



Harrisdale
primary



Business Plan
2017 - 2019

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Welcome to Harrisdale Primary School

Harrisdale Primary is a modern and innovative educational campus catering for children from Kindergarten to Year 6.

Opening its doors in 2016, Harrisdale Primary is located in the heart of Harrisdale. The school offers state-of-the-art educational facilities, combined with a welcoming and inclusive learning environment.

With a commitment to providing opportunities for all, Harrisdale Primary offers:

- An engaging, holistic and student-focused approach to learning
- Contemporary programs that promote exploration, innovation and excellence
- An open, inclusive and collaborative school community
- Safe, nurturing and respectful learning environments to bring out the best in our students
- Technologically advanced resources and facilities
- High quality and innovative teaching to support each and every student to reach their potential



Our Vision

*We envisage a successful school
where the unique potential in each
individual child is realised.*

Our Mission

*Every day, we place students
and learning at the centre of
all that we do.*



Our Beliefs & Values

We believe that students learn best when our...

- Actions and teaching reflect our core beliefs and values.

We believe that students learn best when we...

- Develop the whole child, promoting resilience and emotional well-being,
- Make learning meaningful and relevant to students,
- Set and communicate high academic and behaviour expectations for all students,
- Provide a warm and positive learning environment that encourages risk-taking,
- Continually reflect on our own teaching practices and strive for improvement,
- Develop consistent practices and whole school approaches through collaboration and consultation,
- Provide connected teaching and visible learning.

We value...

- **Teamwork:** we promote teamwork, collaboration and cooperation.
- **Respectful Relationships:** we are accountable for our own actions and we resolve differences respectfully.
- **Commitment to Learning:** we are committed to learning, continuous self-improvement and the achievement of potential and excellence.
- **Curiosity, Creativity & Critical Thinking:** we understand the need to encourage the mind to respond to different situations in different ways.
- **Open Communication:** we value open, honest and ongoing communication between all stakeholders.
- **Health & Happiness:** we understand the reciprocal nature of health and happiness, and we actively promote the benefits of both.
- **Compassion & Care:** we treat each other with kindness and compassion.
- **Inclusivity & Diversity:** we treat all people fairly and free from discrimination. We embrace and celebrate diversity and difference.
- **Safety:** we are committed to a learning environment that is emotionally, physically and socially safe.
- **The Environment & Sustainability:** we contribute to our world in a positive way and care for our environment.
- **Partnerships:** we are committed to work in partnership with our parents and school community.

High Performance & High Care

Our school is charged with the responsibility of building a culture that embodies High Performance, High Care through....

Academic Success

- We articulate high expectations and high standards in all that we undertake including academics, behaviour and attendance.
- Whole school and cohort targets are set, and goal setting for individuals.
- There is a focus on whole school approaches, connected practice and explicit teaching in Literacy and Numeracy.
- Science specialist programs are provided in Yrs PP-6.
- Acceleration and extension programs foster excellence, collaboration, creativity and critical thinking.

Development of the Whole Child

- Each child is encouraged and supported to reach their potential.
- Provision of pastoral care programs will provide opportunities and experiences for the child outside of their classroom environment.
- Students will be actively engaged in physical and healthy pursuits. Whole school healthy relationships and resiliency programs will be developed.

Early Childhood Education

- The EYLF will guide practice for Early Childhood Education.
- We will focus on, and work towards meeting the National Quality Standards.
- On-entry assessments will be conducted and the data used to inform curriculum planning and lesson delivery.
- Early identification and intervention processes will be prioritised.

Collaboration, Creativity & Critical Thinking

- We are aiming and working towards gaining 'Apple Distinguished School' status.
- Digital Technologies are used to strengthen or enhance curriculum delivery, adopting the SAMR model.
- Opportunities are provided for involvement and participation in The Arts so that students have many and varied opportunities for personal expression.
- Collaboration, creativity and critical thinking are developed through participation in STEM.

Staff Health & Well-Being

- The health and welfare of staff is considered and prioritised.



Building & Empowering the Community

Our school acknowledges the value of working with and empowering our community, and will build this through....

IPS & School Governance

- Proudly badging our Independent Public School status.
- Building a strong School Board and school governance processes to ensure school direction reflects community expectation and is transparent, fair and honest.

An Involved & Engaged Community

- Encouraging and supporting an effective and active P&C.
- Engaging and encouraging our school community to actively participate in school events.
- Communicating regularly via various platforms to engage and inform our community.

Valuing Diversity & Cultures

- Raising cultural awareness and opportunities to value and celebrate our varied cultures.
- Celebrating with pride Harmony Day and NAIDOC Day.
- Introducing a Language Other Than English (to tie in with Harrisdale Secondary).
- Using the Aboriginal Cultural Standards Framework to guide Aboriginal Education.

Community Relationships & Partnerships

- Partnering with Harrisdale Senior High School and providing authentic and seamless transition to high school for our Year 6 students.
- Providing an Out of School care program for working parents and busy families.
- Connecting with, and forming working partnerships with local government, business and service providers.



Targets

- 1. The National School Opinion Survey reflects positive Community, Staff and Student perception (items ranking 3.5 or above)**



Effective Leadership & High Quality Teaching

With a relentless focus on the best possible teaching practices, and strong and empowered leadership, we commit to achieving this through....

Quality Teaching

- Reflecting upon AITSL teacher and leader standards to review and improve our performance.
- Providing coaching and mentoring to achieve professional goals.
- Conducting robust Performance Management discussions against the standards, including goal-setting.
- Routinely engaging with peer observation and feedback to improve our instructional practice.

Whole School Approaches & Connected Practice

- Committing to common agreed approaches and connecting our practice in teaching Literacy and Numeracy, including whole school literacy and numeracy blocks.
- Developing a common 'Harrisdale' lesson design model and using this in lesson delivery.

Leadership for All

- Developing students as leaders- all Year 6 students will be responsible for areas of leadership.
- Developing staff as leaders—distributed leadership and opportunities for curriculum team, year level and aspirant leadership.

Research & Evidenced Based Practice

- Modelling our pedagogy on current and evidenced-based research, including Hattie's Visible Learning.

Targets

2. **100% of teachers use the Harrisdale Lesson Design structure for lesson delivery.**
3. **100% of teachers are engaged in peer observation and feedback and reflection against the AITSL standards.**



Civic & Environmental Responsibility

In developing the whole child, we understand the importance of an education that encourages our students to be contributors to their community and world, and be environmentally aware and responsible. We will foster this through....

Environmental & Sustainability Initiatives

- Involving students in caring for and enjoying the natural bushland environment that borders the school.
- Participating in Waste-wise and Water-wise programs.
- Developing a garden program.
- Specialist Science programs that raise environmental consciousness.

Volunteering & Community Service

- Instilling in students a sense of civic responsibility by encouraging community service and volunteering.

Civic Education

- Promoting the knowledge, skills and values that prepares students to be informed and active citizens of Australia and the wider world.

We promote teamwork, collaboration and cooperation.

We understand and accept the roles of both leader and follower.



Attendance

At HPS, we will monitor and manage student attendance in order to maximise the opportunities of all students to learn. Strategies will include...

- Recording attendance twice daily (as per policy).
- Using a text messaging system to alert parents of absences (MsgU).
- Ensuring student lateness is recorded.
- Following-up on absences and requesting parents explain all absences from school.
- Requesting parent interviews on formal reports for students whose attendance drops below 80%.
- Case Managing students at severe risk (attendance).

Targets

4. To continue to align to, or better, like schools with overall attendance percentages.

5. Students with attendance rates 'severely at risk' (below 60% attendance) will be reduced.



Behaviour

Maximising student potential by providing a safe and supportive school environment will be achieved through setting high expectations of behaviour and strategies that include...

- Using 1,2,3 Magic in classrooms to encourage 'START' behaviors and manage 'STOP' behaviours.
- Adopting the Positive Behaviour Support (PBS) Framework to guide our development of behaviour expectations and implement instructional and behavioural practices and interventions.
- Positive behaviour expectations will be developed, articulated, taught and promoted throughout the school by the end of 2017.
- Explicitly teaching and modeling school values and behaviour expectations.
- Monitoring student behaviour and opinion across the school through implementation of PBS.
- Case Managing those students requiring behaviour adjustment plans.

Targets

6. Magic 1,2,3 will be used, and visible in classrooms, by 100% of staff for behaviour management in classroom.



School Focus Areas

Literacy & Numeracy

Strategies

- Set high standards and high expectations of student achievement and teacher quality and commitment.
- Adopt whole school approaches and strategies to teach Literacy and Numeracy, including the use of the 'Harrisdale Lesson Design' to deliver lessons.
- Set targets for year level attainment in literacy and numeracy. Use data walls to visibly track progress of individuals and cohorts.
- Use system (On-Entry and NAPLAN) and school data sets to plan for learning and teaching at whole school, cohort and individual level.
- Differentiate teaching to cater for the needs of all students, including the use of individual education plans and case management for students at risk.

Milestones

- Visible learning and connected practice is evident throughout the school.
- Data walls are present in each classroom and within the school to track progress.
- Harrisdale lesson design is visible and evident during lessons in all areas of teaching.
- All student progress is monitored, reviewed and reported regularly.

Targets

7. Align to, or better, Year 3 NAPLAN performance against like schools.

8. Align to, or better, Year 5 NAPLAN performance against like schools.

9. Year 3 – 35% of students achieve proficiency bands 5 and above.

10. Year 5 – 35% of students achieve proficiency bands 7 and above.



Digital Technologies

Strategies

- Purchase Macbooks, AppleTVs and i-Pads to provide regular access to students and staff, so they may become proficient.
- Build staff expertise and confidence to fully integrate digital technologies through regular professional learning.
- Use digital technologies as a platform to build student skill, critical thinking and creativity.
- Introduce a BYOD (Bring your Own Device) Program in Years 4-5 in 2017 and plan for roll-out over the lifetime of this plan. Provision for those students who do not purchase their own device.
- Provide the resources to meet future technology needs and sustainability.
- Support students and staff to gain and awareness and understanding of the far-reaching impact of global and cyber technology.
- Adopt the SAMR model to evaluate pedagogical value of technology use in classrooms.
- STEM will be integrated, not only through Digital Technologies but throughout other learning areas.

Milestones

- At least 7 i-Pads are available for use in K-Yr 6 classrooms.
- Class sets of Macbooks are available for shared use in Yrs 3-6, with 2017 introduction of BYOD program in Years 4-5.
- Staff report increased use and confidence with digital technologies.

Targets

- 11. 100% of students are provided opportunities to learn with digital technologies.**
- 12. More than 80% uptake in the first year of the Harrisdale Primary School BYOD Program (Year 4/5 students ONLY).**
- 13. 100% of teaching and support staff are engaging in the use of Apple Technologies to support learning in the classroom.**



School Focus Areas

Early Childhood Education (K-2)

Strategies

- The Early Years Framework is the core philosophy document and framework that guides early childhood education at Harrisdale Primary.
- The West Australian Curriculum K-2 is fully implemented (with kindergarten focusing on general, literacy and numeracy capabilities, social competence and personal competence and Kindergarten Guidelines).
- All school staff work together and are committed to progressing and achieving the seven National Quality Standards for early childhood.
- On-entry assessment is undertaken in PP and the data is used to plan and set targets for teaching and learning, early identification and intervention, and to track and monitor progress in the early years.
- Orientation and transition programs are developed in Yrs K-PP, and PP-Yr1.

Milestones

- School self-audit and future planning meets requirements of NQS.
- All K/PP, Yrs 1-2 staff using on-entry and PAT assessments to set targets and guide planning in K-2.
- HPS K-Yr 2 students have a strong sense of 'Belonging, Being and Becoming'.
- Smooth and seamless transition from K to PP and PP to Yr 1.



Targets

- 14. 80% of PP students are achieving the On-Entry Assessment national standard (0.5) in Literacy and Numeracy.**
- 15. School Self-Assessment identifies 7 National Quality Standards as progressing from amber to green.**

Our School Logo

Our school logo symbolizes the wings of the Heron. This represents the wetlands and connections to the natural environment in which the school is built. The ripples in the water, again, pay homage to the wetlands but also represent the cycle of life-long learning.

The notion of 3

3 Wings

3 Ripples

3 Colours

This represents the connection and partnership between students, community and school.





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