



BUSINESS PLAN



BELDON
PRIMARY SCHOOL

WELCOME TO

BELDON PRIMARY SCHOOL

We are an Independent Public School that has a proud reputation of shaping the lives of future generations. Beldon Primary School was established in 1985 and has seen up to two thousand children pass through its ranks. We pride ourselves on being a school that parents select for their children knowing they will be happily learning and developing to embrace change and their future. Beldon Primary School has seen a time-honoured tradition of attendance across family generations. It also attracts a large number of children from outside the local area. The school is currently experiencing an influx of enrolment in the early year levels.

Our school offers many specialised programs for the students and the local community ranging from the Stephanie Alexander Kitchen Garden Program to the You Can Do It program to support social and emotional development.

We are co-located with the Beldon Education Support School and share resources and integrate students whenever possible. There is strong community support from parents and local community who, in recent years, have been actively involved in fundraising for the betterment of the school, as well as volunteering time and expertise to assist in the implementation of school-based programs.

Our Business Plan describes the strategic direction of the school for 2019 to 2021 and outlines how we will continue to develop, improve and support the service that we provide for our students in academic and non-academic areas. It has been informed by school performance data, student, staff and community feedback as well as the Strategic Plan for WA Schools and the Director General's Classroom First Strategy.



OUR VISION **AND ETHOS**

Beldon Primary School is dedicated to providing quality teaching and learning to enable students to happily and confidently move from where they are to where they have the potential to be.

Beldon Primary School recognises that student learning is best developed in an environment of cooperation and teamwork. We actively encourage community involvement and parent participation to enrich the fabric of school life.

Beldon Primary School fosters a sense of pride through an environment in which children feel secure and valued; thus enabling them to do their best and achieve success.



OUR VISION

At Beldon Primary School we aim to be a school of which to be proud; that parents select for their children knowing they will be happily developing and learning to embrace change, and their future.

OUR GUIDING PRINCIPLES¹

PRINCIPLE 1: AN EXPLICIT IMPROVEMENT AGENDA

Beldon Primary School has established and is driving a strong improvement agenda, grounded in evidence from research and practice and expressed in terms of improvements in measurable student outcomes. Explicit and clear targets for improvement have been set and communicated.

WE WILL develop an annual Operation Plan and Learning Area Plans aligned to the focus areas. WE WILL monitor progress towards targets and systematically evaluate initiatives and programs in relation to their effectiveness in producing desired improvements in student and staff learning and performance.

PRINCIPLE 2: ANALYSIS AND DISCUSSION OF DATA

A high priority is given to school wide analysis and discussion of systematically collected data on student outcomes. Data analysis considers overall school performance as well as performance of individual students, evidence of improvement/regression over time, performances in comparison with similar schools and measures of growth across the years of schooling.

WE WILL collect, analyse and use a range of student achievement and well-being data to track individual student achievement and progress to increase student connection to their learning. WE WILL continue to build staff capacity in analysing and interpreting a range of school data.

PRINCIPLE 3: A CULTURE THAT PROMOTES LEARNING

Beldon Primary School is driven by a deep belief that every student is capable of successful learning. A high priority is given to building and maintaining positive and caring relationships between staff, students and parents. There is a strong collegial culture of mutual trust and support among teachers and school leaders and parents are treated as partners in the promotion of student learning and wellbeing. Our school works to maintain a learning environment that is safe, respectful, tolerant, inclusive and that promotes intellectual rigour.

WE WILL promote and maintain an environment reflective of our high standards so that all students will engage and progress in their learning. WE WILL place a high priority on student and staff well-being with processes in place to support professional, academic, and social and emotional learning.

OUR GUIDING PRINCIPLES

PRINCIPLE 4: TARGETED USE OF SCHOOL RESOURCES

Beldon Primary School applies its resources in a targeted manner to meet the learning and social and emotional needs of all students. It has school-wide policies, practices and programs in place to assist in identifying and addressing student needs. Flexible structures and processes enable the school to respond appropriately to the needs of individual learners.

WE WILL allocate all human, physical and financial resources in alignment with the Business Plan. WE WILL engage with the broader community (where applicable) as a resource in the development and delivery of learning.

PRINCIPLE 5: AN EXPERT TEACHING TEAM

Beldon Primary School has built a school-wide, professional team of highly able teachers, including teachers who take an active leadership role beyond the classroom. Strong procedures are in place to encourage a school-wide shared responsibility for student learning and success, and to encourage the development of a culture of continuous professional improvement that includes classroom-based learning, mentoring and coaching arrangements.

WE WILL continue to develop and implement a professional learning culture to retain and develop high quality teachers

PRINCIPLE 6: SYSTEMATIC CURRICULUM DELIVERY

Beldon Primary School has a coherent, sequenced plan for curriculum delivery that ensures consistent teaching and learning across the year levels. The plan, within which evidence-based teaching practices are embedded, and to which assessment and reporting processes are aligned, has been developed and refined collaboratively to provide a shared vision for curriculum practice.

WE WILL implement the WA Curriculum as applicable and dependent on advised timelines. WE WILL continue to develop an explicit, coherent, sequenced plan for curriculum delivery.

OUR GUIDING PRINCIPLES

PRINCIPLE 7: DIFFERENTIATED TEACHING & LEARNING

Beldon Primary School places a high priority on ensuring that, in their day-to-day teaching, classroom teachers identify and address learning needs of individual students, including high achieving students. Teachers are encouraged and supported to monitor closely the progress of individuals, identify learning difficulties and tailor classroom activities to levels of readiness and need.

WE WILL continue to support the effective delivery of Stephanie Alexander Kitchen Garden, specialist programs and intervention programs. WE WILL monitor the progress of individual students and continually adjust teaching practices in curriculum delivery in response to individual progress.

PRINCIPLE 8: EFFECTIVE PEDAGOGICAL PRACTICES

Beldon Primary School recognises that highly effective teaching is the key to improving students learning throughout the school. The school encourages the use of research-based teaching practices in all classrooms to ensure every student is engaged, challenged and learning successfully. All teachers understand and use effective teaching methods, including explicit instruction to maximise student learning.

WE WILL continue development and implementation of a best practice teaching and learning culture to establish and communicate clear consistent understanding of expectations concerning the use of highly effective teaching strategies throughout the school.

PRINCIPLE 9: SCHOOL-COMMUNITY PARTNERSHIPS

Beldon Primary School actively seeks out ways to enhance student learning and well-being by partnering with parents and families, other education and training institutions, local businesses and community organisations. Parents and families are recognised as part of the school community and partners in their children's education. Partnerships are strategically established to address identified student needs and operate by providing access to experiences, support and intellectual and/or physical resources not available with the school.

WE WILL continue to build a Beldon Primary School strategic improvement culture. WE WILL continue to identify and develop community education and external partnerships to support improved student achievement and/or well-being.

FOCUS ON ENGLISH

The study of English helps create confident communicators, imaginative thinkers and informed citizens who analyse, understand, communicate with and build relationships with others and with the world around them. The study of English helps young people develop the knowledge and skills needed for education, training and the workplace.



TARGETS

Over the next three years Beldon Primary School will continue to focus on ensuring that all students develop their capabilities in English. The data collected from the 2016 to 2018 Business Plan indicates that our English programs need to place a particular emphasis upon improving student performance in Writing, Spelling and Punctuation & Grammar.

Our improvement targets for the 2019 to 2021 Business Plan are:

- By 2021, NAPLAN achievement in Spelling will be equal to or above expected achievement for a) Year 3 students and b) Year 5 students.
- By 2021, NAPLAN achievement in Grammar and Punctuation will be equal to or above expected achievement for a) Year 3 students and b) Year 5 students.
- By 2021, NAPLAN achievement in Writing will be equal to or above expected achievement for a) Year 3 students and b) Year 5 students.

OVERARCHING STRATEGY FOR 2019-2021

- Use data to inform planning for school, class and individual programs.
- Identify and implement effective pedagogy for the teaching of Writing, Spelling and Punctuation & Grammar.
- Ensure the early identification of learning difficulties and appropriate intervention.
- Differentiate programs to meet the learning needs of students experiencing difficulties and high achieving students.
- Provide professional learning for teachers and education assistants.
- Adopt and implement whole school approaches to ensure students receive cohesive and consistent learning programs.
- Develop, implement and support a whole school literacy plan.

FOCUS ON **MATHEMATICS**

Learning mathematics develops the numeracy capabilities that all students need in their personal, work and civic life, and provides the fundamentals on which mathematical specialties and professional applications of mathematics are built.



TARGETS

The data collected from the 2016 to 2018 Business Plan indicates that whilst our Mathematics programs are effective in assisting students to make progress from Year 3 to Year 5, the achievement of our Year 3 students in the NAPLAN Numeracy assessment can be improved. Over the next three years Beldon Primary School will continue to focus on ensuring that all students develop their capabilities in Mathematics with an emphasis on the achievement demonstrated by our students in the first years.

Our improvement target for the 2019 to 2021 Business Plan is:

- By 2021, Year 3 NAPLAN Numeracy achievement will be equal to or above the expected achievement for Year 3 students.

OVERARCHING STRATEGY FOR 2019-2021

- Use data to inform planning for school, class and individual programs.
- Identify and implement effective pedagogy for the teaching of Mathematics.
- Ensure the early identification of learning difficulties and appropriate intervention.
- Differentiate programs to meet the learning needs of students experiencing difficulties and high achieving students.
- Provide professional learning for teachers and education assistants.
- Adopt and implement whole school approaches to ensure students receive cohesive and consistent learning programs.
- Develop, implement and support a whole school numeracy plan.

FOCUS ON **MENTAL HEALTH**²

A focus on mental health and wellbeing will promote a positive, supportive and inclusive environment where all staff feel empowered and supported to work towards better mental health and where children feel safe and supported.



TARGETS

Over the next three years Beldon Primary School will continue to implement strategies that enhance the wellbeing of students and optimise their learning outcomes. This will be demonstrated by the achievement of the following targets:

- An Action Plan will have been developed to suit the needs of our school by the conclusion of 2019.
- At least one staff member from the Mental Health and Wellbeing Committee will have completed relevant learning modules from the Be You program by the conclusion of 2019.
- The Mental Health and Wellbeing Committee will have reviewed current programs and identified a whole school social and emotional learning program for implementation in 2021.
- Base line data on the level of social-emotional wellbeing of students will be established by the conclusion of 2020.

The school will continue to ensure a positive and inclusive learning environment with tiers of support that emphasise early intervention.

OVERARCHING STRATEGY FOR 2019-2021

- Establish an Action Team that will lead the development and implementation of an Action Plan that is informed by the Australian Student Wellbeing Framework and aligned with the school's existing planning processes and supports continuous improvement.
- Provide teachers and educators with the knowledge and skills that they need to
 - Foster positive mental health
 - Help prevent mental health issues from arising
 - Recognise and respond to mental health issues when they do occur
- Assist teachers, education assistants and other staff to look after their own mental health.
- Implement a whole school social and emotional learning program that includes explicit teaching by classroom teachers (or maintain the existing program).

ADDENDUM: All Western Australian Public Schools are reviewed every three years by the Department of Education's Public School Accountability Unit. A review gives assurance to the Minister of Education and Training. This allows the Director General and local school community to have confidence that the school is operating effectively and delivering high quality education to the students. It also gives feedback to the principal and staff to assist in improving the school's performance.

Beldon Primary School will be reviewed in May 2019. The 2019-2021 Business Plan will be reviewed in the light of the feedback from the review.

1. "Our Guiding Principles" are based on the "National School Improvement Tool" developed by the Australian Council of Educational Research and published by Department of Education, Employment and Workplace Relations, Australian Government
2. As our "Focus on Mental Health" is a new focus area for the school, targets and overarching strategies may be revised at a later date

