

School Strategic Plan Parktone Primary 4843 2015-2017



Endorsements

Endorsement by School Principal	Signed..... Name: George Danson Date: 27/03/15
Endorsement by School Council	Signed..... Name: Peter Marshall Date: 27/03/15 School Council President's endorsement represents endorsement of School Strategic Plan by School Council
Endorsement by the delegate of the Secretary	Signed..... Name..... Date.....

School Profile

Purpose	<p>The purpose of Parktone Primary School is to honour the greatness in the child and recognise that all children can be leaders because every child has a gift or talent. It is the school’s mission to discover it in children, and to show them. Parktone Primary School aims to provide a teaching and learning environment in which every child thrives, learns and grows to enjoy a productive, rewarding and fulfilling life, while contributing to their local and global communities.</p> <ul style="list-style-type: none"> - Vision: There is a prosperous path for every child. Each journey is theirs to lead. There is a place in which every child can shine. - Mission: Identify the talent, develop the confidence and create the leader.
Values	<p>Our Code of Conduct is the 7 Habits of Highly Effective People (Stephen R. Covey):</p> <ul style="list-style-type: none"> - Be proactive – you’re in charge - Begin with the end in mind – have a plan - Put first things first – work before play - Think win-win – everyone can win - Seek first to understand then to be understood – listen first then speak - Synergise – together is better - Sharpen the saw – balance feels best.
Environmental Context	<p>Environmental Context Parktone Primary opened in 1961 and is situated in Parkdale, City of Kingston. Teachers and children have continuous access to a world of knowledge through banks of computers, iPod Touch, laptops and iPads. Literacy and Numeracy are priority school programs. Arts, Science, Physical Education, I.C.T. and Japanese programs provide students with opportunities for deeper learning. Parktone offers children a highly engaging electives program - Working in Your Element. There are 45 staff, 481 children and 22 grades. The children come from families who value education and are highly supportive in all that the school sets out to achieve.</p>
Service Standards	<p>General The school: fosters close links with parents and the broader school community through its commitment to open and regular communications; commits to the active sharing of its vision and goals to ensure school community engagement in the school’s strategic plan; guarantees all students access to a broad, balanced and flexible curriculum including skills for learning and life; provides a safe and stimulating learning environment to ensure all students can achieve their full potential; and ensures all students will receive instruction that is adapted to their individual needs. Specific The school will respond to communication by parents within 2 working days. Parents will be engaged regularly when their child does not behave in a socially acceptable manner. Teachers will provide timely and targeted feedback to students on their work.</p>

School Strategic Plan 2014- 2017: Strategic Direction

Strategic Direction	Goals	Targets	Key Improvement Strategies
Achievement	Improved outcomes for students in Reading and Writing	<p>Reduce variability of Reading and Writing teaching practices between classrooms across the school.</p> <p>Achieve 5% above the state mean score in Reading and Writing</p> <p>NAPLAN Year 5 Relative Growth By 2017 Reading results will show:</p> <ul style="list-style-type: none"> - 10% decrease of students demonstrating LOW GROWTH; from 33% to 23% - 5% increase of students demonstrating HIGH GROWTH; from 17% to 22% 	<p>Develop a whole school assessment schedule & practices that are consistently implemented</p> <p>Increase teachers' knowledge and skills in the collection, analysis and use of an agreed range of data sets to inform & drive teaching</p> <p>Build teacher capacity in pedagogy & curriculum</p> <p>Develop staff leadership capacity to implement change</p> <p>Implemented a whole-school instructional model</p>
Engagement	<p>Staff understand & operate within the Parktone philosophy.</p> <p>Students are highly motivated, engaged, independent & confident learners.</p>	<p>On the Staff Opinion Survey staff respond at or above the 90th percentile to:</p> <p>School Climate</p> <ul style="list-style-type: none"> - Collective Responsibility & Collective Focus on Student Learning <p>Professional Learning</p> <ul style="list-style-type: none"> - Collective Participation & Coherence <p>On the Attitudes to School Survey Students respond at or above the 90th percentile to:</p> <ul style="list-style-type: none"> - Teacher Empathy & Learning Confidence 	<p>Ensure that all staff have a clear understanding of the school's programs & processes</p> <p>Ensure support is provided to all new and returning staff</p> <p>Enable students to independently apply the 7 Habits to their learning</p> <p>Engage the students in their learning through connection to real life situations</p>

Strategic Direction	Goals	Targets	Key Improvement Strategies
Wellbeing	Students feel safe and secure & connected to their learning environment.	<p>On the Attitudes to School Survey Students respond at or above the 90th percentile to:</p> <ul style="list-style-type: none"> - Safety - Connectedness to Peers - School Connectedness 	<p>Review, refine & apply the behaviour management approach in a consistent manner across the school</p> <p>Develop a program for students new to the school to enable their understanding of the school philosophy and expectations</p> <p>Develop a whole school student cross-age support program</p>
Productivity	Effective allocation and use of resources (human, physical & financial) to attain the goals in Achievement Engagement & Wellbeing.	<p>On the Staff Opinion Survey staff respond at or above the 90th percentile to:</p> <ul style="list-style-type: none"> - School Climate Collective Efficacy <p>Master Plan for additional buildings i.e. hall/gym for future growth</p>	<p>Time and resources are structured to support quality professional learning, teaching and student achievement</p> <p>To develop a physical resource strategy and Master Plan for future growth and Capital Works.</p>

School Strategic Plan 2014- 2017: Indicative Planner

Improvement Strategies		Actions	Achievement Milestone
Achievement	Year 1	<p>Review the Assessment Schedule</p> <p>Use On Demand Testing consistently across the school</p> <p>Develop an agenda for team meetings: student achievement, data collection & interpretation, planning future lessons to ‘fill the gaps’</p> <p>Create a Compass Assessment Tracker and Reporting framework</p> <p>Principal Walkthroughs (Observation and Feedback process)</p> <p>Schedule professional learning workshops</p>	<p>The Assessment Schedule consists of effective measurement tools for pre and post testing and value added</p> <p>Team planning documents include collective reflective reports of student achievement and links to future lesson plans</p> <p>Student academic progress is recorded and histories/profiles created</p> <p>Staff use the same language and pedagogical structures when teaching Reading and Writing</p>
	Year 2	<p>APs support Level Teams to increased teacher capacity to collect, analysis & use student achievement data to inform & drive teaching</p> <p>Staff attend Bastow Leadership professional learning programs</p> <p>Peer Observations & Principal Walkthroughs</p> <p>Revisit the e5 Instructional Model</p>	<p>Year Level Coordinators increased teacher capacity by leading their teams to collect, analysis and use student achievement data to inform and drive teaching</p> <p>Leadership Program participants share their learning with staff</p> <p>Principals observe common and clearly demonstrated practices between all classrooms</p>
	Year 3	<p>Reading Circles</p> <p>Embed the e5 Instructional Model</p>	<p>Colleagues share concepts from readings – one per term</p> <p>All staff use e5 language when teaching</p> <p>All staff meet the PDP requirements</p>

Improvement Strategies		Actions	Achievement Milestone
Engagement	Year 1	<p>Develop and refer staff to the school manual comprising: school structures, processes, protocols, programs and role descriptions</p> <p>Certificate when staff articulate the school's vision, mission & Habits</p> <p>Guide students to set, record and monitor progress towards personal and classroom goals</p> <p>Reward students with a 7 Habits Card for demonstrating habits</p> <p>Provide opportunities for students to articulate which habit was used to achieve desired results in their lives, the playground and in class</p> <p>Update the Leader in Me web pages regularly</p> <p>Conduct 7 Habits/Leader in Me information sessions for parents and invite them to Student Leadership Days</p>	<p>Staff manual is printed and uploaded onto the server</p> <p>Habit Card certificates presented at assemblies</p> <p>Students share how they use the 7 Habits to achieve results during class discussion times, assemblies, leadership days and school tours</p> <p>Students articulate to parents how they used the 7 Habits to achieve their personal goals during student led parent and teacher conferences, with reference to their Leadership Note Books</p>
	Year 2	<p>Develop a learning culture that supports knowledge and practice of: The School's Vision and Mission statements; The 7 Habits; and the AITSL Teaching Standards</p> <p>Run an induction program & allocate mentors for new/returning staff</p> <p>Survey new/returning staff to gain feedback of induction processes</p>	<p>New and returning staff respond positively to the induction survey</p> <p>All staff respond positively to the Staff Opinion Survey</p>
	Year 3	<p>Continue all of the above</p>	<p>Staff articulate and practice the philosophy and teaching approaches, set in the manual</p>

Improvement Strategies		Actions	Achievement Milestone
Wellbeing	Year 1	<p>Implement 1 2 3 Magic Discipline Strategy consistently P-6</p> <p>Implement a one- week start-up program Prep – 6 focussed on the school’s philosophy (The 7 Habits and the Leader in Me)</p> <p>Create an induction booklet and school tour process for new students (SRP/Beacon Team)</p> <p>Develop a new Buddy structure that creates a greater sense of connectedness to peers, over a number of years e.g. Preps & 3s, the following year 1s & 4s</p> <p>Buddies timetabled for elective, sport and special event programs</p>	<p>1 2 3 Magic is consistently managed P-6</p> <p>Beacon Team members assist in conducting school tours and lead new students through an induction process</p> <p>Buddies interact with each other throughout their schooling</p>
	Year 2	Create and conduct a post induction survey for new students to provide feedback	Feedback is positive.
	Year 3	Maintenance	Maintenance

Improvement Strategies		Actions	Achievement Milestone
Productivity	Year 1	<p>Create a workforce plan that will be sustained by the School Resource Package</p> <p>Change the structure of Leadership to drive Literacy and Numeracy practice i.e. Create Year Level Coordinator, Leading Teacher roles targeting Literacy and Numeracy</p> <p>Allocate budgets to support priority areas and programs</p> <p>Hire an architect to lead school stakeholders through the development of a master plan consisting of three future options for capital works e.g. hall, play equipment and playing fields</p>	<p>Year level coordinators and Leading Teachers drive planning and implementation of Literacy and Numeracy</p> <p>Prepared for capital works linked to future growth and upgrades</p>
	Years 2 & 3	Maintenance	Maintenance