



BANNISTER CREEK
Primary School
INDEPENDENT PUBLIC SCHOOL

Business Plan **2021 – 2023**

Our School

Through our previous business plans we have created a foundation upon which we have built consistently high student outcomes, a vibrant school culture that celebrates inclusiveness and a sustainable lifestyle and have cemented our central position within the local community. This business plan takes the drivers of our success and further develops and refines these to create higher aspirations around student achievement and welfare, staff development and the integration of Noongar Whadjuk culture throughout our teaching and learning. In this plan we put down our markers of intent. We will work to nurture and extend our community relationships and engage the high quality and dedication of all our staff to take care of our students and facilitate their achievement across the curriculum.



Our Vision

*Happy students,
lifelong learners,
active citizens*



Our Aspirations

Our vision will be realised when our students:

- Build and maintain positive and effective relationships,
- Use strategies to manage their mental and physical well-being,
- Are resilient and persevere to overcome challenges,
- Achieve their best across the curriculum while developing an awareness of their interests and strengths,
- Are confident and motivated to continue learning throughout their lives,
- Engage with the community as active, informed and culturally responsive citizens,
- Advocate for what is right with courage and confidence.



Focus Area 1 **Students**

Our students will thrive

Our goal is to help students thrive through developing Wisdom, showing Courage and achieving Happiness during their journey in our school and beyond. We want them to develop Wisdom through becoming active, culturally aware, collaborative learners with critical thinking and problem solving skills. We want them to embrace Happiness and support them in developing resilience and self-awareness. We want them to show Courage in their relationships and challenges and pursue good citizenship within the broader community.

STRATEGIC INTENT

Wisdom

- Focus on high quality learning experiences beginning in the early years.
- Explicit teaching of Literacy and Numeracy skills.
- Develop a whole school scope and sequence of cooperative learning strategies.
- Implement relevant problem solving learning experiences with a focus on inquiry processes.
- Build 21st century learning skills - critical thinking, communication, collaboration and creativity.
- Upgrade learning spaces to promote creative and collaborative opportunities.
- Focus on specialist learning programs to support the effective teaching of Literacy and Numeracy.

Courage

- Build student capacity for leadership, increasing student voice in class and school direction.
- Provide opportunities for students to engage in school and community initiatives, building citizenship and promoting sustainable environmental practices.

Happiness

- Embed whole school strategies that promote the General Capabilities in the WA Curriculum, including: self-management, social awareness and social management.
- Implement a classroom Health scope and sequence.
- Promote student physical and mental health and well-being.
- Continue to provide opportunities for students to explore a wide range of school and community experiences supported through specialist learning areas.





TARGETS

Within the timeframe of this business plan:

- 1.1** In all areas of NAPLAN BCPS will be one standard deviation above the mean for Like Schools.
- 1.2** In all areas of PAT BCPS will be above the Australian mean in the November collection period.
- 1.3** 80% of students will achieve moderate or above progress from On Entry in PP to Year 3 NAPLAN in Reading, Writing and Numeracy.
- 1.4** BCPS will achieve above 95% attendance of all students.
- 1.5** All students will engage in at least one investigative STEM project, using the whole school 6Ps inquiry process, each semester.
- 1.6** We will have achieved a year on year improvement in student well-being as demonstrated through PAT assessment.



Focus Area 2 **Learning & Teaching**

We are a community of learners

Our teaching and learning journey is one of continuous improvement, based on using best practice, building our capacity and creating a culture of well-being, collaboration and leadership. We will invest in the aspirations of our teachers by creating opportunities for pedagogical improvement, leadership experience and opportunities for collaboration. We trust our teams to contribute to whole school connected practice, use data to differentiate, moderate, undertake cohort-level planning, conduct peer observations and build our sustainable and inclusive culture.

STRATEGIC INTENT

Practice

- Continue early intervention using Early Years Learning Framework, National Quality Standards and the WA Curriculum to inform practice.
- Whole school visible approach to learning and teaching - iSTAR.
- Explicitly teach 21st century learning skills.
- Teachers use a range of cooperative learning strategies to engage students.
- Integrate Aboriginal cultural perspectives in classroom programs.
- Further strengthen school culture and traditions with classroom and specialist learning programs.
- Sustainability practices will be embedded within the school.

Staff Development

- Staff focus on continuous improvement and reflective practice through peer observations.
- Teachers use data to differentiate teaching programs.
- An effective distributed leadership model is embedded.
- Ensure planning documents link to SCSEA's WA Curriculum.
- Build whole school collaborative moderation and assessment practices.
- Maintain staff professional learning on flexible teaching tools in order to adapt to a digital environment.

Well-Being

- Implement a whole school strategy for staff health and well-being.
- Implement a consistent whole school behaviour management approach focused on positive behaviour supports.
- Staff to be regularly updated with Occ Health and Safety guidelines and Keeping Our Workplace Safe Safety Principles.



TARGETS

Within the timeframe of this business plan:

- 2.1** All teaching staff will be confident and competent in delivering school priority programs as detailed in the BCPS Pedagogical Framework.
- 2.2** The school will have achieved accreditation in all areas of NQS.
- 2.3** All utility communal areas in teaching blocks and library will be furnished and resourced to support flexible learning space requirements.
- 2.4** Teaching staff will make informed adjustments to planning based on their analysis of available data.
- 2.5** The embedded distributed leadership model will:
 - Improve communication throughout the school,
 - Provide a vehicle to monitor and introduce whole school connected practices,
 - Help teacher-leaders achieve career goals; such as engaging in Senior Teacher and Level Three processes and positioning them for administration positions in the future.



Focus Area 3 **Community Partnerships**

We nourish our school culture by building authentic and purposeful relationships

We will seek to reflect the values and aspirations of our community through fostering an involved and effective School Board, building sustainable community partnerships and looking for opportunities to build strong relationships with our network schools. We will promote and look for opportunities to involve our families in their children's learning and employ the resources of our community to enrich and enhance their education. We will promote opportunities to live an inclusive and sustainable life.

STRATEGIC INTENT

Governance

- Continue to promote the profile and role of the School Board.
- All School Board members to comply with Terms of Reference.
- Ensure School Board compliance with Terms of Reference.
- Further develop aligning school self-assessment with school review process.
- Baldja Waangkiny feedback into annual review of Aboriginal Cultural Standards Framework.

Community Networks

- Strengthen and continue our connections with the Lynwood Cell Network through staff professional development, moderation and network meetings.
- Foster stronger links and transition processes with Lynwood Senior High School.
- Support staff to access Professional Learning Communities, utilising expertise from a range of agencies and schools.
- Promote and maintain community partnerships in environmental sustainability.
- Define community partnerships to maintain and develop Moort Boodja as an outdoor classroom.
- Provide opportunities for students to explore a wide range of experiences that link with the community.

Parent Engagement

- Utilise the school website to provide up to date school information.
- Continue to create opportunities for parents to engage in children's learning.
- Define home/school communication links through SeeSaw, Connect, School Website and Communication Diaries.
- Promote Baldja Waangkiny family connection and involvement with school.
- Promote the cultural diversity of our community in school events.
- Build links and support for EAL/D families.

TARGETS

Within the timeframe of this business plan:

- 3.1** The School Board will include targeted members that complement the priorities of the school.
- 3.2** The school will have a Communications policy/strategy that supports staff, parents and students.
- 3.3** Achieve documented public exposure for the celebration of significant cultural events in the school calendar.
- 3.4** Have reciprocal relationship agreements with community groups and education providers.
- 3.5** The school will self-identify and have agreement from the Baldja Waangkiny that we are Culturally Responsive in all 5 standards of the Aboriginal Cultural Standards Framework.









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