractions

Seeking opportunities

Expand our brain's capacity

Learning from experience

In the Pursuit of Excellence

Narrogin Primary and its history

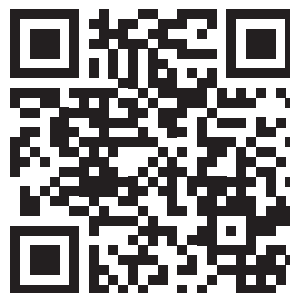
The strongest school in our community

Keeps us focused on who we'll be

Nidja Ngulla Mia Nidja Ngulla Moort

This is our place, Narrogin Primary

This is our place, Narrogin Primary School



**Scan the QR code to
listen to the song**



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22-24 Williams Road, Narrogin WA 6312

Post PO Box 107, Narrogin WA 6312

Phone 08 9882 1700

Web www.narroginprimaryschool.wa.edu.au

Email narrogin.ps@education.wa.edu.au