



'Excellence Every Day'

Business Plan 2014 - 2016





PEARSALL PRIMARY SCHOOL

'Excellence Every Day'

VISION

Our Vision

A relentless focus on doing what is in the best interests of students, including embracing unique strengths and providing the opportunity for every child to be a leader.

ENABLERS

Staff

We will use the 7 habits as a staff, modelling required behaviours.

We will create a unified staff that is collaborative, highly supported and respected, continually gaining knowledge and skills, all leaders in their own right who have a relentless focus on student achievement and personal growth.

Partnerships via a Culture of Care

We will develop nurturing, positive, caring relationships with students, teachers, parents, agencies and wider community to create a mutual enduring value of care that is all embracing.

Staff Leadership

The aim is to have credibility, be knowledgeable, not ego driven, visible and caring. Leaders will be supportive of staff through the provision of time, flexibility, resources and continual individual knowledge building. We will aim to maintain a whole school focus on everyone being a leader, using the 7 Habits.

Literacy

Have every child be an effective reader who enjoys reading. Create a reading school. Readers are Leaders. Whole school approaches based on best practice.

Student Leadership

Find in each child their strengths to create leaders.

Routines & Procedures

There is a consistent endeavour through routines and procedures in and out of the classroom to create an orderly, safe, caring environment. This commences from when students first enter the school at the start of the day.

High Expectations

High expectations will be set for all students both academically and socially. This will be achieved by setting targets and reflecting on practice to achieve targets using the curriculum requirements from ACARA.



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VISION

Our Work Culture

- Remain responsive to change.
- Continually gaining knowledge and skills.
- Work efficiently, collaboratively, flexibly and with purpose
- Have the courage to change course if necessary.
- Be a productive place for people to work where everyone is motivated.
- Happy, fun place to work at in a community of leaders.
- A creed that features the use of the Seven Habits.
- A workplace with no egos.

Our Habits

- Be proactive
- Begin with the end in mind
- Put first things first.
- Think 'win-win'
- Seek first to understand then to be understood.
- Synergise.
- Sharpen the saw.

Our Motto

- Excellence Every Day





PEARSALL PRIMARY SCHOOL *'Excellence Every Day'*

SCHOOL PROFILE

Pearsall Primary School is a school that opened in 2013. The architect designed a master plan that addresses the school site with special consideration given to orientation changing levels between buildings, positioning of parking, drop off zones and optimum courtyard spaces between classroom blocks. The design features four learning blocks, science room, music room, covered assembly area with canteen, library, sports oval and basketball/ tennis courts.

LEARNING ENVIRONMENT

The staff aim to achieve a work environment that is structured, organised, consistent, calm and caring. Developing a rapport with students is a priority. Effective teaching is managed through efficient classroom management, knowledge on a range of teaching strategies, an understanding of what to teach and every positive expectation for every child based on strong positive rapport. Using research based practices teachers are using feedback by making clear learning intentions and providing student feedback aimed at increasing the influence on achievement.

READING

Pearsall Primary School is a reading school with many major initiatives in place to support this focus. Reading Challenges, authors of the term and the development of a reading culture are some initiatives in place. The Lexile reading scheme and Reading Eggs are web based programs used across the school to further promote reading. As per extensive amounts of research the aim is to have every child enjoy the reading process.

VALUES PROGRAMS

The Leader In Me program is central to the teaching of values. Using the 7 Habits of Highly Effective People as what children learn has become entrenched. These habits include:

1. Being Proactive
2. Think Win Win
3. Sharpen the Saw
4. Synergise
5. First things first
6. Think with the end in mind
7. Understand to be understood.

Developing self leadership one child at a time is the vision for this program. This will enhance academic and social outcomes.

EARLY CHILDHOOD

The Early Childhood program follows the requirements of the Australian Curriculum. Co-operative learning structures are used as a tool for effective learning across all year levels. High expectations have been set across all year levels with targets linked to each year level from the Phonics International program, high frequency word lists and number skills. Pre Primary is a compulsory year and as such the requirements from students has been lifted to reflect the requirements from Australian Curriculum.

HIGH EXPECTATIONS

The school ethos features the setting of high expectations and is reflected in the school motto of 'Excellence Every Day'. To achieve this feature Pearsall Primary School is adopting the practises of;

- a) Using meaningful related student based data to guide teaching and learning practices.
- b) A relentless commitment to the creation of a school environment inside and outside of the classroom that features excellence and the use of the 7 Habits of Highly Effective people.
- c) Staff collaborating to improve learning opportunities for students.
- d) The fostering of positive relations with students, parents and colleagues.



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SCHOOL PROFILE

PASTORAL CARE

Pastoral care at Pearsall Primary School is our commitment to the social and emotional wellbeing of students, staff, families and carers within our school community.

Our pastoral care policy is aligned with our mission statement. We embed explicit whole community values and ethos into our teaching and learning to create an orderly, supportive and collaborative school environment. Collaboration, integrity, accountability, excellence, passion, leadership, care and kindness is evident in all our actions and decisions which drive the direction of our school.

We strive to build a school community with strong social cohesion between our students, staff and families to create a sense of belonging for all. Staff embrace and nurture the unique strengths of every child and provide a safe and caring environment to promote care, respect, co-operation and value. We seek to understand the families and carers within our community and use this knowledge to actively involve families in consistent, comprehensive and multi-level activities. At Pearsall, caring for our staff wellbeing forms part of our school identity. The more we support and enhance our staff wellbeing, the better able we are to support and care for our student's wellbeing.

LEADER IN ME PROGRAM

Today's changing world has many challenges. At Pearsall Primary School we aim to equip our students by providing them with the tools to develop essential life skills and personality traits that will serve as the foundations for success in the 21st century. We believe Stephen Covey's *The Leader in Me*® program, which is part of our **Leading Learning** educational package, strongly supports this aim.

In a whole school approach *The Leader in Me*® Program integrates leadership principles into our culture and curriculum. There is within each child a leader and we look for opportunities to allow each student to recognise their own greatness, in whatever form that takes.

Through *The Leader in Me*® each student is introduced to Stephen Covey's **7 Habits of Highly Effective People** and through this they will learn to:

- Take responsibility for their actions (be proactive)
- Set goals (start with the end in mind)
- Prioritise (first things first)
- Resolve conflicts (win-win)
- Build effective interpersonal relationships (seek first to understand and then to be understood)
- Communicate effectively with others and work as a team (synergise)
- Have a balanced life style (sharpen the saw)
- Create their own vision for success (mission statements)

Helping students discover their own unique strengths allows teachers to find opportunities for every child to shine- to be a leader. Incorporating the common language of the 7 Habits into all curriculum areas and in the playground deepens students' understanding and reflects the values which the school and teachers believe to be important.

In a variety of ways, such as discussing which habits a historical figure or character in a story use, we incorporate the 7 Habits into our curriculum. The habits also provide an excellent tool for resolving social issues and for supporting students in planning and goal setting.

We encourage families to adopt the Habits at home and use the language of the Habits. As in all matters, when the school and home work in partnership it is a recipe for success.

SCIENCE

A designated specialist teacher is in place to encourage the development of science skills and concepts that are related to the Australian Curriculum. This initiative is having a positive impact of fostering a love of science inquiry with students.

SCHOOL COMMUNITY

Pearsall Primary School receives strong support from the school community. There is a strong sense of belonging that has been created by the P&C, School Council and individual parents and caregivers.

SUSTAINABILITY AND HEALTHY EATING

The promotion of sustainability and healthy eating is a prominent curriculum initiative that has been embraced through a variety of initiatives. This includes Crunch and Sip, Sustainability Garden, recycling, build a bun day, wrapper free Wednesday, etc.

TECHNOLOGY

The school is continually reviewing learning opportunities through technology to enhance student learning. A plan is being developed to constantly monitor and implement student learning practices through the use of technology. All classes have access to interactive whiteboards, iPads, interactive tables, laptops and desktops.





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TARGETS

ON ENTRY ASSESSMENT PRE PRIMARY

Using the progress points and the state averages that are determined each year to have performance in oral language, reading, writing and numeracy that is equal or exceeding state averages. This will be for each Pre-Primary cohort from 2014 to 2017.

READING TARGET

The NAPLAN Pearsall mean (Reading) of the stable cohort of students in year 3 in 2014, 2015 and 2016 will show improvement against the National Mean when tested again in Year 5.

Key Strategies

- Explicit teaching.
- Whole-school approach to phonics and guided reading.
- Whole-school reading assessment and Benchmark data (PM Benchmark and IPI)
- Fostering a reading culture at the school.

WRITING TARGET

The NAPLAN Pearsall mean (writing) of the stable cohort of students in Year 3 in 2014, 2015 and 2016 will be at or above the Australian Mean when tested again in Year 5.

Key Strategies

Improving student performance through:

- Implementation of whole school approach to writing through 7 Steps Writing Program.
- Whole school use of Reading Eggs Program to supplement classroom practise.
- Use of Lexile Reading for Years 3-6.
- Whole School Kagan structures to target and reinforce classroom writing.

NUMERACY TARGET

Original Target 2014-2017

The numeracy achievement of the same cohort of students in year 3 in 2014, 2015 and 2016 to be least equal or exceed the predicted achievement when tested as year 5 students.

Adjusted Target

The NAPLAN Pearsall mean (numeracy) of the stable cohort of students in year 3 in 2014, 2015, and 2016 will show improvement against the National Mean when tested again in year 5.

Reasons for adjusting

- Clearer wording.
- Provides clarity over the measurement criteria.
- Make it more specific.
- Measure Pearsall achievement against the National Mean in Numeracy NAPLAN.
- Analysis of First Cut data shows gap between the Pearsall mean and the National Mean in Numeracy (e.g. 2014 Pearsall mean 360, WA Mean when tested again in year 5).



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STUDENT ACHIEVEMENT STRATEGIES

STRATEGIES	MILESTONES
School Wide Teaching Practice	Implement a range of pedagogical approaches including the use of a school wide Teaching and Learning approach.
School Based Data Use	Development of a whole school policy and practices that incorporates targeted learning required of students.
Student Responsibility	Use of Leader In Me program to encourage responsibility to learning. Incorporating the 7 Habits to enhance learning approaches. The vision of the school. A focus on goal setting where students own learning required.
Intervention	Development of IEP's using the SEN program. Extensive speech and OT screening of Kindergarten students. Use of Next Challenge.
Early Childhood Focus	Use of targets for Kindergarten and Pre Primary students to achieve. Constant monitoring of progress
Core Curriculum	The required learning of each year level is identified from the Australian Curriculum and is planned for and reviewed.
Enhancing Science learning through explicit teaching	Explicit teaching at each year level of the required concepts as per the Australian Curriculum.
Pastoral Care	The use of special days and the implementation of a Pastoral Care Policy and Kids Matter to meet the emotional and social needs of all students and stakeholders.
Maintain and improve standards of achievement in literacy and numeracy	Maintain and improve standards of achievement in literacy and numeracy as per NAPLAN targets. Develop an emphasis on literacy through strong leadership that provides clear expectations of classroom practice that is supported.
Enhancement of environmental responsibility and student well being	<ul style="list-style-type: none"> • Practical learning related to sustainability • Use of Jiggle and Jump Jam • Use of Crunch N Sip strategy • Use of whole school activities to promote learning related to environmental responsibility.
Reading Culture	The use of a Reading Policy directed by the Literacy Leader which outlines required literacy practices.



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STAFF STRATEGIES

The staff of Pearsall Primary School will aim for excellence every day committing to expectations of:

STRATEGIES	MILESTONES
Building staff capacity	Ongoing professional learning linked to pedagogy and content knowledge. Use of feedback to staff to reflect on practice.
Whole School Implementation of initiatives	Use of formal approaches through documented operational plans and policies to encourage whole school approaches through a collaborative model.
Ensure rigour in Early Childhood education	Establish targets for learning at the end of Kindergarten and Pre Primary. Outline the teaching of phonemic awareness and phonics term by term. Use of On Entry Assessment data to determine progress of the kindergarten program and to provide direction for the Pre Primary program.
Use of various strategies to ensure validity of grades on reports	Use of C grade descriptors and NAPLAN bands to grade students. Analysis of whole school data. Use of common assessments based on curriculum planning.
Information and communication technologies to enhance learning	Integrate a range of ICT within Literacy and Numeracy.
Collaborative Planning	The use of collaborative planning to determine assessments strategies and planning consistent across year levels to the learning of outcomes from required learning areas. Group accountability to strategic plan requirements and ACARA requirements.
Setting high Expectations	The use of taking 3 students and targeting to improve their grades for the forthcoming Semester Report. Using a term by term basis to target % acquisition of the targeted skill or knowledge. Use of end of Year targets but identifying target % of cohort skill or knowledge acquisition.



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BUILDING COMMUNITY

Pearsall Primary School will develop and strengthen the involvement of local families and wider community in our school to build productive partnerships.

STRATEGIES	MILESTONES
The school community plays an authentic role in school direction.	The school Board is used as a vehicle to support and inform the school on aspects of the delivery of curriculum and management. Committees are used where parent or community members are sought to provide input to school initiatives. I.e. Green Team , Pastoral Care
Honour inclusivity and cultural diversity within the Pearsall Primary School	Identify cultural diversity at Pearsall Primary School. Annual observance of Harmony Day. The curriculum to incorporate the study of a range of cultural events and holidays.
Building Connections	Engage in a variety of whole school activities that will be used to develop connections with various members of the school community. ie Fathers event, grandparents event
Developing Partnerships	Explore partnerships with a range of organisations that will enable Pearsall Primary School to enhance the care and opportunities for Pearsall students.
Pastoral Care	Using pastoral care as a means to support stakeholders in the Pearsall School Community.



ENVIRONMENT

Pearsall Primary School is committed to maintaining a physical and emotional environment that provides the best possibilities for learning.

STRATEGIES	MILESTONES
Safe and supportive learning environment	A strong focus will be made on well rehearsed and reinforced routines and procedures in and out of the school. The use of the 7 Habits reinforced continually to compliment a safe and supportive environment.
Environmental Responsibility	Use of the science program to encourage proactively the notion of environmental responsibility. Use of the Green Team to promote sustainability as a whole school initiative.
Optimally manage the school assets and resources	Put in place processes that review and implement appropriate practices that reflect the needs of the students.
Pastoral care	Continually examining research based approaches to enhance the emotional and social wellbeing of students that fit with the Pearsall model of practice.

