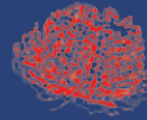




Flinders Park Primary School

**FLINDERS PARK PRIMARY SCHOOL
BUSINESS PLAN 2023 – 2025**



Flinders Park Primary School has a proud history of nurturing learners for more than 40 years.

We are a school surrounded by a fantastic, supportive community. Our students are amazing and our staff are dedicated and caring. We are proud to nurture our students as our citizens of tomorrow.

In developing this Business Plan, the Flinders Park Primary School community was given the opportunity to reflect on what is important as we move forward. Community members were able to voice their opinion through community forums and the Parent Satisfaction Survey. In addition, the School Board contributed their vision for Flinders Park Primary School. School staff contributed significantly over a number of staff meetings and made important contributions to the development of this Business Plan. We also listened to the voice of students through the Student Satisfaction Survey.

There has been a slight shift in what we consider important for school life at Flinders Park Primary School. Our focus on high quality teaching and learning continues and there is now a desire to develop the 'whole child' with a focus on health and wellbeing, developing skills

for life and providing meaningful learning opportunities. The COVID pandemic has had a profound effect on our school and community and there is a sentiment of wanting to heal and promote relationships that have suffered during this time. Another of our focus areas in this Business Plan is to develop strong community partnerships with improved communication and strengthening inclusivity. We will also be promoting community involvement and events, along with enriching learning with educational partnerships.

This Business Plan sets out our shared vision for the next three years (2023 – 2025), giving Flinders Park Primary School a clear direction for development. This plan outlines our focus areas, major initiatives, along with our goals and targets.

Every member of Flinders Park Primary School will focus on achieving what is set out in this Business Plan as we work together to develop our Flinders Students as future citizens of our fast developing world.



School Purpose

Flinders Park Primary School provides a high quality education to ensure our students have success for today and are prepared for tomorrow.

Flinders Park Primary School's Values

Our values guide the way we act and interact in our school community, characterising our social and civic responsibilities.

RESPECT

Showing thought and consideration

EXCELLENCE

Doing our best and aiming high

CO-OPERATION

Working together

COMPASSION

Showing care and understanding to others and self

RESILIENCE

Being able to bounce back when things are tough

Flinders Student

Flinders Park Primary School has high expectations of student behaviour and developing harmonious relationships. Students are taught to and expected to demonstrate the behaviours of a “**Flinders Student**”.

These include:

- *Self-Awareness*
- *Self-Management*
- *Social Awareness*
- *Social Management*
- *Ethical and Intercultural understanding*

Targets

QUALITY TEACHING AND LEARNING

- NAPLAN scores for all assessments to be close to or above Like Schools.
- Improve grade alignment between NAPLAN and teacher judgements for writing.
- Increase % of students achieving in the Top 20% for each NAPLAN Assessment.
- 80% of Year 1 students complete Phase 3 of Letters and Sounds by the end of Term 1.
- 80% of Year 3 students achieve the designated achievement of Phase 6 by the end of the year.
- 80% of students completing On Entry Assessments in Pre-primary and Year 1 achieve moderate progress or above for all assessments.
- 80% of all students competing PAT Assessments in each year level achieve a stanine of 4 or above for all assessments completed.

STRONG COMMUNITY PARTNERSHIPS

- Increase parent participation rate for the National Opinion Parent Survey.
- Increase the number of National Opinion Parent Survey questions with an average rating of 4.0 and above.
- Student attendance to be the same as or above Like Schools for both Indigenous and non-Indigenous students.
- Reduce the percentage of unauthorised absences.
- Increase standing on the Indigenous Cultural Framework.

EDUCATING THE WHOLE CHILD

- 80% of classes (Pre-primary – Year 6) give out 200 positive DOJO points each week.
- Reduce suspension and in-school withdrawal rates.
- Increase the percentage of students achieving Consistently in Attitude, Behaviour and Effort areas on the end of year report.



Summary of Focus Areas

Quality Teaching and Learning

- High quality teaching in every classroom
- Core learning - WA Curriculum
- Cater for the diverse needs of students
- Leadership for learning
- Develop Staff expertise

Strong Community Partnerships

- Community and Family Involvement
- Community Events
- Inclusivity
- Educational partnerships

Educating the Whole Child

- Health and wellbeing
- Skills for life
- Learning for life





Quality Teaching and Learning

Strategic Focus	Strategy	Actions / Milestones
High Quality Teaching in Every Classroom	Implement evidence based practice and whole school approaches for Literacy and Numeracy	Implement: <ul style="list-style-type: none"> • Explicit Teaching • Gradual Release • Literacy and Numeracy Blocks • Whole School Approaches as decided
	Continue to implement evidence based Literacy programs based on the Science of Reading Approach and the Writing Revolution	Support teachers with mentoring and professional learning to implement: <ul style="list-style-type: none"> • Synthetic Phonics (K-3) (Letters and Sounds) • Spelling Program Years 3-6 (ECU Spelling) • Writing Revolution • Heggarty • Vocabulary • The BIG 6 • Literacy Brightpath Assessments • Other programs as needed
	Implement a whole school, evidence based Numeracy program	Review available approaches suitable for the context of Flinders Park: <ul style="list-style-type: none"> • Support implementation with professional learning and mentoring • Provide and update appropriate resources • Provide professional learning and support for the implementation of Brightpath Assessments in Numeracy
	Monitor and improve student progress with efficient and effective data collection and analysis	Engage in a regular cycle of data analysis as a whole school, in Phases of Learning and in Collegiate Groups: <ul style="list-style-type: none"> • NAPLAN • Progressive Achievement Tests (PAT) • On-Entry • Brightpath • Literacy tracking tools (such as decoding tracker, Letters and Sounds, DoE Phonics Check) • Numeracy tracking tools (such as Paul Swann Mathematics Milestones) • Student Analysis Tool • School data added to Student Analysis Tool • Behaviour Data • Other data as available
Core learning – WA Curriculum	Students engage in all aspects of the WA Curriculum as outlined in the WA Curriculum and Assessment Outline	Teaching of the WA Curriculum: <ul style="list-style-type: none"> • Audit and identify any areas of need • Professional learning and mentoring for staff as needed • Continue to provide shared time for collegiate groups • Develop a Curriculum leadership structure to support teachers in all learning areas.
	Implement all curriculum changes as required by SCSA (Australian Curriculum Review)	Develop a plan and implement curriculum changes as required: <ul style="list-style-type: none"> • Professional learning for staff • Update resources as needed • Utilise relevant technology • Include provision in Performance and Review process to address individual needs

Cater for the diverse needs of students	Differentiated teaching to cater for the learning needs and abilities of students	Support staff to provide high quality differentiation: <ul style="list-style-type: none"> • Case conferences • Support teachers to develop differentiation plans • Documented individual and group plans as needed • Reporting to parents using Documented plans • Professional learning for teachers • Review school resources/texts to ensure suitability • Handover of Documented plans to ensure continuity of learning
	In consultation with the Language Development Centre and other literacy agencies, develop a data driven intervention program	Identify and develop Literacy Intervention suitable for the context of Flinders Park: <ul style="list-style-type: none"> • Differentiated teaching • In-class intervention • Withdrawal intervention
	Develop a sustainable case-management approach to monitoring the progress of students with additional needs	<ul style="list-style-type: none"> • Monitor the progress of students with additional needs across the school • Strengthen the end of year/start of year Handover process
	Increase student engagement in learning	Develop a whole of school approach to increasing student engagement: <ul style="list-style-type: none"> • Hands on learning • Meaningful learning activities that relate to life • Inclusivity • Evidence based practice • Increase student agency and voice • Increase access to technology for learning • Utilise the skills and employment base of parents to build links between curriculum and real life
	Extend students to their highest level	Provide extension for students: <ul style="list-style-type: none"> • Higher Order thinking • Integrated learning projects • Professional learning for teachers
Leadership for learning	Develop a devolved leadership structure to support staff with Business Plan Focus Areas	<ul style="list-style-type: none"> • Identify high potential leaders within the school using the WA Future Leaders Framework • Revise current leadership structures • Leadership Agreements • Make effective use of Senior Teachers
	Develop in-school leadership skills	Support in-school leaders with: <ul style="list-style-type: none"> • Professional learning • Mentoring • Leadership Development Plans • Leadership Meetings • Opportunities for leaders to share leadership learning and expertise

Develop staff expertise	Continue to support collaboration groups	<ul style="list-style-type: none"> • Provide shared DOTT schedule to allow collaborative groups to continue • Support Collaborative groups to increase data analysis to inform planning and teaching • Celebrate successes
	Provide opportunities for staff to meaningfully engage with others in their Phase of Learning	<ul style="list-style-type: none"> • At least one staff meeting per term to be in Phases of Learning

Strong Community Partnerships

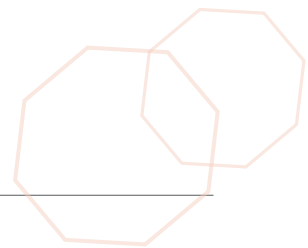
Strategic Focus	Strategy	Actions / Milestones
Community and Family Involvement	Encourage parents and community members to be involved at Flinders Park	Provide opportunities for parents and community member involvement: <ul style="list-style-type: none"> • Encourage parent helpers in classrooms • Utilise parent strengths to support curriculum • Form collaborative partnerships with parents and community members to enhance curriculum learning and life understanding
	Develop efficient communication strategies	Provide more consistent communication for our community: <ul style="list-style-type: none"> • Develop a parent and community engagement and communication strategy • Communicate effectively with families and networks according to the communication strategy • Build relationships with the community through strong communication and community engagement • Maintain and update the school Website
Community Events	Engage our parents and the community by holding and promoting community events	Plan for a range of events and engagement opportunities: <ul style="list-style-type: none"> • P&C events • Open Night • School Tours • School Community events • Intergenerational learning (such as visiting retirement homes/villages) • Play café / Playgroup • Guest Workshops (parents and people with bank of expertise) for students and parents • Make school facilities available for community events • Involvement in community events around Albany (such as Arts events, ANZAC, sports)

Inclusivity	Develop Indigenous Partnerships and cultural awareness	<p>Take significant actions to support our Indigenous students and families:</p> <ul style="list-style-type: none"> • Continue to engage an Aboriginal Islander Educational Officer • Celebrate NAIDOC Week, Reconciliation Week and Harmony Day and other events as decided • Acknowledgement of Country on School Website • Cultural Awareness Training and Professional Learning for staff • Classes develop their own Acknowledgment of Country for use in their class and at assembly • Regular Elder visits <ul style="list-style-type: none"> ○ Welcome to Country ○ Smoking ceremonies ○ Indigenous story telling • Investigate implementation of Noongar language (Menang) to be taught for LOTE • Annual review of the Indigenous Cultural Framework (reported in the Annual Report) • Develop a Flinders Park Framework for Indigenous Learning in consultation with local elders • Develop a Reconciliation Action Plan
Educational partnerships	Enrich educational opportunities at Flinders Park	<p>Develop a range of educational partnerships:</p> <ul style="list-style-type: none"> • Continue our Chaplaincy partnership • Annual School Survey • School based volunteer co-ordinator • Volunteer Centre • Partnerships to support health and development (such as Child Development Centre, Health Nurse) • PPP parenting courses • Education Department Agencies, such as Behaviour & Engagement, Disability Support, Language Development Centre • Other agencies as appropriate



Educating the Whole Child

Strategic Focus	Strategy	Actions / Milestones
Health and Wellbeing	Develop a Wellbeing Plan to support students	Implement a range of strategies into increase student wellbeing: <ul style="list-style-type: none"> • Review and implement social and emotional learning across the school • Reinforce the Social and Emotional learning with shared vocabulary across the school • Continue to develop and teach the Flinders Student • Multimodal learning to cater for different ways of learning • Investigate ways to monitor student wellbeing • Develop a play based learning policy • Continue involvement with the LILEY Project • Develop an NQS Action Plan for K-2 and monitor progress • Use a case management approach to monitor students with additional needs across the school • Strengthen Handover processes • Provide opportunities for cross-year group interactions and multi-age grouping for various activities • Gatekeeper training as needed
	Develop a consistent approach to student behaviour	Develop a whole school, consistent, positive behaviour plan: <ul style="list-style-type: none"> • Consult with the Behaviour and Engagement team as necessary • Support students with additional behaviour needs with a case management approach
	Develop a Wellbeing Plan to support staff	Work with staff to develop a Staff Wellbeing Plan: <ul style="list-style-type: none"> • All staff contribute to a Wellbeing Framework • Staff Acknowledgements • Strengthen staff collegiate and social activities
Skills for Life	Prepare students for meaningful pathways in life by developing life skills	Develop plan for teaching life skills for Flinders Park that includes (but is not limited to): <ul style="list-style-type: none"> • Resilience • Team work • Creativity • Developing confidence and self-belief • Problem solving • Values • Skills of daily living • Courage
Learning for Life	Provide opportunities for students to be successful learners in meaningful ways	<ul style="list-style-type: none"> • Increase child agency and voice in learning • Differentiated teaching • Investigate and implement integrated learning and projects • Specialist programs • Special interest groups





RED WHITE AND BLUE

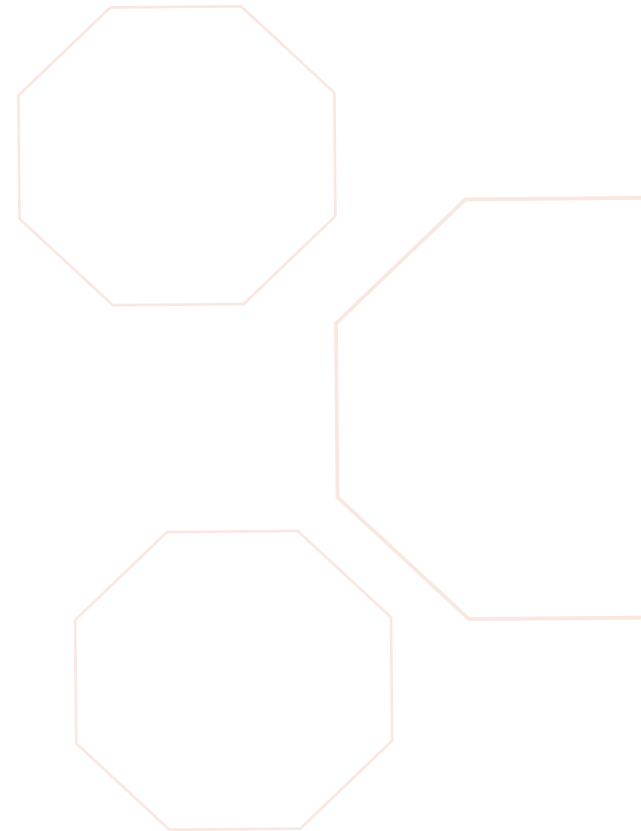
(Words and Music by W. Chaloner)

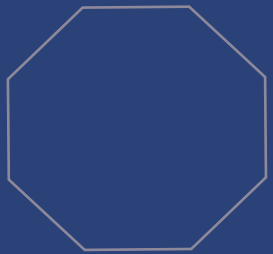
Do for others what you think that other folk should do for you,
Do for you,
Show them all respect but don't expect them all to be like you,
Be like you,
Treat your family kindly, tolerate,
Make an effort to cooperate,
From the harbour, from the rivers winding,
Man and nature binding
This is our place

CHORUS:

Stand and be proud
This is our school
Special place in the dazzling state
The greatest country on the planet
Clear sky or cloud
Green Island view
We belong to Flinders Park
In RED, WHITE and (BLUE)
Blue is the sea
Fresh on the breeze
Touch the edge of a mighty ocean
There to shape our island nation
Learn all you can
Care for your school
Don't you think it just might be
The best in the world.

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