



# BUSINESS PLAN 2019-2021

East Hamilton Hill Primary School

27 Bradbury Road, Hamilton Hill WA 6163

P: 08 9487 9300

E: [easthamiltonhill.ps@education.wa.edu.au](mailto:easthamiltonhill.ps@education.wa.edu.au)

W: [www.easthamiltonhillps.wa.edu.au](http://www.easthamiltonhillps.wa.edu.au)



## TABLE OF CONTENTS

Our moral purpose	3
School Motto	3
School Vision/Purpose	3
Our Values	4
Our School Priorities:	4
SUCCESS FOR ALL STUDENTS	5
Performance Measures:	5
HIGH QUALITY TEACHING	6
Performance Measures:	6
EFFECTIVE LEADERSHIP	7
Performance Measures:	7
STRONG GOVERNANCE AND SUPPORT	8
Performance Measures:	8





## OUR MORAL PURPOSE

---

### Our Main Focus

To develop happy, respectful, confident, self-motivated, successful students who will seize opportunities in making a worthwhile contribution to our world.

### Our Clients

For parents and carers to feel welcome, to be listened to, to be actively involved and supported in their child's education and to support the school in providing the best possible education for their children.

### Our Colleagues

To value the contributions of all staff and to support each other in striving for equity and excellence in a caring and respectful work environment. Working collaboratively stimulates reflection and review, encouraging all of us to maintain focus and a determination to make a difference by providing a quality education for all students.

## SCHOOL MOTTO

---

***Inspired Learning Inspired Future***

## SCHOOL VISION/PURPOSE

---

East Hamilton Hill Primary School is a high performing school and is renowned for its commitment to meeting the educational and individualised needs of its students. In partnership with the school community we aim to deliver a high quality learning program in a caring and nurturing learning environment. All students have the opportunity to become successful learners, creative and confident individuals and people who make a positive contribution to the world.

## OUR VALUES

---

We are guided by two core values in everything we do. In stating these values, we acknowledge that the words alone are not sufficient; it is the actions, based on these values that are important.

### Care

We treat all students with care. Our relationships are based on trust, mutual respect and the acceptance of responsibility. We recognise the value of working in partnership with parents/carers and the wider community in providing a quality education for our students. We recognise the differing circumstances and needs of our students and are dedicated to achieving the best possible outcomes for all.

### Excellence

We have high expectations of our students and ourselves. We set standards of excellence and strive to achieve them. The standards and expectations challenge all of us to give our best. We have a positive approach to learning and encourage it in others; we advance student learning based on our belief that all students have the capacity to learn.

## OUR SCHOOL PRIORITIES:

---

*Priority 1: Success for all students*

*Priority 2: High quality teaching*

*Priority 3: Effective leadership*

*Priority 4: Strong governance and support*





## **SUCCESS FOR ALL STUDENTS**

East Hamilton Hill Primary School will promote high expectations of success for every student in every school. We will:

- Continue to adopt these two mantras: EVERY CHILD MATTERS EVERY DAY. ALL STUDENTS CAN BE HIGH ACHIEVERS.
- Continue implementing whole school programs: Let's Decode, Sounds Write, Spelling Mastery, Cars and Stars, Talk 4 Writing, Stepping Stones, J.E.M.M. and E.M.M. (Mental Mathematics), and Springboards Reading Comprehension;
- Continue to adopt the Explicit Instruction Model;
- Stream to ability levels in Spelling;
- Differentiation in classes and specialist areas;
- Individual Education Plans and Individual Behaviour Plans;
- Students at Educational Risk identified early in the year;
- Pastoral Care- continue TOD awards and our friendly bear, In real Life Programs (School Chaplain); explore Mindfulness programs, create a Pastoral Care Policy, including anti-bullying and building resiliency, as well as a restorative justice approach;
- Attendance Planning;
- Caring and Nurturing;
- Speech Assessment and OT services
- Intervention programs;
- Creative thinking/problem solving/higher order thinking/reflective practice for children.
- Parent Workshops (Boost), Cyber Awareness, Protective Behaviours;
- Reporting Assessment- Term 1 Parent Interview, Open Night, Dance Concert;
- Clear communication with parents;
- Opportunities to perform- Assembly, Optiminds, Concerts, Musicals, Music, Sport, Lunch Clubs;
- Recognition of Achievement/Effort- Merit Awards, Newsletters, TOD Award.
- Whole School Activities



### **Performance Measures:**

- Continue On Entry Assessment in Pre-Primary, Term 1 and students at educational Risk in Term 4.
- Maintain and increase the performance of our students (stable cohorts) above the National Mean in Years 3 and 5 in NAPLAN.
- Maintain and improve student performance in Science in all years in terms of stanines, Year 3-6 students assessed as a measure:
  - 25% for stanines 1-3.
  - 50% for stanines for 4-6.
  - 25% for Stanines 7-9
- Attendance measure- Student attendance rates goal is 92%.

## HIGH QUALITY TEACHING

East Hamilton Hill Primary School will have a renewed and relentless focus on the best possible teaching practices. We will:

- Create the best Learning Environment adopting the four pillars, the three imperatives of student engagement and the six given (Non-Negotiable) for every learning environment.
- Continue “ DROP EVERYTHING AND READ” before school;
- Follow the teaching and learning expectations, the Teaching and Learning Cycle, as well as the Explicit Teaching Lesson Outline;
- Whole School approach/programs which are research based and all staff have been trained in;
- Collaboration amongst teams.
- Pastoral Care, including whole school behaviour management approach;
- Whole Child Focus;
- Use of technology across the curriculum;
- Streaming across class/year groups;
- Data CAPS used as a direction for teaching/learning;
- Teacher’s Guide.
- Staff Induction, Mentoring Graduate Teachers.
- Opportunities for peer observations, feedback and coaching

### Performance Measures:

- Degree of professional learning undertaken by principals, teaching and support staff.
- Proportion of principal and teachers assessed as meeting the professional standard.
- Extent to which our school is staffed with appropriately skilled teaching staff.
- Level to which staff have engaged in peer observations, coaching sessions and performance management.





## EFFECTIVE LEADERSHIP

---

East Hamilton Hill Primary School will continue to have strong and empowering leadership across the school. We will:

- All staff to be familiar with the school vision and be able to use it for decision making and assistance in day to day work.
- Continue establishing distributed Leadership Teams, Roles and Responsibilities, at the beginning of each year.
- Continue with Phase of Learning Teams in the Early Childhood, Middle-Late Childhood and Specialist Teams.
- Continue with effective communication by adhering to the Communication Plan and Procedures.
- Continue to Implement Behaviour Management in Schools Policy including SIS Behaviour Module to monitor student behaviour.
- Develop teacher expertise in use of Restorative Practices and “No Blame” approach to behaviour management and bullying.
- Monitor student attendance targets on a regular basis using SIS Lesson Attendance Module.
- Carefully monitor and keep a class register for Students at Educational Risk in consultation with the School Psychologist/School Nurse/School Chaplain and external agencies as appropriate.
- Continue the implementation of the Class Assessment Profiles in Term 1 and Term 4, School Closure/Parent Interviews in Term 1, as a part of the Self Review Cycle.
- Use of School Salary Pool and P&C funding to provide support resources – teaching and non-teaching.
- Continue being a Crunch'n'Sip School and SunSmart School, use our School Volunteers to assist us.
- Continue to promote Sustainability as a school focus.
- Development of grounds/buildings plan to formalise on-going maintenance and improvement projects.
- Implementation of the Priorities and Directions Phase of Learning Team Operational Plans.
- Implement the Workforce Management Plan.
- Continue to implement the Aboriginal Cultural Standards Framework.
- Continue to apply for Disability resourcing as required.
- Promote Aspirant Leaders: Senior Teachers, Level 3 Classroom Teachers, Deputy Principals and Principals.

### Performance Measures:

- Clear articulation of school vision, values, and cultural elements of our school.
- High expectations are reinforced as outlined in the Teacher's Guide and school based policies and procedures.
- Enhancement of the distributed leadership model.
- Proportion of behavioural incidents (severe and or suspension) annually on the School Information System (SIS).
- Report on Attendance rates and follow up on severe absenteeism.
- Extent to which staff are promoted to Senior Teacher, Level 3 status or Leadership positions.

## STRONG GOVERNANCE AND SUPPORT

East Hamilton Hill Primary School will demonstrate a capable and responsive organisation for now and into the future.

We will:

- Implement the School Improvement and Accountability Schedule, including the Self-Review Cycle and undertake the School Review to inform our work and as required by the Department of Education.
- Continue to refine and further develop systems and structures as well as policies and procedures within the school.
- Continue to implement the Protective Behaviours program.
- Highlight and promote school and individual successes and programs through a range of media and other promotional means.
- Provide Applause (Pat on the Back), personalised approach as agreed by staff.
- Ensure staff participate in and understand the importance of accountability and evidence based planning and the links to the AITSL Teacher standards.
- Staff Induction at the beginning of the year to occur, with a follow up meeting. This will involve use of the Staff Handbook and a tour.
- Mentor Student and Graduate Teachers.
- Use of School Salary Pool and P&C funding to provide support resources – teaching and non-teaching.
- Ensure teachers flexible working arrangements comply with DOE policy.
- Weekly update meetings, staff meetings, collaborative meetings.
- Update and use of the Email System and in the future Connect.
- Investigate models of Peer Coaching- 2019.
- Strong links with the P&C and School Board through regular meetings and working together with our school community.



### Performance Measures:

- Completion of the Annual School Report, Business Plan and Phase of Learning Operational Plans.
- Information provided by the Department of Education's School Review Team.
- Information provided by the Department of Education's National Quality Standard's Verification Team.
- Ensure the effective management of the One Line Budget.
- Monitor levels of voluntary contributions.
- Undertake Reporting Requirements for the Department of Education.