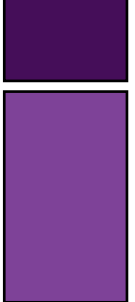




**Business Plan 2015-2017**

**Learn . Enjoy . Aspire . Focus**



# Our Values

Our shared values provide the solid foundation upon which our approaches to teaching and learning are built.

They form the bedrock upon which we support our families to develop the children's social and civic responsibility and sense of pride and belonging in our school and community.

We do this in a strong spirit of collaboration between child, family, community and school.

## Pursuit of Knowledge

We are committed to learning, continuous self improvement and the achievement of potential and excellence.

## Care and Compassion

We look after ourselves and care for one another.

## A Fair Go

We treat all people fairly and free from discrimination. We embrace and celebrate diversity and difference; we strive to be included and include others.

## Safety

We are committed to a learning environment that is emotionally, physically and socially safe where everyone respects the rights of others.

## Honesty and Trustworthiness

We are honest and recognize the need for truthfulness.

## Integrity

We do the right thing by others, and ourselves, ensuring consistency between words and deeds.

## Respect

We treat each other with consideration and respect each other's rights as students and citizens.

## Responsibility

We are accountable for our own actions; we resolve our differences constructively and peacefully.

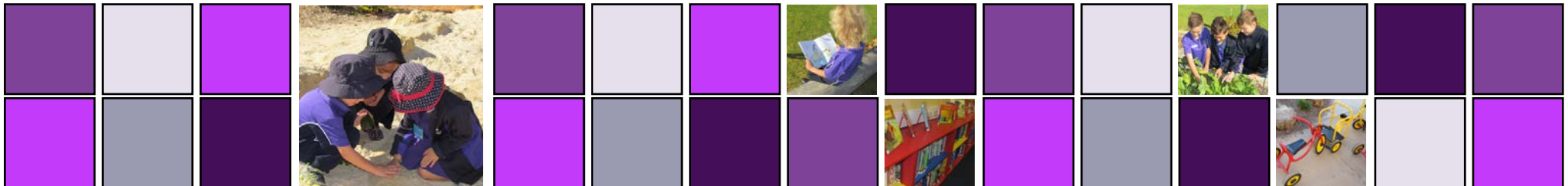
## Sustainability

We contribute to society and take care of the environment.

## Collaboration

We promote teamwork, leadership, followership and the ability to work together to achieve desired outcomes.

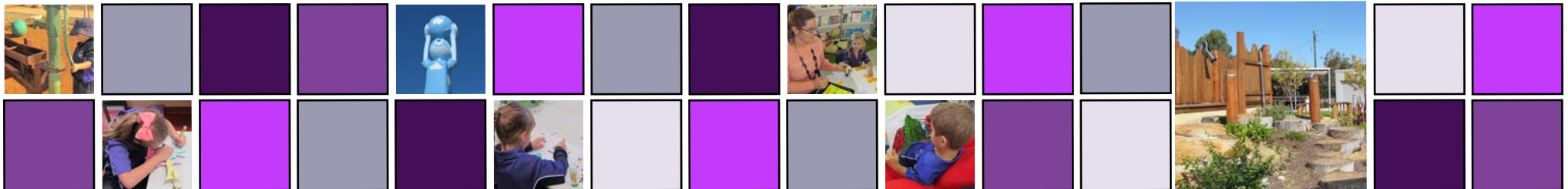
*"As newcomers into Aubin Grove Primary School, we appreciate and highly commend the efforts of you and your staff. We appreciate your thoughtfulness and in particular the welcome pack from your school for our son. It was lovely to note that the pack was addressed to him personally, which made him feel special." (Parent)*



# Targets 2015–2017

1. From 2015–2017:
  - a. Arrest the downward trend in Spelling in Years 3 and 5.
  - b. Perform at or above like schools in NAPLAN Numeracy, Reading, Writing and Grammar and Punctuation.
2. The progress of our stable cohort continues to outperform the stable cohort of like schools in all NAPLAN areas.
3. Year 3: at least 40% of our students achieve between Proficiency Bands 5–10.
4. Year 5: At least 30% of our students achieve between Proficiency Bands 7–10.
5. From 2015–2017, there is a positive trend in the percentage of Year 2 students achieving PM Benchmark Level 22.
6. From 2015–2017, there is positive trend in the number of Standards within the National Quality Framework met in Kindergarten and Pre-primary.
7. The National School Opinion Survey results are positive for Community, Staff and Students (ie each item has a ranking of at least 3.5).
8. School Board survey of the effectiveness of the Board is positive.
9. All teachers take part in the school's classroom observation and feedback strategy as part of their performance management process.
10. The school achieves either a "Good" or "Excellent" rating in every category in the next school audit.

*"When I first saw the new naturescape playground my first thought was "I wish Maggie Dent could see this" as I know how passionate she is on this subject. Then to see her at the playground today was fantastic and highlighted what an amazing thing you guys have done for our kids." (Parent)*



# 2015–2017 Business Plan

The 2015–2017 Business Plan was developed in collaboration with the Aubin Grove Primary School staff and the School Board following careful consideration of, and careful analysis of, all school performance data.

It sets out the school's direction for the next three years and includes the major initiatives and strategies to be implemented in order for the school to achieve its clearly stated purpose of ensuring that all students are successful learners and all teachers are highly effective teachers.

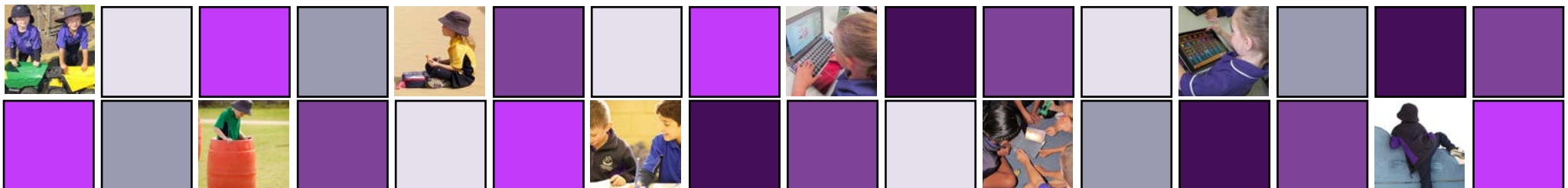
The Business Plan is supported by Operational Plans in key areas including literacy, numeracy, science, information and communication technologies (ICT) and student health and well-being. These plans provide fine detail planning that support the achievement of the Business Plan's targets and milestones and are the link between the teachers' classroom planning and the overall strategic direction set out in the Business Plan.



*"My time at Aubin Grove has ticked by so fast. I am very lucky to have been able to attend such a great primary school. What I've learned at Aubin Grove will stay with me forever. I know that I am leaving with the skills to succeed in high school."* (Student)

*"Yesterday I was lucky to be a part of the celebrations at the opening of the nature playground at the Aubin Grove Primary School - an independent government primary school on the outskirts of Perth. This school is committed to nurturing the whole child with not only this fabulous playground, it also has art, music and language specialists. My heart came away full of delight to see such exceptional education happening in an environment where the partnership of staff and parents works for the best outcomes of children - and childhood is valued and not stolen! Congratulations to all."*

*Maggie Dent (author, educator and parenting specialist)*

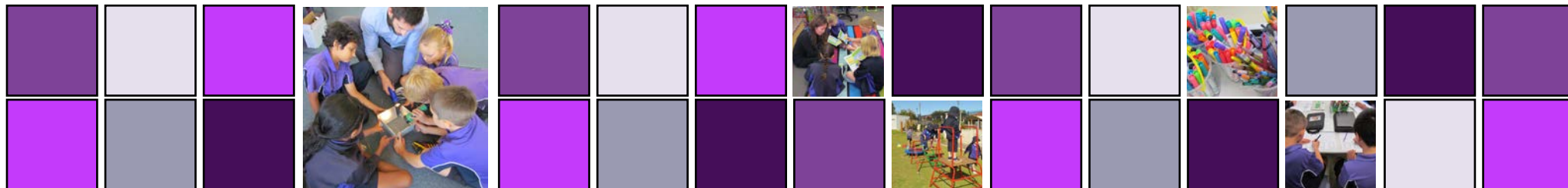


# Excellence in Teaching and Learning

The staff of Aubin Grove Primary School is committed to continuous self-improvement and the delivery of high quality, targeted and engaging teaching and learning programs.

Strategic Focus	Strategies	Milestones
<b>High Quality Instructional Skills and Curriculum Delivery</b>	<ul style="list-style-type: none"> <li>• Embed and consolidate whole school approaches to the teaching of literacy and numeracy.</li> <li>• Analyze and use individual student, class and whole school data to inform learning programs.</li> <li>• Provide targeted professional learning focused on enhancing whole school pedagogical approaches.</li> <li>• Students and teachers collaboratively negotiate student learning goals, based on the students' performance data.</li> <li>• Differentiate teaching to cater for the learning needs and abilities of all students.</li> </ul>	<ul style="list-style-type: none"> <li>• Phase of schooling appropriate approaches are used consistently to teach and assess Reading, Writing, Spelling and Mathematics.</li> <li>• All students on an Individual Education Plan are monitored and supported in their learning.</li> <li>• Key Visible Learning features including; feedback, negotiated goal setting and making learning intentions explicitly known to students (WALT, WILF) are used throughout the school.</li> <li>• Dr Paul Swan works with the Maths Team to provide professional learning to the staff based on careful analysis of student performance data.</li> <li>• A Students at Educational Risk (SAER) register is kept and maintained.</li> <li>• An Academic Extension Program provides challenging learning opportunities for identified students.</li> </ul>
<b>Early Childhood Education</b>	<ul style="list-style-type: none"> <li>• Adopt the National Quality Framework to drive continuous improvement in our Kindergarten and Pre-primary programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Kindergarten and Pre-primary programs meet the requirements of the NQF's National Quality Standard.</li> <li>• An ongoing school-based, self-reflective process exists and is used to inform our level of attainment of the Standards.</li> <li>• The Aubin Grove Kindergarten Curriculum, developed from the Western Australian Kindergarten Curriculum Guidelines, is created and implemented.</li> </ul>
<b>Professional Standards</b>	<ul style="list-style-type: none"> <li>• Use the AITSL's Australian Professional Standards for teachers and school leaders to support staff self-reflection and continuous self-improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional learning and ongoing support is provided for teaching staff in the application of the Standards.</li> <li>• All teachers and school leaders use the AITSL Standards in their performance management process.</li> </ul>

*"Thank you to you and all of your staff who contribute positively and ongoing to my children's education and their sense of self-esteem, self-worth and self-confidence. A one in a million school!" Parent*



<b>Building Staff Capacity</b>	<ul style="list-style-type: none"> <li>• Maintain a team-oriented environment in which staff collaboratively plans to deliver curriculum and plan student learning.</li> <li>• Implement classroom observation and feedback practices to assist in driving improved teacher performance.</li> <li>• Maintain high quality induction and mentor process for graduate teachers and new teachers to the school.</li> </ul>	<ul style="list-style-type: none"> <li>• The timetable enables all classroom teachers and specialist staff to meet weekly in collaborative DOTT time.</li> <li>• A distributed leadership model provides aspiring school leaders with authentic leadership opportunities.</li> <li>• Year Coordinators and Curriculum Leaders lead their teams to achieve whole school and year level goals.</li> <li>• Year level teams and priority area committees lead the implementation of key curriculum strategies and activities.</li> <li>• All teachers take part in classroom observation as part of their performance management process.</li> </ul>
<b>Using Information Communication Technologies (ICT) to Enhance Learning</b>	<ul style="list-style-type: none"> <li>• Implement a strategic approach in the way that ICTs are implemented throughout the school.</li> <li>• Utilise Apple MacBooks and iPads effectively and innovatively to support and enhance student learning.</li> <li>• Implement a professional learning program that caters for the range of ICT skills and knowledge among staff.</li> <li>• Allocate resources strategically in a way that ensures that our use of ICTs is sustainable and meets future needs.</li> </ul>	<ul style="list-style-type: none"> <li>• At least 8 iPads are available for use in each K-3 class.</li> <li>• The 1:1 MacBook program is implemented in each Year 4-6 class with provision for those students who do not purchase their own device.</li> <li>• An e-Smart Operational Plan drives our use of ICTs in the school.</li> <li>• Staff are engaged in professional learning appropriate to their level of need.</li> <li>• We move from the Planning Phase to the Implementing Phase in achieving accreditation as an e-Smart school.</li> </ul>
<b>Students access a broad curriculum and specialist teaching expertise.</b>	<ul style="list-style-type: none"> <li>• Engage Pre-primary – Year 6 students in the specialist teaching and learning program encompassing the Visual Arts, Music, Japanese and Physical Education.</li> </ul>	<ul style="list-style-type: none"> <li>• Each specialist learning area outlines its teaching and learning program and associated activity in its Operational Plan.</li> </ul>
<b>Implementation of the Australian Curriculum</b>	<ul style="list-style-type: none"> <li>• Implement the PP-10 Australian Curriculum in accordance with SCSA's timeline.</li> <li>• Engage classroom and specialist teachers, in in-school and between-school moderation in line with the appropriate timelines.</li> <li>• Explore the implementation of the General Capabilities and Cross Curricular Priorities in classroom and whole school planning.</li> </ul>	<ul style="list-style-type: none"> <li>• Full Implementation, including reporting to parents, will occur in Phase 1 learning areas in 2015.</li> <li>• Implementation of Phase 2&amp;3 learning areas will occur in line with SCSA and DoE timelines.</li> </ul>



## Safe and Inclusive Learning Environment

Aubin Grove Primary School provides the learning conditions that are essential for all students to be successful learners.

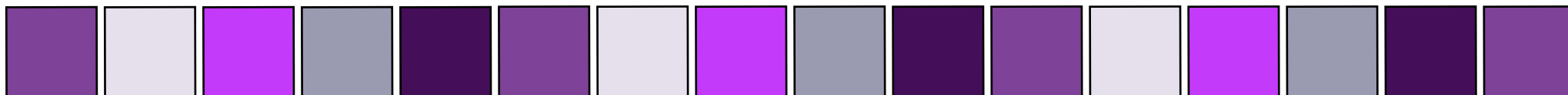
Strategic Focus	Strategies	Targets/Milestones
<p><b>Provide a safe, caring and inclusive environment for all</b></p>	<ul style="list-style-type: none"> <li>• Create a Student Health and Well-Being Operational Plan to describe and monitor planned strategies and practices.</li> <li>• Ensure key elements of the school's ethos (The FISH! Philosophy, and motto: Learn Enjoy Aspire Focus (LEAF) are visible and present physically, in daily practice and within the curriculum).</li> <li>• Adopt the KidsMatter Framework to inform planning for the social emotional health of students.</li> <li>• Provide staff with professional learning to support their understanding of DoE policies and initiatives.</li> <li>• Appoint a School Chaplain to support the emotional health and well-being of students.</li> </ul>	<ul style="list-style-type: none"> <li>• The KidsMatter team, comprising staff, students and parents from the School Board lead the school's implementation of the KidsMatter Framework.</li> <li>• The common language associated with the FISH! Philosophy, LEAF and Seedlings is evident throughout the school.</li> <li>• Chaplain implements the Rainbows program for nominated students.</li> </ul>
<p><b>Environmental Sustainability</b></p>	<ul style="list-style-type: none"> <li>• Implement a whole school approach to environmental responsibility and sustainability.</li> <li>• Undertake environmentally responsible practices throughout the school, both within the curriculum and in daily activity.</li> </ul>	<ul style="list-style-type: none"> <li>• All classes have the opportunity to participate in, and contribute to, at least one area of environmentally sustainable practice as described in the Environmental Sustainability Operational Plan.</li> <li>• The Sustainability Committee leads the whole school approach to enhancing environmentally responsible attitudes and practices.</li> </ul>
<p><b>Ensure a safe, aesthetically appealing and contemporary educational environment</b></p>	<ul style="list-style-type: none"> <li>• Maintain buildings, facilities and grounds and ensure they are constantly evolving to suit the growing needs of the school.</li> <li>• Appoint and train an Occupational Health and Safety Officer to monitor the physical environment of the school.</li> </ul>	<ul style="list-style-type: none"> <li>• The National School Opinion Survey results in relation to this aspect are positive.</li> </ul>
<p><b>Staff Mental Health and Well Being</b></p>	<ul style="list-style-type: none"> <li>• Continue with the Curriculum Leadership Team to represent the staff on all matters and provide a two way feedback process with the school Administration Team.</li> <li>• Provide resources to support staff to take part in physical and mental health activities that support their well-being.</li> </ul>	<ul style="list-style-type: none"> <li>• Representatives of the Specialist Teaching Staff, K-PP, Years 1-2, Years 3-4 and Years 5-6 are elected to the CLT each year.</li> <li>• Suggestions for mental health and well-being activities are presented to the Health and Well-Being Committee for consideration.</li> <li>• The FISH! Committee design a range of activities throughout the year aimed at supporting staff mental health and well-being and to provide fun in the workplace.</li> </ul>

## Building Community

Aubin Grove Primary School works collaboratively and in partnership with all stakeholders in the school and wider community to achieve positive outcomes for the school.

Strategic Focus	Strategies	Targets/Milestones
The school community plays an authentic and valued role in school decision-making	<ul style="list-style-type: none"> <li>Form School Board working parties to lead and/or actively participate in key school initiatives.</li> <li>Ensure the P&amp;C and the Principal work in partnership to develop and offer a high quality Parent Education Program covering topics that are relevant and appropriate to parents of all children in the school.</li> </ul>	<ul style="list-style-type: none"> <li>An annual program of Parent Information Sessions on topics that are relevant to parents and their children is presented at the school.</li> <li>School-based and invited speakers present sessions on topics of interest and concern.</li> </ul>
Build and maintain positive school-community relationships	<ul style="list-style-type: none"> <li>Apply a range of effective means of communication with families that are appropriate to the contemporary world in which we live.</li> <li>Work in partnership with the Board and P&amp;C to explore ways to make the school more accessible to, and inclusive of, all families.</li> <li>Seek to develop a school volunteer program in the school using available people from within the local community.</li> </ul>	<ul style="list-style-type: none"> <li>Parent survey of the effectiveness of the school's communication strategies is positive.</li> <li>Feedback is analysed by the Board, communicated to the community and plans for improvement acted upon.</li> <li>An organised Aubin Grove Volunteer Program is formed providing volunteers to take part in a variety of school-based activities.</li> </ul>
Cultural diversity in our community is valued and celebrated	<ul style="list-style-type: none"> <li>Acknowledge and celebrate the range of cultures that exists within the school and community in formal and informal ways.</li> <li>Incorporate cultural understandings/perspectives and cross-curricular priorities in learning programs.</li> </ul>	<ul style="list-style-type: none"> <li>Annual events such as Harmony Day and NAIDOC are observed.</li> <li>Survey community to gain feedback on extent to which families believe the school is inclusive of cultural diversity.</li> <li>Australian Curriculum cross-curricular priorities are evident in teaching and learning programs.</li> </ul>

*"One reason why Aubin Grove Primary is the best school in WA is the wonderful and loving staff. Some of the best teachers from other schools have joined this school to make it almost perfect. The kids love the teachers and the teachers love the kids."* (Student)





<p><b>Regular feedback from the parent community is gathered and acted upon</b></p>	<ul style="list-style-type: none"> <li>• Survey the school community at least once every two years using the National School Opinion Survey (NSOS).</li> <li>• Utilise brief electronic surveys to gain feedback from parents on key matters.</li> </ul>	<ul style="list-style-type: none"> <li>• The Board conducts the NSOS, analyses the results, develops recommendations and communicates this to the school community.</li> </ul>
<p><b>Partnerships with Local Schools</b></p>	<ul style="list-style-type: none"> <li>• Continue to foster professional partnerships with local schools as a member of the Cockburn Central Education Network (CCEN) and the Atwell Cell Zone (ACZ).</li> </ul>	<ul style="list-style-type: none"> <li>• Aubin Grove staff participates in professional learning provided by the CCEN.</li> <li>• Staff take on leadership positions in the CCEN.</li> <li>• Education Assistants access PL using the resources and expertise that exists in the CCEN.</li> <li>• Aubin Grove students participate in academic, sporting and Arts learning opportunities provided by the ACZ and CCEN.</li> </ul>
<p><b>Build mutually beneficial partnerships with local agencies and businesses</b></p>	<ul style="list-style-type: none"> <li>• Form contractual partnerships with businesses that provide services to parents and the school whilst bringing a financial benefit to the school.</li> </ul>	<ul style="list-style-type: none"> <li>• The school continues to engage an Outside School Hours Care (OSHC) provider and uniform manufacturer in return for a commission.</li> <li>• School facilities are hired to local sporting and recreational businesses and residents in return for agreed fees.</li> </ul>

*"I would like to congratulate the staff on all the hard work they and the children have put in to create such a wonderful open night last night. The whole school was amazing and so welcoming. The message is so important and the kids have really embraced sustainability." (Parent)*

*"We can't thank you enough for giving our son the best possible start to his learning journey and for ensuring that he has developed an appetite for learning. You and your amazing team should be very proud of your commitment and dedication to the children entrusted to you." (Parent)*

<p><b>Aubin Grove Primary School</b> 85 Camden Boulevard Aubin Grove WA 6164</p>							<p><b>Phone: 9499 4009</b> <b>Fax: 9414 3103</b></p>			
							<p>Email: <a href="mailto:contact.aubingrove.ps@education.wa.edu.au">contact.aubingrove.ps@education.wa.edu.au</a> Website: <a href="http://www.aubingroveps.wa.edu.au">www.aubingroveps.wa.edu.au</a></p>			