



# **Business Plan 2019 - 2021**

## Introduction

This Business Plan has been a collaborative effort involving key members of our school community and endorsed by our School Board. We have developed the strategic directions for the next three years that will challenge and support our students to become solid contributors to society. This plan forms part of a suite of documents that include our operational plans, a workforce plan and the Delivery and Performance Agreement.

## School Context

Noranda Primary School services a catchment area where parents seek a quality education for their children. In 2019 Noranda has an enrolment of 365 students with constant enquiries from outside our boundaries. Maintaining a sense of community is significant in the school and the School Board contributes to the school decision making and planning processes. The Parents and Citizens Association is very active and enriches the learning environment for Noranda students. Noranda Primary School has a significant enrolment of students who have English as an additional language background, (approximately thirty nine percent) as well as a two percent Indigenous student enrolment.

Student academic performance at Noranda is closely monitored and the students demonstrate a level equal to both state and national mean scores. Primary Extension and Challenge (PEAC) opportunities are offered to identified students in Years 5 and 6. School based enrichment activities are also offered to identified students. A robust ICT network is operational within the school allowing the use of portable devices and Interactive technology in each classroom as a means of engaging students and supporting teachers. Music is a well established learning area offered within the school program. Our school choir has been highly successful in a range of choral festivals and public performances. Specialist instrumental lessons are available to students in Year 6. Mandarin is the language other than English offered at Noranda Primary School for students in years three to six.

The school has many environmental programs with a worm farm, vegetable garden, paper recycling and solar energy highlighting the importance of environmental sustainability. Children also have the opportunity to join in with our Bush Wardens Club. Health and Physical Education is promoted within the school. Students are provided opportunities to develop their physical skills and learn how to enhance their health, safety and wellbeing.

## School Vision

**Our school community supports, challenges and inspires each other to personal excellence.**

We strive to have our students, parents, teachers and community members actively involved in our school life. We provide an enriching, engaging and challenging curriculum for our students, balancing formal learning and building social and emotional skills. This is based on the five keys to success - Organisation, Confidence, Resilience, Persistence and Getting Along.

This framework captures the spirit of our Business Plan and is based on the four priorities of the *Strategic Plan for WA Public Schools 2016-2019*; “High Performance-High Care.”

- **Success for all students**
- **High quality teaching**
- **Effective leadership**
- **Strong governance and support**

Noranda Primary School addresses the priorities from the *DOE Strategic Plan 2016-2019*, *DOE Focus* documents and school identified priorities through the following focus areas.

### Focus Areas

**Successful Students**

**High Quality Teaching  
and Leadership**

**Partnerships**

## School Motto

**Friendship and Knowledge**

## Our Self Assessment

Successful students are at the core of our school improvement, with both academic and non-academic standards the central focus. All operations at Noranda Primary School are evaluated in relation to their impact on student achievement.

Noranda Primary School promotes initiatives linked to the *Department of Education Strategic Plan 2016-2019* and yearly *Focus* documents. We structure our self assessment to the School Improvement and Accountability Framework.

Our school improvement cycle is an ongoing process encompassing three components:

We **assess** data and other evidence related to student achievement and school operations.

We **plan** to improve the standards of student achievement.

We **act** to implement planned strategies.

## Academic Performance

The staff have undertaken a comprehensive analysis of the school's performance data in the core areas of literacy and numeracy. This data includes NAPLAN results and teacher judgements. Literacy and numeracy results across both the assessed Year 3 and 5 cohorts indicate that students in 2018 at Noranda are performing at the expected levels of achievement for numeracy, reading, writing, spelling, grammar and punctuation. The academic and non-academic targets identified in this plan are in response to the school data analysis. These targets will be addressed across all year levels of the school through the implementation of specific classroom strategies and school resourcing.

## Targets

ACADEMIC	
<b>On Entry</b>	<ul style="list-style-type: none"> <li>By 2021 NAPLAN results will show an increase in the percentage of students who make moderate to very high progress from Pre Primary On Entry to Year 3 NAPLAN.</li> </ul>
<b>NAPLAN Progress</b>	<ul style="list-style-type: none"> <li>The progress demonstrated by the same cohort of students from Year 3 to 5 to be at or above the like school progress level.</li> </ul>
<b>NAPLAN Literacy</b>	<ul style="list-style-type: none"> <li>Year 3 and 5 English results will be above the like school mean.</li> <li>Increase the percentage of students identified in the top bands of Reading, Writing, Spelling, Grammar and Punctuation.</li> </ul>
<b>NAPLAN Numeracy</b>	<ul style="list-style-type: none"> <li>Year 3 and 5 Numeracy results will be above the like school mean.</li> </ul>
	<ul style="list-style-type: none"> <li>Increase the percentage of students identified in the top bands of Numeracy.</li> </ul>
<b>EAL/D (PP-2)</b>	<ul style="list-style-type: none"> <li>80% of students to move at least one progress level each year.</li> </ul>
<b>WA Curriculum</b>	<ul style="list-style-type: none"> <li>Science results in Year 4 and 6 will exceed 60% in all four aspects of the ACER Science assessment.</li> </ul>
	<ul style="list-style-type: none"> <li>90% of Humanities understandings will be judged by teachers to be of a "C" grade or better.</li> </ul>
	<ul style="list-style-type: none"> <li>Student performance indicates continued improvement across time of plan.</li> </ul>

NON ACADEMIC	
<b>Attendance</b>	<ul style="list-style-type: none"> <li>The school will maintain an attendance performance better than the state average.</li> </ul>
<b>Attitude, Behaviour and Effort</b>	<ul style="list-style-type: none"> <li>Teacher judgments' of student attitude, behaviour and effort will be trending positively through the assessment period with 95% of students achieving a level of "often" or higher.</li> </ul>
<b>National School Opinion Survey</b>	<ul style="list-style-type: none"> <li>The biennial Parent, Student and Staff National School Opinion Survey (NSOS) results show improvement from previous survey feedback in identified items.</li> </ul>
<b>School Board Effectiveness Survey</b>	<ul style="list-style-type: none"> <li>Feedback from the School Board Effectiveness Survey has improved over the time of the plan in areas previously identified.</li> </ul>
<b>National Quality Standard</b>	<ul style="list-style-type: none"> <li>By 2021 the school will meet the requirements of all Quality Areas within the National Quality Standard, K-2.</li> </ul>



# School Vision - Our school community **supports, challenges** and **inspires** each other to personal excellence.

## Successful Students

Noranda Primary School will provide a safe and orderly environment for our students to be supported, challenged and inspired to achieve personal excellence.

STRATEGIES	MONITORING
<b>Support</b>	
School attendance is monitored and acknowledged and attendance plans are developed for students requiring support.	Student Attendance Module data is monitored.
Teachers plan for and implement effective teaching strategies for Aboriginal and Torres Strait Islander students.	Aboriginal and Torres Strait Islander cohort data analysed. Students supported with IEP's if required.
Continue to develop well planned SAER documentation supporting students at risk.	SAER students identified and plans implemented as per SAER Policy.
Continue to incorporate the National Quality Standard through the ECE phase of the school.	NQS Self -Assessment. External assessment through 2019.
Continue to follow the school Protective Behaviours Scope and Sequence.	Reviewed through school staff meetings.
<b>Challenge</b>	
Build upon current school practices to refine and implement whole school connected curriculum. e.g. Seven Steps To Writing Success, Cars and Stars.	Teachers and staff access professional learning and planning. Whole school approaches are used by teachers and reviewed at staff meetings..
School Data is utilised to inform practice to determine school focus areas. NAPLAN Online continues as a testing format.	NAPLAN and school information assessments analysed and discussed by staff. Minutes of meetings.
On Entry data is utilised to provide information on student performance.	Student data generated and performance tracked as target.
<b>Inspire</b>	
Technology is utilised by staff and students to develop skills thus allowing them to enhance learning outcomes.	ICT data. ICT Plan followed to ensure up keep of network and devices.
Foster and promote school values in and outside the classroom.	Follow whole school scope and sequence. Review at staff meetings
Maintain the You Can Do It Program across the school to reinforce values education and the building of students' social-emotional skills.	Student Council leadership at assemblies.

## High Quality Teaching and Leadership

At Noranda Primary School we recognise that the basis of improving student outcomes is high quality teaching and leadership.

STRATEGIES	MONITORING
<b>Support</b>	
WA Curriculum and Assessment documents are utilised to inform planning, teaching and assessing.	Performance Management meetings. Student Reporting.
Staff professional learning needs are identified and supported. These are linked to school priority focus areas, students needs, systemic requirements and performance management.	Performance Management meetings.
Morley Schools Network opportunities are made available to staff for collaboration opportunities.	Morley Schools Network meeting attendance for teachers and staff.
<b>Challenge</b>	
Performance Management conversations that provide opportunities for effective feedback.	All staff develop performance management plans utilising AITSL Standards.
Classroom observations and feedback is a part of teaching practice and utilised to share ideas and inform teaching practice.	Teachers participate in classroom observations and feedback.
Senior teachers responsible for roles determined with principal within school environment.	Roles and responsibilities.
Encourage and mentor staff who indicate interest in leadership roles or who are identified as having leadership potential.	Performance Management meetings.
Establish phase teams K-P, 1-2, 3-4, 5-6 for common planning, connected practice and whole school strategies with systematic assessment.	Minutes of collaborative staff meetings.
School Curriculum Committees contribute to school planning and the setting of school priorities.	Minutes of meetings.
<b>Inspire</b>	
All teachers have strong application of the guiding principles of Teaching, Learning and Assessment.	Performance Management meetings. Student Reporting.

## Partnerships

Noranda Primary School will continue to build positive relationships and productive partnerships with our school and local communities.

STRATEGIES	MONITORING
<b>Support</b>	
Provide opportunities for parents and teachers to meet and support students. E.g. teacher / parent meetings, Community Barbecue, Open Night.	Feedback through meetings/Classroom Dojo.
Engage with relevant external organisations. E.g. ECU , Murdoch University for pre service training. Local high schools.	Data recording number of preservice teachers, work experience students attending Noranda PS.
The School Board and the P&C work together with the school community to enhance the learning environment within the school.	Feedback from School Board through minutes of meetings.
Seek opportunities to enhance school resources through grants and funding. School chaplaincy service to be maintained through Youthcare.	School Chaplaincy feedback from P&C and staff. Successful grant applications.
<b>Challenge</b>	
Conduct Biennial school surveys, Staff, Student and Parent Satisfaction Surveys and use data to inform decisions.	Data from surveys analysed and actions planned from findings.
Continue to monitor and refine communication strategies which engage and promote the school within the community.	Website and Newsletter coverage monitored.
<b>Inspire</b>	
Provide extracurricular activities to the community. E.g. Bushwardens, Running Club, Nippers.	Participation numbers for activities.
Provide parents with information to support their child's development. E.g. parent information workshops.	Workshops offered and attendance monitored. Feedback.
Value and promote a culturally diverse community, providing activities within the school such as Harmony Day and NAIDOC Day celebrations.	Feedback from Parent survey.