



Bayswater Primary School

Strategic Plan 2018-2021

(Reviewed October 2019)

Preparing Students for the Future



This strategic plan provides whole of school direction for the next four years (2018-2021), including targets and strategies that will help us achieve our vision and goals. This plan has been developed in consultation with staff, parents, students and the school leadership bodies. The plan aligns with Department of Education strategic planning framework for 2016 to 2019 and other relevant strategies.

This plan and the implementation of strategies identified in this document will be monitored and reviewed annually to ensure targets are being met and relevancy to our vision. The School will provide an annual progress report to the school community.

OUR VISION

To develop successful students who are able to:

Develop and sustain positive relationships

Display high levels of literacy and numeracy

Engage in purposeful investigation and inquiry

Show initiative

Have self-discipline

Be proactive and responsible in providing service to the community

Set goals and achieve their personal best

Be adaptable, creative problem solvers

Reflect to learn

Demonstrate how to be inclusive





OUR BELIEFS

Academic

- Staff will provide student focused learning opportunities that are challenging and include explicit and differentiated teaching, based on research and consistent whole school approaches.
- We will differentiate teaching to meet individual needs so all students achieve and are successful learners.
- Teaching will be intentional with meaningful feedback provided to students and parents. Students will be given opportunities to set goals and reflect on their learning.

Social

- We focus on common core values showing: respect for self, respect for others, respect for learning and respect for the environment.
- We believe students need to become a positive and productive member of society by:
 - acquiring skills to recognise and manage emotions
 - developing a caring concern for others
 - establishing positive relationships
 - making responsible decisions
 - managing situations effectively

Community

- We promote and encourage a sense of community involving staff, students, parents and the wider community.
- We foster and celebrate acknowledgement of staff, students, parents and the wider community.
- We promote an open door approach that facilitates reciprocal communication and mutual respect and values between all stakeholders.
- We encourage and promote a sense of community by providing social and community events involving all community members.

Environment (Learning, Building and Grounds)

- We aim to provide a safe, inclusive and a visually engaging environment for our students.
- We will aim to establish well maintained buildings and grounds and with up to date resources.

OUR TARGETS

(To be reviewed in 2020)

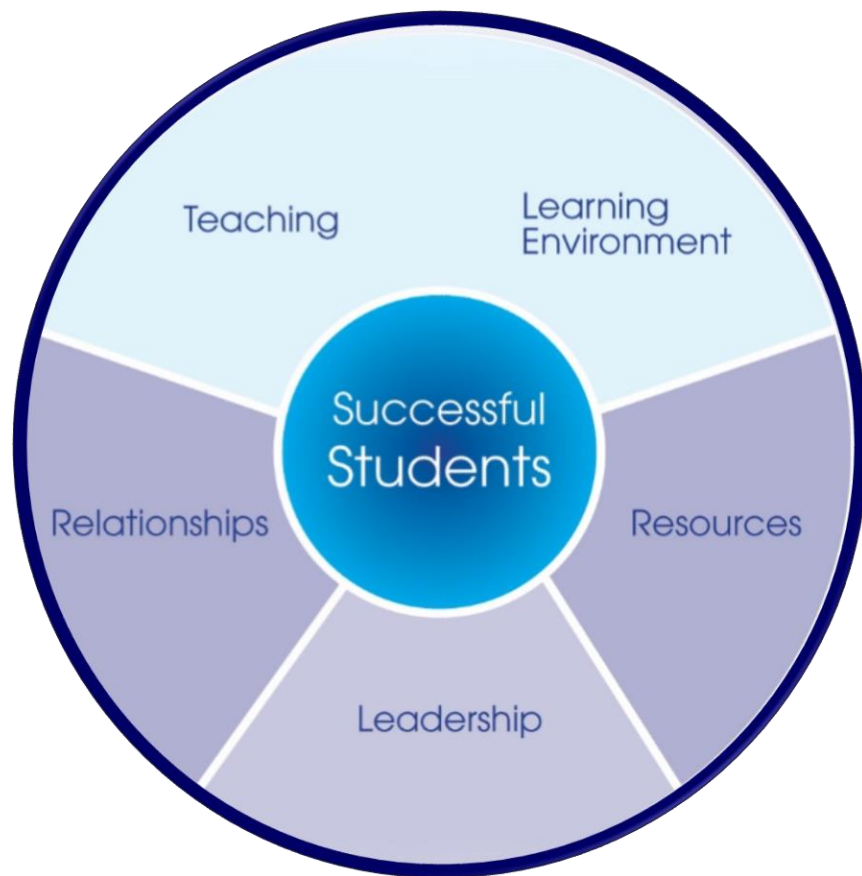
Targets for student academic success have been set according to NAPLAN outcomes for Year Three and Year Five students. Measures of success will be considered and developed for the achievement of all goals within the Strategic Plan.

NAPLAN	YEAR THREE STUDENTS	YEAR FIVE STUDENTS
Reading	The percentage of students performing in Band 5 and above will be at or above Like Schools in 2021.	The percentage of students performing in Band 7 and above will be at or above Like Schools in 2021.
Writing	The percentage of students performing in Band 5 and above will be equal to or above Like Schools in 2021.	The percentage of students performing in Band 7 and above will be equal to or above Like Schools in 2021.
Spelling	The percentage of students performing in Band 5 and above will be at or above Like Schools by 2021.	The percentage of students performing in Band 7 and above will be at or above Like Schools by 2021.
Grammar and Punctuation	The percentage of students performing in Band 5 and above will be at or above Like Schools by 2021.	The percentage of students performing in Band 7 and above will be at or above Like Schools by 2021.
Numeracy	The percentage of students performing in Band 5 and above will be at Like Schools by 2021.	The percentage of students performing in Band 7 and above will be above Like Schools by 2021.



OUR GOALS AND STRATEGIES

The following framework has been used to shape our Strategic Plan. Strategies have been grouped against the five goals to achieving our vision for successful students.



Teaching

Goal

Deliver the curriculum through evidence based teaching methods and best practice approaches that promote inclusive and extended learning opportunities.

Objectives

- Apply whole school approaches to deliver consistent, high level of student progress and achievement.
- Foster a continuous improvement culture.

Strategies

- 1.1 Implement an explicit instructional approach to literacy and numeracy.
- 1.2 Maintain an explicit teaching model which enables differentiation and adjusts our teaching programs to ensure all students have the opportunity to be successful.
- 1.3 Develop student inquiry skills incorporating HASS, Science and Technology.
- 1.4 Research best practice approaches in applying STEM (Science, Technology, Engineering and Mathematics).
- 1.6 Create new opportunities for students to be involved in specialist learning areas including; physical education, music, visual arts and languages.
- 1.7 Use ICT to produce and create student work.
- 1.8 Develop a learning culture around best practice in line with the BPS teaching model.
- 1.9 Staff are recognized for their contributions and receive constructive feedback on their performance.
- 1.10 Establish a mentoring program for early career teachers.



Learning Environment

Goal

Create safe, orderly and engaging environments that promote creativity and opportunities to learn.

Objectives

- Reinforce positive behaviours and our school values and beliefs.
- Consistent approach to student engagement.
- Whole School approach to student wellbeing.
- Provide stimulating and welcoming physical environment (inside/outside).

Strategies

- 2.1 Review the Positive Behaviour Plan and communicate to all members of the school community their role and responsibilities.
- 2.2 Provide professional learning and ongoing support to staff in the implementation of the Positive Behaviour Plan.
- 2.4 Build physical activity into learning area programs.
- 2.5 Targeted approach to effectively manage student attendance and punctuality.
- 2.6 Review and update inside and outside spaces.
- 2.7 Staff model exemplary professional behaviour.
- 2.8 Good Standing.
- 2.9 Use SEW assessment to evaluate and monitor student well-being and implement Highway Heroes to support student well-being.



Resources

Goal

Support the implementation of School objectives through effective financial, physical and human resource management.

Objectives

- Department of Education compliant financial practices and processes.
- Provide a sustainable and transparent approach to planning and budget allocation.

Strategies

- 3.1 Align annual budget to learning area programs and priorities within the Strategic Plan.
- 3.2 Collaborate with the P and C on the strategic use of funds raised through the parent body.
- 3.3 Develop and implement a maintenance plan for school facilities and equipment.
- 3.4 Develop a framework to leverage opportunities for external partnerships.

Leadership

Goal

Empower staff to have a lead role in developing successful students.

Objectives

- Collective approach to learning area program development, innovation and implementation.
- Support the development of staff leadership capacity.

Strategies

- 4.1 Provide time and resources for Learning Area Leaders to develop programs.
- 4.2 Create opportunities that allow for collaboration between staff.
- 4.3 Coach and mentor staff in classroom teaching across all learning areas.
- 4.4 Recognise and promote achievement.
- 4.5 Develop targets (measures of success) for the achievement of the Strategic Plan goals.



Relationships

Goal

Build a strong, positive culture with the BPS community through effective communication and engagement.

Objectives

- Open and collaborative approach to communication with parents, students, staff and the wider community.
- All of the BPS community are actively engaged in promoting and maintaining a positive school culture.

Strategies

- 5.1 Provide a welcoming environment and a sense of belonging for students and other community members.
- 5.2 Utilise multiple modes of communication with parents and staff.
- 5.3 Seek feedback from parents, staff and students at least once per year on progress against the Strategic Plan, school initiatives and general levels of satisfaction.
- 5.4 Create a shared understanding of school governance, in particular roles and responsibilities of the School Council, P&C, School Leadership and Staff.
- 5.5 Review the school brand in consultation with the school community.
- 5.6 Staff develop and actively implement the school's positive school cultural ethos.

