



**Mount
Lawley**
PRIMARY SCHOOL
Strive for Wisdom

Business Plan | 2017 - 2019

Together | Learn • Respect • Inspire • Create • Celebrate

Our Focus

Our focus is to develop a whole school approach to learning, with academic rigour through rich and engaging learning experiences, in conjunction with developing the whole child, with parents as partners, to make Mount Lawley Primary School a school of choice within the community and for every child to be empowered and reach their full potential.

Our Vision

Together

- Learn*
- Respect*
- Inspire*
- Create*
- Celebrate*



Values

Learn

We strive for all members of our school community to experience the joy of learning and become lifelong learners.

Respect

We develop and maintain a positive school culture that is characterised by trust, respect and strong partnerships to enhance the wellbeing of all.

We provide an inclusive environment where cultural, social, physical, educational and individual needs are recognised.

Inspire

We set high standards and inspire all members of our school community to strive for and achieve their personal best.

Create

We provide an environment that fosters creativity in all its forms.

Celebrate

We celebrate our endeavours and successes.

Our School Community

Mount Lawley Primary is an Independent Public School where we have a holistic approach to student academic achievement, social and emotional wellbeing and resilience. Students are at the centre of every decision we make as a whole school. A culture of high expectations, underpinned by the application of school-wide instructional practices, makes Mount Lawley Primary a school of choice.

Our clear and unified vision drives our whole school improvement agenda with a focus on quality teaching and learning. Our educational program is supported by a professional staff who are committed to improving outcomes for all students. The educational environment is enhanced through a number of specialised programs and activities including; Physical Education, Italian, Music, Visual Arts, Instrumental Music and a range of coordinated before and after school programs. The professional teaching environment is one of collaboration which supports and maintains a culture of excellence and accountability.

There is a strong sense of community, parent support and involvement in the school. The school community,

through the School Board, plays an active role in reviewing the strategic school direction. Our dedicated P&C contributes to the social and financial wellbeing of the school.

With our proud history and heritage, coupled with our state of the art facilities, Mount Lawley Primary School is committed to excellence in education where every student aspires to be the best they can be.

Teaching and Learning at Mount Lawley Primary School is defined by all staff meeting together regularly to implement effective, evidence based practice. We plan, teach and assess using the WA Curriculum to meet the diverse needs of all students. Staff effectively interpret and respond to student data to inform planning and practice. Ongoing professional learning opportunities are provided for staff to enhance teaching and learning, and curriculum leadership roles. All staff are committed to implementing whole school plans, targets and work towards creating connected practice to ensure smooth transition for students from one year to the next.

Focus Areas	Strategies
Build staff capacity for excellence in teaching through quality learning opportunities	<p>In-house professional learning is the best practice model, using qualified and effective teachers to provide and follow up on professional learning opportunities.</p> <p>Distributed leadership model used in all curriculum areas, with the leadership team focusing on Gifted and Talented Education, IT and quality feedback through a performance management model.</p> <p>Building of documents that reflect our commonality of purpose with clear, high expectations for all staff with non-negotiable whole school strategies in place.</p> <p>Maintaining and evaluating a comprehensive workforce development and management plan.</p>
Build rigour into Early Childhood Education (ECE)	<p>Plan scope and sequence across curriculum with an emphasis on English and Mathematics to sustain quality results, whilst referencing the National Quality Standards (NQS), Early Years Learning Framework (EYLF) and Kindergarten guidelines.</p> <p>Develop a Kindergarten readiness strategy document for parents (given at the information evening).</p> <p>Focus on developmentally appropriate strategies to meet all needs of early childhood students, including intentional play to support effective learning. Focus on early intervention as a key component of early childhood to support high needs students.</p>
Plan for the continued implementation of the WA Curriculum	Curriculum committees plan for English, Mathematics, Science, Humanities and Social Sciences, Physical Education and Health, the Arts and Digital Technologies scope and sequence for the whole school.
Develop staff competencies in technology to improve student learning	<p>Curriculum committee to provide professional learning opportunities for staff in use of interactive whiteboards, media equipment and software and digital technologies kit.</p> <p>Scope and sequence for design and technologies.</p> <p>Integration of Information Communication Technology (ICT) across all learning areas.</p> <p>Well-developed plan for replacement of resources and provision of Information Technology (IT) support within the school.</p>
Collaborative Teams (CT)	<p>Planning in collaborative DOTT (duties other than teaching) time. Peer observations of quality teaching strategies.</p> <p>Reflection and review of non-negotiable elements of whole school practice at the end of each term.</p>

Mount Lawley Primary School Priority Areas

Success for all Students

We believe that every student has the ability to learn and demonstrate progress in their learning. A whole school approach to curriculum provision, using a network of support, recognises that all students learn at their own rate and Mount Lawley Primary School caters for the learning needs of all students. Strong teacher and student relationships are at the core of effective teaching.

This includes those in need of:

- learning or behaviour support.
- educational support needs arising from disability.
- provision for gifted and talented.
- support due to learning English as an additional language or dialect (EAL/D).

Positive School Culture

At Mount Lawley Primary School we celebrate achievements, use mistakes or challenges as opportunities to learn, and model and practice a growth mindset. High expectations are maintained for all and support is provided to ensure continual growth. Clear communication, respect and positive relationships with everyone in our school community are at the core of maintaining our positive school culture.

Students

Our Year 6 leadership team including Head Boy and Girl, faction captains, vice captains and student leaders are elected each year and are offered opportunities in leadership decision-making, sporting and cultural events both in and out of our school.

The Year 6 student leaders meet once a week to discuss the life of students and take on the responsibility of sharing knowledge through doing, modelling our values and being immersed in the community.

We celebrate diversity and inclusivity through a variety of cultural events where everyone has a sense of belonging and is valued within our community.

Our Values, Mental Health and Wellbeing committee is building an operational plan to further develop resilience.



Mount Lawley Primary School Priority Areas

Positive School Culture

Student Services

Whole school implementation of Values and Resilience programs enables students to develop better thinking skills, more mature and responsible ways of behaving and improved academic performance. By using the Habits of Mind (Art Costa), Growth Mindset (Carol Dweck), Differentiation (Carol Ann Tomlinson) and instructional strategies across the school from K-6 there is a strong focus on developing students in a holistic way throughout their primary school journey.

With the implementation of the newly formed student services team with our School Psychologist, School Chaplain and Learning Support Coordinator from 2018, students will be well catered for, addressing issues at point of need. Fortnightly administration assemblies with a structured focus on strengthening core values and life skills in the areas of cyber-safety, anti-bullying, positive friendships, managing anxiety, and having a voice further promotes the holistic development of students.

A whole school approach to teaching Protective Behaviours, delivered by the classroom teacher, provides students with current skills and strategies to assess risk and proactively seek assistance when necessary.

Attitude, Behaviour and Effort

Through our vision statement of "Together" we pride ourselves on developing well-mannered students who strive for wisdom. We set aspirational goals for a growth mindset that is reflected in our attitude towards learning, our behaviour both in and out of the school and the effort we put into reaching our full potential.

School Environment

Mount Lawley Primary School reflects a school community of high aspirations and, as a school of choice, seeks to build upon academic performance and high expectation. We do this with high integrity of staff and students, never losing sight of the heart that binds us together where we actively care for one another.

We encourage students to use their voice and be empowered in their learning, understanding that they create the kind of learner they wish to be, with the facilitation from the educators that surround them. We provide extension for students who need to be challenged, and support for those who need more assistance to consolidate learning.

We provide for all student needs and set our standards high, which means we need to work hard at developing the best teaching and learning strategies. Our focus on building staff capacity internally, as a means of providing ongoing professional development produces quality teachers dedicated to our whole school approaches.

Our focus on developing each child holistically supports current research that all students need to have a safe, supportive, welcoming and inclusive environment, with authentic teacher-student relationships, to engage and progress the academic, social and emotional life of each student.

Students are at the centre of every decision we make; we are relentless in providing the best outcomes and preparing each student to be the best they can be.

When students leave Mount Lawley Primary School they do so with the knowledge that they have had an excellent public school education, ready to take on the challenges of the future.



Strong Leadership

The leadership team has an unrelenting resolve to improve the educational outcomes for all students. The importance of professional learning for all staff is central to developing quality educators. With a distributed leadership model and the formation of committees, an ethos of “leadership at all levels” is at the heart of building a culture of school-wide commitment to a common direction.

Our school provides professional learning opportunities for all staff at a local, system and network level, to strengthen the staff learning community with a high level of intellectual and leadership capacity to benefit all students and colleagues.

As a leadership team we lead by example in:

- providing clarity in the direction of our school.
- building trust and positive relationships with all staff.
- showing unwavering support for and confidence in our staff to deliver the agreed school-wide pedagogy.
- providing opportunities for all staff to build capacity in school-wide evidence based practice.
- embedding, modelling and promoting quality leadership throughout our school.
- enhancing classroom observation and feedback procedures by Line Managers and peers.
- rigorously evaluating and reviewing leadership effectiveness as part of whole school processes.



Effective Engagement with Parents & the Wider School Community

Our three-year directional focus has “parents as partners” as an important aspect for success at our school. Evidence shows that students achieve better educational outcomes when schools, families and the wider school community work together to support student learning. Benefits to students include increased self-esteem, engagement in learning and improved literacy and numeracy outcomes.

The education of our students is a shared responsibility, benefiting all students, our society and economy as a whole. Parents and the wider school community have a significant role to play in building dynamic, innovative and empathetic children who are engaged in learning.

As a school we:

- ensure effective school governance through a high functioning School Board.
- promote a collaborative culture between our school and our School Board.
- work productively with our P&C Association.
- continue to provide effective communication strategies that engage all members of our school community.
- enhance external partnerships to create a mutual benefit for our school and our school community.
- ensure that our school’s plans, policies and practices are understood and valued by students, staff, parents and the wider school community.

Achieving Academic Excellence

Our school is committed to the development of a whole school approach to the teaching of English and Mathematics. This encompasses common pedagogical practices including a scope and sequence, collaborative planning using planning documents and the measurement of all student progress, with strong accountability from staff. Our overarching focus is on differentiation and meeting students at their point of need.

English

Objectives

- Develop a Mount Lawley Literacy scope and sequence.
- Embed First Steps, explicit teaching, Instructional Strategies and Habits of Mind strategies as a quality teaching focus across the whole school.
- Develop a whole school approach to spelling with K-2 synthetic phonics and 3-6 spelling program.
- Develop a whole school approach to Grammar and Punctuation.
- Whole school focus on Reading.
- Provide opportunities to transfer spelling knowledge to writing.
- Promote recreational reading in the library.
- Whole school focus on sharing of quality literature with students.
- Regular timed writing sessions from PP-6.
- Strategic plan implementation with improvement based on Gifted and Talented principles.
- Use early intervention to identify children with Literacy deficits using On Entry assessment.
- Use NAPLAN focused resources and data to better inform planning in K-6 English.

Targets

- In Years 3 and 5 at or above like schools in NAPLAN results.
- Increase the percentage of students who achieve in the top bands in NAPLAN in Years 3 and 5.
- Year 3 results to continue upward trend in Reading and Writing.
- Improve Year 5 Grammar and Punctuation to achieve at or above like schools.
- In Year 5 Writing results to demonstrate high progress in longitudinal data to be at or above like schools.





Mathematics

Objectives

- Implement a Mount Lawley Primary School scope and sequence in Mathematics from PP-6.
- Use of Haese & Harris (H&H) from Years 3-6 (with H&H publishing resources for PP-2 by 2021).
- Maths Plus from PP-2 (replacing with H&H each year).
- NAPLAN style problem solving questions and investigations each day, with strategies to support creative thinking.

Targets

- In Years 3 and 5 at or above like schools in NAPLAN results.
- Increase the percentage of students who achieve in the top bands in NAPLAN



Achieving Academic Excellence

Science

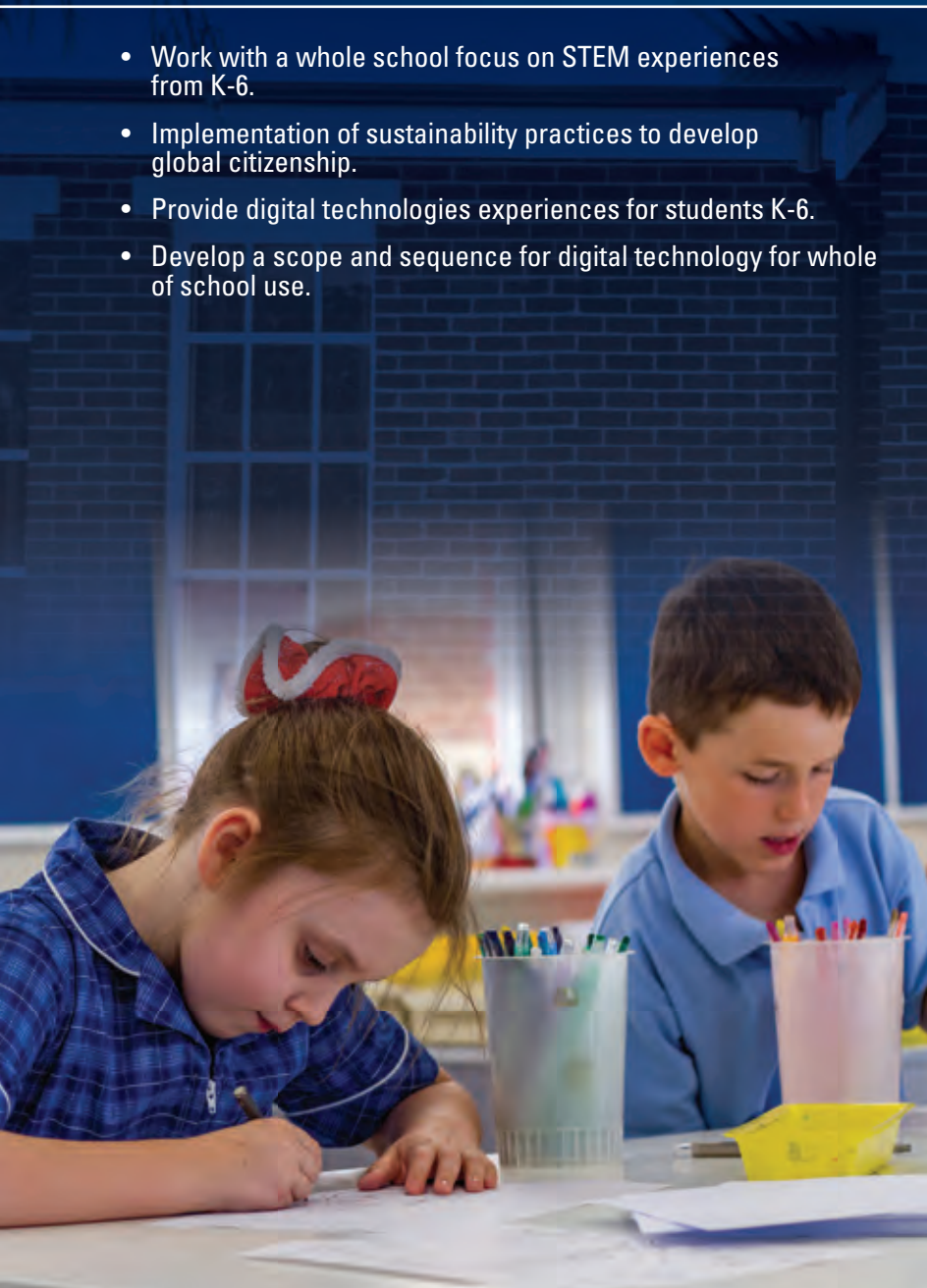
Our school makes use of our dedicated Science committee who deliver curriculum and resources to all staff. This allows teachers and students to engage in a wide variety of concepts as well as the use of integrated technologies through Science, Technologies, Engineering and Maths (STEM). The implementation of Sustainability from K-6 focuses on the need to expose students to our world and how we play a role in creating global citizens. Embedding environmental practices through indoor/outdoor nature play and building of gardens further contributes to developing the whole child.

Objectives

- Work with a whole school focus on STEM experiences from K-6.
- Implementation of sustainability practices to develop global citizenship.
- Provide digital technologies experiences for students K-6.
- Develop a scope and sequence for digital technology for whole of school use.

Targets

- Increase the percentage of Years 3-6 students achieving a B grade or above like schools in Science.



Early Childhood

Students in K-2 experience a developmentally appropriate approach to learning that is supported by intentional teaching of specific knowledge skills through play. Staff work collaboratively to manage the direction of planning, resources and best practice across K-2 at Mount Lawley Primary School. Our aim is to provide a rich and engaging program that introduces children to a love of learning. We actively promote a growth mindset, allowing our K-2 students to display resiliency when faced with a challenge.

Objectives

- Planning using the Early Years Learning Framework, Kindergarten Guidelines, National Quality Standards and WA Curriculum.
- Develop and maintain connected practice for staff from K-2.
- Use of developmentally appropriate practice from K-2.
- Explicit use of Early Childhood Education Assistants in working directly with children to develop foundational skills.
- Focus on building early literacy and numeracy skills.
- Explicit teaching of social skills using the program "You can do it" (Kindy) and "Kelso Conflict Management" (PP-2) to target individual needs.
- Developing 'inside and outside' learning experiences for the early years.

Targets

- Students in Pre-primary making expected progress in Literacy and Numeracy On Entry.
- Students making expected progress from On Entry assessment to Year 3 NAPLAN.
- Meet or exceed the standards for National Quality Standards (NQS).





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