



Mount Claremont Primary School Business Plan 2019-2021







Our School

Mount Claremont Primary School is an Independent Public School. We celebrate over a hundred years as an inclusive school creating a culture of lifelong learning.

Our school is accountable for the success of all students through quality teaching and effective leadership. We strive for a holistic approach to education with a strong focus on improving student progress and academic achievement. We provide curriculum in English, Mathematics, Science, Humanities and Social Science, Digital Technology and specialist programs in the Visual Arts, Music, Physical Education, Languages, Pastoral Care and extra-curricular opportunities.

We build strong positive relationships with our community where parents value education and assist in making the best learning environment to ensure students have access to quality learning experiences. Our school builds collaborative partnerships with the Mount Claremont community to strengthen relationships, enhance opportunities and outcomes for students.

Our Vision

To foster an inclusive and caring school community which inspires students to be innovative and have positive approaches to learning.

Our Mission

To work collaboratively to engage and educate students, parents and staff in a community focused environment which is rich in local history and to create a sense of place.

Our Values

Belonging We value every member of the school community.

Integrity We are honest and fair in our actions.

Respect We are courteous and considerate.

Resilience We bounce back and grow through challenges.

Our Motto

We Care guides our school community to expect successful students, high quality teachers and support staff, empowered leadership and strong governance.



Our Focus

- **Success for all students**
- **High quality teaching**
- **Effective Leadership and Governance**

School Improvement and School Self-Assessment

The school has an agreed evidence based approach to teaching, learning and assessment. We analyse a range of school and system data to review and measure student performance, set improvement targets and implement strategies for improvement. The National Assessment Program in Literacy and Numeracy (NAPLAN) and the Department of Education On-Entry Assessment (OEA) are systemic assessments which provide the school with data to measure the achievement and progress of students. We use the data to judge the performance against statistically similar schools. The school participates in the Public School Review process every three years.



Student Performance Targets

Numeracy

- Student performance to match or exceed that of statistically similar schools
- School mean to be at or above Australian and WA Public Schools
- Maintain or extend the percentage of students in the top 20%
- On Entry Numeracy: students to maintain or exceed an average cohort score of 0.6 numeracy development points

Literacy

- Student performance to match or exceed that of statistically similar schools
- School mean to be at or above Australian and WA Public Schools
- Maintain or extend the percentage of students in the top 20%
- Improve the trend line in Writing, Reading, Grammar and Spelling
- On Entry Reading: students will maintain or exceed an average cohort score of 0.5 literacy progression points

Learning Area Reporting

- Teacher judgments in student achievement align with statistically similar schools when reporting each semester.

Non Academic Targets

- Overall attendance rate remains at or above 95%
- Maintain unauthorized absences below 5%

Report

- Maintain and improve the percentage of positive responses from student, parent and staff surveys.



Teaching and Learning

A whole school approach to teaching facilitates student improvement and staff development in a collaborative and collegiate environment.

Focus:

1. Strengthen whole school plans in WA Curriculum including General Capabilities, Early Years Learning Framework and National Quality Standards to provide the content and context for teaching and collaborative planning.
2. Teacher judgment and moderation is integral to school self-assessment and teacher planning.
3. Data literacy and evidenced based teaching practice including the analysis of NAPLAN and On-Entry Assessment.
4. Strengthen performance management processes using Peer Observation Model focusing on instructional teaching aligned to school priorities.
5. Develop staff capacity and expertise to use an integrated and inquiry approach to teaching science, technology, engineering and mathematics (STEM)
6. Provide opportunities for extension programs and celebrate success.
7. Strengthen Case Management approach to TAG, SAER, EAL/D and students with disabilities.
8. Extra-Curricular programs before and after school.

Milestone Targets

Through classroom observations AITSL, 100% staff are using consistent teaching practices aligned with school plans.

Evidence

Observation data, Annual reports by Learning Area, NQS Audit



Leadership

Develop distributed leadership to promote collaboration and shared responsibility for student achievement and school improvement.

Focus:

1. Shared vision and values provides strategic direction as an Independent Public School.
2. Self-assessment drives school improvement and accountability to the system and community.
3. Strengthen the capacity of distributed roles and responsibilities in teams; Learning Area, Phase of Learning and Committees.
4. Embed the Aboriginal Cultural Standards Framework.
5. Cyclic review of school policies SAER, BMIS, KOWS.

Milestone Targets

Alignment is evident in the Business Plan, Operational and Classroom Plans

Evidence

Annual self-assessment, Annual Report, Operational Plan review, Public School Review 2021

Learning Environment

The learning environment is safe, caring and inclusive for students and staff.

Focus:

1. Build the capacity of staff through Performance Management, Professional Learning and mentoring.
2. Develop and build initiatives to support health and wellbeing for staff and students.
3. Appropriate integration and safe use of digital technology.
4. Provide safe and engaging school grounds and facilities.
5. Promote conservation, sustainability and environmental awareness.

Milestone Targets

Focus is on student achievement and the collective culture of the school.

Evidence

Meeting minutes, agendas, surveys, Performance Management





Relationships

Effective relationships between students, parents and staff support student outcomes.

Focus:

1. Build and develop MCPS School Board governance and P&C Association value adding to the school.
2. Support and engage positive relationships with the MCPS community.
3. Improve communication strategies by expanding the use of electronic tools.
4. Engage and develop professional relationships between school leaders and staff in the Shenton Network of schools.
5. Build and develop relationships with service providers and interagency networks in a collaborative approach.
6. Parent education to foster links between school and home.
7. Being responsive and inclusive to the needs of families (cultural diversity, EALD, SEND, Australian Defence Force, new families).

Milestone Targets

National School Opinion Survey indicate a rating of 3 or above in students, parents and staff surveys.

Evidence

National School Opinion Survey; parent, student and staff survey

Resources

There is a clear alignment between the school priorities and the human, physical and financial resources of the school.

Focus:

1. Build human resources to lead school improvement, initiatives and programs.
2. Provide resources to support school initiatives and priorities (School Chaplaincy Program, Defence School Mentor).
3. Provide a budget allocation to support school grounds and building improvement for projects.
4. Effective management of the Student Centered Funding (SCF) to meet the needs of school plans and student outcomes.
5. Develop and review MCPS Workforce Plan managing increased enrolments.

Milestone Targets

The SCF Minimum Expenditure Requirement for 96% spend is achieved, and the annual budget is aligned to school priorities.

Evidence

School Audit results and Workforce Plan

- AITSL: Australian Institute for Teaching and School Leaders
<https://www.aitsl.edu.au/>
- Department of Education Western Australia
<https://www.education.wa.edu.au/>
- EAL/D: English as Additional Language/Dialect.
- NAPLAN: National Assessment Program Literacy and Numeracy
<https://www.nap.edu.au/>
- NQS: National Quality Standards from Australian Children's
<https://www.acecqa.gov.au/sites/default/files/2018-07/RevisedNQSHandoutA4.pdf>
- SAER: Students at Educational Risk
- SEND: Students Educational Need Disability
- STEM: Science, Technology, Engineering and Mathematics
- TAG: Talented and Gifted Students.
- WA Curriculum and Assessment Outline Kindergarten to Year 10
<https://www.scsa.wa.edu.au/>









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an Independent Public School

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