

*"We are a learning community committed to the continuous support and improvement of all students in a high care – high achievement environment which celebrates and embraces our diversity."*



# MANDURAH PRIMARY SCHOOL BUSINESS PLAN

2020-2022

MOTIVATE, EDUCATE, CELEBRATE



# OUR TARGETS

As quoted by – Emma Blyth – Mandurah Artist and Local Champion

"Being involved with the staff and students of Mandurah Primary school has been as fun as it has been rewarding. The staff go above and beyond a normal teaching role to help provide a bright and vibrant learning environment. They have created a wonderful sense of place for this multicultural school. It is an honour to be involved, the results have often brought a tear to my eye and I look forward to seeing their continuing improvements."



All NAPLAN achievement will be at or above like schools (ICSEA alignment)



Align teacher judgements to grade allocation and NAPLAN achievement within and across schools



Maintain 70% regular attendance



70% of students will achieve a minimum of a "C" grade in Writing, Reading & Numeracy



Increase the number of devices in classrooms



Develop a replacement schedule for all technology over 3 years – ensuring updated resources



The high progress/high achievement quadrant will be evident in NAPLAN



Increase STEM teaching through development of Maker Space and improved and updated technology ICT Lab.



Principal to maintain a rating of high or above across the 6 domains of the Principal Performance Improvement Tool



100% of National Quality Standard areas met



Staff and student well-being surveys to maintain a rating of agree or above in all



Parent event attendance improves each year



National Opinion Surveys reflect parent and community satisfaction



All members of the community are familiar with the MPS Board



Increased engagement by Indigenous families in our school community

As quoted by – Rhys Williams – Mayor City of Mandurah

Mandurah Primary School is demonstrating that with a clear vision, hard work, some innovative thinking and a great deal of passion, you can reshape a school community. I'm so grateful for the work that Mandurah Primary School is doing in fostering a culture of aspiration, hope and resilience, the fundamentals for leading a fulfilling life, and I'm proud of the impact this work is having across our broader community. There is a model being carved out here that, if replicated, will see a major shift in the way that we raise our young people across this community and beyond.



# OUR PRIORITIES

## Priority – Teaching & Learning

### Strategy:

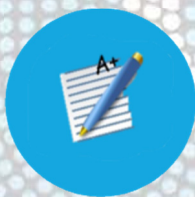
*Teachers create a classroom learning environment in which all students are engaged, challenged, feel safe to take risks and are supported to learn.*

*Teachers to be highly committed to the continuous improvement of their own teaching and learning.*

*Teaching practices reflect that although students are at different stages in learning, different rates of progression – all students are capable of learning successfully.*

### Milestone:

- Brightpath process in place for supporting consistency of teacher judgements.
- A highly skilled early childhood staff and centre, that demonstrates continuous improvement in addressing all areas of the National Quality Standard, Early Years Learning Framework.
- Maintenance of a balance between play-based and more explicit teaching in Early Childhood.
- Teachers systematically monitor school self-assessment data, relating to students' academic and non-academic achievement, to inform teaching.
- Continue to refine our case management model to support students identified through vigorous interrogation of data, inclusive of explicit teaching, whole school approaches, intervention programs, document planning and reporting in academic and non-academic learning areas.



## Priority – STEM Technologies

### Strategy:

*Effective implementation of digital technologies, Science, Technologies, Engineering and Maths (STEM).*

*Provide high level professional learning for staff in the area of Digital Technologies.*

### Milestone:

- New technologies are working, trialled and used to support student learning and enhance classroom teaching.
- Students effectively using technology to enhance their learning.
- STEM planning tools and resources are developed to support a whole school integrated approach.
- Specialist Digital Technology teachers provide high level teaching and learning environment for students.





# OUR PRIORITIES

## Priority – Culture & Care

### Strategy:

*Ensure school leaders focus on staff well-being, including implementing sustainable approaches that support the physical, mental and social welfare of staff.*

*Embed a high care culture for staff throughout the school.*

*Build respectful and trusting teacher-student relationships in every classroom.*

*Our community's diverse cultures are celebrated and explored rigorously through a responsive and integrated curriculum.*

*A positive school culture is embedded and celebrated.  
Full implementation of the Positive Behaviour Support (PBS) with embedded procedures and resources.*

### Milestone:

- An integrated approach to the total health and wellbeing of students, staff and community, focus on attendance and retention.
- Plan school based opportunities for community engagement that celebrate our students and school e.g. an annual "MPS day" to reinforce our school and community values and culture. Continue Community Breakfasts and assemblies.
- Informal opportunities for parent and community engagement through social events, community evenings and fundraising initiatives, expanding school events to include and involve community members and parents in planning where possible.
- All new staff members are provided with a thorough induction.
- Teachers who show a genuine interest in their students and demonstrate an understanding of students' personal situations and needs.
- Students who are comfortable and engage in learning because they feel valued and a sense of belonging.
- Liaison between the school and families is fostered through responsive Administration, Teachers, Education Assistants, Attendance & Community Liaison and Aboriginal Islander Education Officer/s, Cultural Advisor, the School Chaplain and Student Service Team, a case management model for academic and non-academic learning areas.
- Cultural celebrations that are embraced by our school community; including Harmony Day and NAIDOC week. Cultural awareness and different cultures are explored in the classroom, through an embedded approach to implementation of the Aboriginal Cultural Standards Framework
- Students' positive behaviours are celebrated through a whole of school approach to recognition and incentivisation.
- Staff success is acknowledged and their contribution to school culture is recognised.



*As quoted by – Koodah-Terry Cornwall, Respected Elder and MPS Cultural Advisor.*

*As a Noongar Man and Elder I would like to take this opportunity to thank the Principal Natasha Upcott and her staff for recognising the importance of teaching and sharing Aboriginal culture within Mandurah Primary School and the wider Community which make my (Koor-Djerap- Heart Happy) also makes it all worthwhile for me to come and share my culture with Mandurah Primary School.*



# OUR PRIORITIES

## Priority – Leadership

### Strategy:

*The Principal is leading self-reflective teaching practices that are owned by staff as a necessary part of school improvement.*

*The leadership team is committed to leading teacher development, building purposeful collaboration and trust.*

*Incorporates perspectives of staff, students, parents and community as active participants in school improvement planning.*

### Milestone:

- A school marketing and engagement plan developed to build the school brand and understand and deliver upon community expectations.
- School leaders facilitate reflective conversations with teachers about their classroom practice & teachers actually use AITSL standards.
- School will encourage and support staff to engage in professional learning to build knowledge, skills in line with strategic and operational planning for improving student outcomes.
- School self-review includes school board members, and involves development of the Business Plan, sharing of data, financial support and advice, sub-committees and working party development and regular effectiveness surveys to determine efficacy.



**As quoted by Natasha Upcott Principal  
Mandurah Primary School**

*Mandurah Primary School has grown enormously over the last 5 years. To have once been considered a good school, our reputation now speaks volumes in our community as a “great school”. I am very much the proud Principal who whole heartedly believes in our school vision “being a learning community committed to the continuous support and improvement of all students in a high care – high achievement environment which celebrates and embraces its diversity”. I believe this current business plan details the strategic vision for Mandurah Primary School for the next 3 years – and along with our school board chair, staff, students, parents and beloved community members we will work tirelessly to achieve the targets set in this plan.*

**As quoted by David Templeman School Board Chair**

**Member for Mandurah & Minister for Local  
Government, Heritage, Culture and Arts**

*Mandurah Primary School really is a unique school in our city and is on an exciting journey. Over the last few years Mandurah Primary School has been transformed. I know that this school understands intimately the circumstances and needs of its local community. The leadership within the school promotes the support of one another and genuine care for all the children and staff at Mandurah Primary, I salute and sincerely thank all teaching and non-teaching staff for what they have already achieved for the children of Mandurah Primary School. I look forward to continue working with the Principal and her team as we continue to deliver outstanding, quality education to the children and as we continue to encourage and support their families.*



# WHAT YOU WILL SEE BY 2022...

## TEACHING AND LEARNING

Whole school approaches to teaching English and Mathematics embedded in school practice.

A clear whole school assessment framework schedule, outlining expectations and support for making fair and valid judgements.

High quality instruction is fostered through ongoing classroom & peer observation, teacher professional development, self-reflection and goal setting using AITSL.

Enhanced transition processes for early education & care services, Kindergarten, Pre-Primary, Year One & Year Six into secondary schooling.

## LEADERSHIP

Investment in school facilities, fittings and grounds to create an environment that is welcoming and adaptive to the changing needs of students.

A strong, effective School Board with a strategic plan in place that supports the school priorities.

Through workforce planning, ensures a balance of experience and skills amongst school leaders, teachers and support staff.

Resourcing for success, with sufficient resources allocated to support innovation in all learning areas.

## STEM

A scope and sequence for Digital Technologies teaching and learning, articulating desired skills and supports for each phase of schooling.

A dedicated solution for early childhood classes, particularly Kindergarten and Pre-Primary to introduce appropriate technology devices, skills and understandings.

Digital Technologies and STEM learning, knowledge, skills and applications embedded in classroom teaching and learning opportunities.

## CULTURE AND CARE

Further improvement in the school attendance rate for students & strong understandings in our community, of the importance of regular attendance.

Clear, available & responsive communication between school staff, parents, students & our broader Mandurah community in a variety of platforms.

A positive school culture is embedded and celebrated.

As quoted by - Paddi Creevey – Freeman of the City of Mandurah and Board Chair PEEL Development Commission

*As Mayor of the City of Mandurah for 8 years and 20 years in Local Government and Social Work in the City, I have had a great deal of contact with Mandurah Primary School over the years. The revitalisation of Mandurah Primary School is as a result of the leadership. Since becoming Principal, Natasha has brought an energy and passion to the role that has enabled her to build a great team of staff and teachers and thus the impact on the school has been very significant. The school works very hard to ensure that the children in their care do not miss out on opportunities that children from more advantaged areas might take for granted. The standards have been lifted at the school to a level that you can see the pride the children and parents have in themselves now. The grounds and facilities have been transformed, through hard work and persistence. All this is achieved against a back drop of very high unemployment, significant levels of family violence, intergenerational poverty and often low aspiration. I cannot speak too highly of what they achieve against all the issues they face. The reality is, they relate to the students, parents and community and have a proven track record of delivering excellent education.*