



Rossmoyne Primary School Business Plan

2018 to 2020



Together we empower global citizens

Our School Vision

Together we empower global citizens.

Our School Purpose

To inspire lifelong learners who strive for personal excellence and community engagement.



Our School Values

Integrity

Respect

Courage

Belonging

Integrity.....doing the right thing even when no-one is watching.

Respect.....caring for self, others, the community and our environment.

Courage.....facing challenges, showing resilience and doing our personal best.

Belonging.....being an active and valued member of our communities.

Rossmoyne Primary School



Rossmoyne Primary School is an Independent Public School with an excellent reputation. We have high expectations of all students to achieve their personal best. We are a 'school of choice' and many families choose to move into our local intake area.

Our committed school community values education and learning while also catering for the social, emotional and physical needs of our students. We provide a welcoming, safe and inclusive environment for our culturally diverse school community and we are renowned for our 'sense of community', positive school culture and pastoral care initiatives.

Rossmoyne Primary School students consistently achieve well above the state and national average in assessments including NAPLAN (National Assessment Program in Literacy and Numeracy). Our students participate in a broad and balanced curriculum in our contemporary learning environment. Selected students participate in a range of extra-curricular opportunities including excursions, interschool competitions, instrumental music lessons, choir, band, orchestra and initiatives such as Book Club and the River Rangers program. The behaviour, attendance and attitude of our students are exemplary.

Our students are supported by a team of enthusiastic, dedicated, caring and passionate staff including specialist teachers in Chinese, Music and Physical Education. We are also privileged to have an active and committed School Board and Parents and Citizens' Association.



Introduction

This Business Plan has been collaboratively developed by staff and the School Board following a comprehensive consultation and self-review process which also involved students and parents. Many sources of data have informed the plan including the:

- performance of our students in NAPLAN over recent years;
- school community surveys conducted in 2016;
- 'Our School, Our Say' Forum held in October 2017, and the
- findings of the 2017 Department of Education Services Independent Review.

It also aligns with key documents from the Department of Education including the '2016 to 2019 Strategic Plan for Public Schools - High Performance, High Care' and the Department's Focus documents which provide annual directions for schools.

This is our school's strategic planning document and provides clear direction and broad strategies for our school in both academic and non-academic areas for 2018 to 2020.

Our Business Plan focusses on four priority areas:

1. Excellence in Teaching
2. Successful Students
3. Health and Well-being
4. A Connected Community

The School Board, in collaboration with staff, have set aspirational targets for each of the priority areas that we will rigorously strive to achieve by 2020. Staff will also develop, implement and review Operational Plans for each of the four priority areas each year. These plans will contain more specific targets and more detailed information about strategies and resourcing for that particular year as we work towards the long-term targets identified in the Business Plan.

Each year, the board and staff will review our Business Plan and the progress made towards achieving its targets. The wider community will be informed about the implementation



and progress of this Business Plan through the Rossmoyne Primary School Annual Report that is produced each year. Staff are accountable for implementing the Business Plan and Operational Plans through Performance Management processes.

Our 2018 to 2020 Business Plan and the Annual Operational Plans form part of a suite of documents that include our Workforce Management Plan and the Delivery and Performance Agreement (DPA). The DPA is an agreement between the Director General of Education and the school represented by the Principal and the Board Chair. It outlines the responsibilities of the Department of Education, the school and the board. In 2020, our school will participate in a review process which will determine our school's compliance to the DPA and will verify our school's self-review of our performance against this Business Plan. The Review Report will be made publically available.

Thank you for taking the time to read and consider the Rossmoyne Primary School 2018 to 2020 Business Plan.



Our 2018 to 2020 Priority Areas

Priority Area 1

Excellence in Teaching

Targets

1. To increase the percentage of teachers who rate themselves as 'confident' with planning, teaching and assessing the WA Curriculum Phase 3 learning areas (Digital and Design Technologies and Media Arts) introduced in 2018 from 20% in 2018 to 85% by the end of 2020.
2. To increase the percentage of staff who agree or strongly agree with the statement 'I receive useful feedback about my work at this school' from 69% in 2016 to 80% in the 2020 National School Opinion Survey.
3. For all staff to progress at least one level in all five characteristics of the Technology Integration Matrix by the end of 2020.



Broad Strategies

- targeted professional learning
- opportunities for staff to collaborate for planning, assessment and moderation
- embed a range of strategies to provide effective feedback to staff
- embed and sustain cohesive whole school teaching and learning strategies
- targeted resourcing to support the effective integration of technologies throughout teaching and learning programs

Targets

1. The percentage of Rossmoyne Primary School students in the top two proficiency bands in all Year 3 and Year 5 NAPLAN assessments to be greater than like WA schools in 2020.
2. The Numeracy, Reading and Writing NAPLAN trend lines for Year 3 and 5 to be on an incline by 2020.
3. A schedule that incorporates standardised assessments in non-NAPLAN years will be developed and implemented by the end of 2020.



Broad Strategies

- interrogation of student performance data will actively inform student learning experiences
- differentiation of curriculum to meet the needs and strengths of all students
- provision of specific and meaningful feedback to students
- prepare for NAPLAN Online

Priority Area 2

Successful Students

Health and Well-being

Targets

1. Increase the percentage of students who 'strongly agree' or 'agree' with the following statements in the 2020 National School Opinion Survey:

- (i) 'I can talk to my teachers about my concerns' to increase from 72% (2016) to 82% (2020).
- (ii) 'I feel safe at my school' from 85% (2016) to 95% (2020).



2. Increase the percentage of staff who 'strongly agree' or 'agree' with the following statements in the 2020 Staff Health and Well-being Survey:

- (i) 'I rate my health and well-being as high' from 63% (2018) to 80% (2020).
- (ii) 'I feel my workload is manageable' from 44% (2018) to 66% (2020).
- (iii) 'The staff morale at Rossmoyne Primary School is high' from 36% (2018) to 66% (2020).

Broad Strategies

- embed our school values - integrity, respect, courage and belonging
- provide an inclusive, safe, friendly and nurturing school environment
- cater for the social, emotional and mental health needs of our school community
- implement strategies and initiatives to reduce the workload of staff and improve staff morale

Targets

1. Increase the percentage of parents who 'strongly agree' or 'agree' with the following statements in the National School Opinion Survey:

- (i) 'This school takes parents' opinions seriously' from 69% (2016) to 80% (2020).
- (ii) 'This school works with me to support my child's learning' from 61% (2016) to 70% (2020).

2. Increase the percentage of students who 'strongly agree' or 'agree' with the statement, 'My school takes student opinions seriously' in the 2020 National School Opinion Survey from 69% (2016) to 80% (2020).



Broad Strategies

- increase the opportunities for parents/carers and students to be involved in our school community and to provide feedback
- enhance our school's communication processes with parents
- develop our students as community citizens
- promote our school in the community

A Connected Community



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