



BUSINESS PLAN 2018 - 2020

LAKE GWELUP PRIMARY SCHOOL

An Independent Public School

Est. 1914





WELCOME TO LAKE GWELUP PRIMARY SCHOOL

From humble beginnings in 1914, Lake Gwelup Primary School has emerged as the heart of a vibrant community 11km from the city of Perth. The school is proud of its history, reputation and connection to its community for over 100 years.

Lake Gwelup Primary School caters for distinctive students who value personal excellence and respect diversity. The school strives to develop resilient individuals who maintain an optimistic outlook on life.

We embrace technologies and provide a contemporary education that caters for all.

Our school population has increased significantly over the past decade, with the suburb of Gwelup now being a mix of established and new residences. This growth has been reflected in the school being completely rebuilt in 2012, to now provide modern buildings set amongst a stunning mix of historic trees and manicured lawns.

Our dedicated and talented staff work as a team to inspire and motivate all students to achieve their potential through collaboration and innovation.

We work closely with the school community and value *parents as partners* in educating the students in our care. We aim to foster a community of learners – with students, families and staff all actively encouraged to share a lifelong passion for learning.

As an Independent Public School we embrace opportunities to enhance and empower our students, staff and the school community.

Greg Clarke Paul Valentino

Principal Chair of the Lake Gwelup Primary School Board

“Lake Gwelup Primary School remains a high functioning school, with strong school support and engagement of the community. Parents and staff have high expectations of successful teaching, learning, engagement and wellbeing for all students. This is supported by committed, knowledgeable, strong and focused leadership at both board and school level.”

*Independent Public School Review, Department of Education Services
September 2017*





OUR SCHOOL VISION

Nurturing personal excellence and proactive citizenship within a unique community.

OUR SCHOOL MOTTO

'Integrity & Excellence'



Developed in 2017 by the Student Councillors and the School Board, and moving on from the previous 'school of growth' motto, these two words capture the essence of our school. As one of the students so perfectly stated, "**integrity** is when you are good and do the right thing when nobody is watching", whilst another defined **excellence** as "always working to do your personal best, no matter what it is".

OUR CORE VALUES

◇ Personal Excellence;

We encourage all students and staff to strive for personal excellence in all facets of our school.

◇ Respect;

We treat ourselves, our school community and property with respect. Our relationships are built on mutual respect and acceptance of rights and responsibilities.

◇ Social, Civic and Environmental Responsibility;

We recognise and accept our responsibilities, thereby contributing to making our school and wider community a positive environment for all.



SCHOOL BUSINESS PLAN 2018 – 2020

The 2018 – 2020 Business Plan was developed in collaboration with the Lake Gwelup Primary School staff and the School Board following careful consideration of, and careful analysis of, all school performance data.

The Business Plan sets out the school's direction for the next three years and includes major initiatives and strategies to be implemented in order for the school to ensure all students are successful learners, all teachers are high quality teachers and all leaders are highly effective.

The Business Plan aligns with the Department of Education *Strategic Plan for WA Public Schools 2016 – 2019* commitment to a 'high performance – high care' culture.

The Business Plan is supported by annual Operational Plans that provide detailed planning in the areas of literacy and numeracy, and support the achievement of the Business Plan targets. The Operational Plans are the link between a teacher's classroom planning and the overall strategic direction set out in the Business Plan.

BUSINESS PLAN FOCUS AREAS

Successful Students

Excellence in Teaching

Safe and Inclusive Learning Environment

Strong Governance & Support



OUR SCHOOL TARGETS 2018 - 2019

- ◇ Improve or maintain number of students from stable cohort in top two bands of NAPLAN compared to like schools over two year period.
- ◇ Maintain or reduce number of students from stable cohort in bottom two bands compared to like schools over a two year period.
- ◇ On Entry Assessment - 75% of Pre-Primary students will achieve a progression point of 0.6 in reading. #
- ◇ On Entry Assessment - 80% of Pre-Primary students will achieve a progression point of 1.0 in numeracy. #
- ◇ An average student attendance rate of 96% annually.
- ◇ A National Schools Opinion Survey rating score of 4.0 or above in relation to parents recommending this school to others.

Students not meeting the progression point in Term One PP to be reassessed Term Four



	High standards in Literacy and Numeracy	Students adopt increasing responsibility and accountability for improving their learning	Focus on developing student understandings of digital citizenship
Strategies	<ul style="list-style-type: none"> ◇ Embed and consolidate whole school approaches to the teaching of English and Mathematics ◇ Differentiate curriculum to cater for individual learning needs and abilities of all students ◇ Analyse, interpret and respond to student performance data to inform teaching and learning programs 	<ul style="list-style-type: none"> ◇ Teachers provide timely and directed feedback to foster student accountability for their learning ◇ Teachers incorporate visible learning strategies such as WALT (What Are We Learning), WILT (What I'm Looking For) and a structured plenary session into classroom practice 	<ul style="list-style-type: none"> ◇ Students engage in learning key areas including digital privacy, digital footprints, cyber safety, digital identity and screen time management ◇ BYOD (Bring Your Own Device) trial implemented in 2018 - 2020 for Year 4 students ◇ Plan for sustainability of ICT to meet future needs
Evidence	<ul style="list-style-type: none"> ◆ Literacy and Numeracy targets of Business Plan are met ◆ LGPS scope and sequence documents are used by teachers ◆ All students on SEN documented plans are monitored and supported in their learning 	<ul style="list-style-type: none"> ◆ The extent to which students have acted upon feedback given 	<ul style="list-style-type: none"> ◆ Increased student access to relevant ICT ◆ Qualitative data analysis of BYOD program ◆ Staff progress against LGPS ICT Development Schedule



SUCCESSFUL STUDENTS

High expectations of success for every student in the school.



	Development of connected practice across all year levels	Build staff capacity to meet the diverse and changing needs of our students	Align performance and development to the Australian Institute of Teaching and School Leadership (AITSL) Professional Standards
Strategies	<ul style="list-style-type: none"> ◇ Literacy and Numeracy blocks implemented in all year levels ◇ iSTAR pedagogy framework embedded ◇ Teach, assess and report using the Western Australian Curriculum in all teaching areas ◇ Data leadership team established and working across all phases of the curriculum ◇ Share teacher expertise through collaborative team meetings 	<ul style="list-style-type: none"> ◇ Provide opportunities to participate in and share Professional Learning ◇ Share teacher expertise through mentoring and co-coaching. ◇ Embed authentic connectedness between ICT and critical and creative thinking (General Capabilities) ◇ Plan and prepare staff and students for online system assessments ◇ Staff engage, across year levels, in regular moderation of student work 	<ul style="list-style-type: none"> ◇ Provide opportunities for self-reflection and self-assessment against AITSL ◇ Embed model of co-coaching ◇ Implement class walk throughs, with effective feedback from school leadership ◇ Leadership team working with external consultancy to ensure a high functioning team culture
Evidence	<ul style="list-style-type: none"> ◆ Improved student outcomes ◆ A common teaching & learning language/culture embedded across the school ◆ Collaborative team meeting minutes to reflect a culture of sharing and working collaboratively 	<ul style="list-style-type: none"> ◆ Moderation tasks completed ◆ Professional learning linked to the annual school Operational Plan ◆ Use of online platforms for the completion, collection and analysis of data. 	<ul style="list-style-type: none"> ◆ All staff self-reflect on their professional practice ◆ Clear links between classroom planning and the school's Operational Plan ◆ Results of National School Opinion Survey ◆ Leadership team actively involved in year level collaborative teams ◆ Staff performance acknowledged through School Board Staff Recognition Process



EXCELLENCE IN TEACHING

A relentless focus on the best possible teaching practices.



	Nurture staff and student mental health and wellbeing	A contemporary and purposeful learning environment	Build a culture of inclusion and celebrating diversity
Strategies	<ul style="list-style-type: none"> ◇ The Workload Advisory Committee to monitor and balance workload expectations ◇ Maintain a focus on monitoring student health and wellbeing; including the development of a whole school health approach ◇ Implementation of LGPS integrity pins ◇ Staff commitment to the aspirations of the LGPS Staff Agreement ◇ School Board Staff Recognition process ◇ Access external expertise to support staff culture 	<ul style="list-style-type: none"> ◇ The continued development of innovative learning spaces in and out of the classroom ◇ Embed whole school approach to environmental sustainability ◇ Effective and efficient use is made of school resources 	<ul style="list-style-type: none"> ◇ Incorporate cultural understandings and cross curricula priorities in learning experiences as relevant opportunities arise ◇ Work with the School Board and P&C to ensure the school is accessible and inclusive of all families ◇ Embed the Aboriginal Cultural Standards Framework ◇
Evidence	<ul style="list-style-type: none"> ◆ Minutes of WAC meetings ◆ All students accessing integrity pin program ◆ Level of staff acknowledgment via the LGPS Staff Recognition process ◆ Data and feedback from National School Opinion Surveys 	<ul style="list-style-type: none"> ◆ Data and feedback from National School Opinion Surveys ◆ Meeting NQS learning environment area ◆ Environmental sustainability practices are embedded throughout the school ◆ Planned enhancements to the school site are documented ◆ Play areas provide options for students to explore and engage in creative play 	<ul style="list-style-type: none"> ◆ Inclusive practices are demonstrated; evidenced by growth in staff self assessment on ACSF ◆ Learning experiences that reflect cultural diversity are demonstrated ◆ 'Acknowledgement' / 'Welcome to' country ◆



SAFE AND INCLUSIVE LEARNING ENVIRONMENT

Provide high quality care for all and celebrate diversity.



	Maintain and strengthen positive school – community relationships	Raise the profile of the School Board	Foster partnerships beyond the local school community
Strategies	<ul style="list-style-type: none"> ◇ Continue to provide formal (School Board) and informal opportunities (Q & A sessions, National School Opinion Surveys) to the school community in the identification and implementation of the future directions of Lake Gwelup Primary School ◇ Timely, clear and ongoing communication via a variety of contemporary mediums ◇ Conduct regular parent workshops (through consultation / feedback) on areas of interest and need 	<ul style="list-style-type: none"> ◇ Promote more widely the School Board, its members, their roles and responsibilities 	<ul style="list-style-type: none"> ◇ Work with the Carine Network of schools to offer shared learning experiences and a sharing of local area expertise to support all seven schools ◇ Maintain and nurture current partnerships and look for opportunities to expand the school network and links
Evidence	<ul style="list-style-type: none"> ◆ Survey data analysed and actions are planned and implemented for identified areas of concern 	<ul style="list-style-type: none"> ◆ National School opinion Survey data and feedback ◆ School Board involvement in school events ◆ School Board minutes published via CONNECT 	<ul style="list-style-type: none"> ◆ Partnerships developed



STRONG GOVERNANCE AND SUPPORT

A capable and responsive school for now and into the future





LAKE GWELUP
PRIMARY SCHOOL
INTEGRITY & EXCELLENCE

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