



Engage
Experience
Empower

Grovelands
Primary School

Business Plan

2017 - 2019

Grovelands Primary School has a strong focus on Literacy and Numeracy with an embedded culture of data analysis.



Our Vision

A safe learning environment where students are empowered: with the skills to question; the desire to improve; the will to persevere and develop resilience; to inspire each other to be the best they can be.

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About Grovelands Primary School

Grovelands Primary School is an Independent Public School located in the suburb of Camillo within the City Of Armadale. The school was founded in 1979. From that time the school forged a rich history and built its status as the central hub of the wider Camillo community. This was recognised in 2016 when the school community sought and gained Independent Public School status.

Grovelands Primary School has an enrolment of approximately 350 students from Kindergarten to Year 6, drawing from the suburbs of Camillo, Westfield, Seville Grove and Kelmscott. Students at Grovelands Primary School reflect the diverse multicultural nature of the region, with approximately 19 percent of students identifying as Aboriginal and 39% of students having a language background other than English.

Grovelands Primary School has a team of experienced and passionate teaching staff who are committed to providing opportunities for students to grow, achieve and excel at school. Our staff place an emphasis on quality teaching and work to provide a broad and challenging curriculum that meets the interests and learning needs of all students. They are dedicated to pastoral care and demonstrate high levels of support for our students and families. Teachers are assisted in this by an experienced Student Services team comprising a dedicated Deputy Principal, an Aboriginal Islander Education Officer, School Psychologist, Chaplain, Learning Support Coordinator and Attendance Officer.

Currently the school consists of a purpose built Early Childhood Block, 16 general classrooms, a Science Room and a multi-purpose room. There is also a library, a covered assembly area and a canteen which operates 2 days a week. All learning spaces have Interactive Whiteboard Technology as well as access to laptop computers and iPads to facilitate teaching and learning.

Grovelands Primary School is undertaking accreditation as a KidsMatter School. This framework enables the implementation of a flexible whole school approach to improving children's health and wellbeing tailored to the needs of the school community. Through this process Grovelands Primary School is taking action to be a positive community based on positive relationships and a sense of belonging and inclusion. Underpinning this is the whole school implementation of the "You Can Do It!" program which explicitly teaches social and emotional capabilities to help foster resilience in our students.

Grovelands Primary School has a strong focus on Literacy and Numeracy with an embedded culture of data analysis. All staff are engaged in strategic planning at the whole school and team level, for teaching and learning that meets the needs and aspirations of our school community. Intensive intervention is provided for Students at Educational Risk, and academic extension is catered for via the South Metropolitan PEAC program.

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The Arts is a specialist subject at Grovelands Primary School with students receiving the opportunity to undertake classes in Visual Arts, Dance, Drama and Music over an academic year. Health and Fitness is a strong priority at Grovelands Primary School. The school runs a daily Morning Fitness Program and employs a fulltime specialist Health and Physical Education Teacher to ensure that all children receive exposure to the benefits of a healthy lifestyle and the opportunity to actively participate in a range of sporting and outdoor activities. Science education is available to all students from Pre-Primary to Year 6. Our specialist Science teacher utilises the Primary Connections Science curriculum to provide a rich and engaging experience for students. Indonesian will be introduced from 2018, beginning in Year 3.

Effective partnerships with parents and the local community are essential in achieving success for students. Grovelands Primary School has established strong partnerships with the Challis Child and Parent Centre and Art vs Depression, a local mental health advocacy group. These relationships enable the school to collaboratively provide support and interventions that are specific to the context of our local community. Our Community Room provides a space for parents and community members to engage with the school, outside agencies and programs that build capacity to help nurture the growth of our students academically, socially and emotionally. It is the regular venue for our daily Breakfast Club, Community Playgroup and School Banking.

Grovelands Primary School is committed to developing and sustaining a culture of continuous self-improvement and lifelong learning in an environment of collaboration and innovation. We are a blend of cultures, ideas, innovation and imagination. Grovelands is a community that celebrates diversity and achievement, and promotes excellence in all areas of life.

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“High Performance -
High Care”

Department of Education Strategic Planning 2016-2019

The Education Department's Strategic Plan for WA Public Schools 2016 – 2019 “High Performance – High Care” and the Focus 2017 documents shaped planning within the four priority areas:

1. Success for all students
2. High quality teaching
3. Effective leadership
4. Strong governance and support

Our Values & Expectations

To sustain high expectations Grovelands Primary School instils the 5 “You Can Do It!” keys; Organisation, Confidence, Getting Along, Persistence and Resilience; which promote students’ achievement and wellbeing.

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4 Key Focus Areas were identified to take the school forward.



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School Planning 2017 - 2019

From rigorous self-assessment of the school's achievement and accountability, alongside reflective examination of the High Performance High Care, Focus 2017, National Quality Standards and Aboriginal Cultural Standards Framework documents, the following 4 Key Focus Areas were identified to take the school forward.

1. High Quality Teaching & Learning
2. Attendance
3. An Inclusive, Safe and Sustainable Learning Environment
4. School-Community Relations and Partnerships

For a more comprehensive explanation of the approaches employed to address the identified focus areas please ask to see our annual operational plans.



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Focus Area 1: High Quality Teaching & Learning

At Grovelands Primary School we recognise that access to high quality teaching and learning is essential to student success. Through whole school approaches to teaching and learning, and rigorous data analysis, we actively support teachers to improve practice for the betterment of student achievement. Collaborative and supportive structures are essential to the improvement of teacher practice and, as such, are integral to the implementation and success of our Business Plan.

Key Strategies:

- Whole school policies for Literacy and Numeracy.
- Whole school approaches to lesson design using the iSTAR Model.
- Whole school approaches to the explicit teaching of phonics using a balanced approach.
- Whole school approach to the implementation of the EAL/D Progress Maps to support identified students with the acquisition of Standard Australian English.
- Implementation of Literacy & Numeracy Blocks.
- Utilising available school and system data to inform planning and assessment practices to improve student achievement.
- Employment of Curriculum Leaders for identified areas.
- Collaborative approaches to planning for teaching & learning, facilitated through collaborative DOTT opportunities; sub-cluster release time per term; K-2/3-6 Team Meetings.
- Embracing a classroom observation model that encompasses Classroom Walkthroughs, collegiate observation and feedback.
- Utilisation of Swivl technology to share best practice and seek feedback for improvement of practice.
- Implementing a Coaching approach for Performance Development to support staff to reflect on and improve practice.
- Utilising a Case Management Approach to identify, monitor and assess student improvement and the impact of classroom practices and programs.

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student success.

Student Achievement Performance Targets:

Reading:

- Reduce the gap between Grovelands Primary School and Like Schools in NAPLAN Reading.
- Increase the percentage of students achieving NAPLAN results in the highest proficiency bands to match those of Like Schools in Reading.
- Increase the percentage of students achieving above the national minimum standard in NAPLAN Reading.
- Improve the Year 3 and Year 5 trend lines in Reading by 2019, relative to 2016 data.

Writing:

- Reduce the gap between Grovelands Primary School and Like Schools in NAPLAN Writing.
- Increase the percentage of students achieving NAPLAN results in the highest proficiency bands to match those of Like Schools in Writing.

- Increase the percentage of students achieving above the national minimum standard in NAPLAN Writing.
- Improve the Year 3 and Year 5 trend lines in Writing by 2019, relative to 2016 data.

Mathematics:

- Reduce the gap between Grovelands Primary School and Like Schools in NAPLAN Mathematics.
- Increase the percentage of students achieving NAPLAN results in the highest proficiency bands to match those of Like Schools in Mathematics.
- Increase the percentage of students achieving above the national minimum standard in NAPLAN Mathematics.
- Improve the Year 3 and Year 5 trend lines in Mathematics by 2019, relative to 2016 data.

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Focus Area 2: Student Attendance

At Grovelands Primary School we value the importance of regular attendance and recognise how this can help students gain maximum educational benefits and optimise life opportunities. As a whole staff, we are committed to working with the community to create a culture at our school where students and parents feel like they belong. At Grovelands Primary we prioritise learning time and have high expectations for student attendance. We know that students who attend less than 90% are at risk of not reaching their full potential. Grovelands Primary School staff constantly strive to increase the number of students attending above this benchmark figure of 90%. Our schoolwide approach employs a range of strategies that aim to identify the cause of absence and directly support students and their families to overcome these obstacles.

Key Strategies:

- Utilise the Attendance Toolkit.
- Employ a 0.25FTE School Attendance Officer.
- Maintain an AIEO dedicated to building relationships with students and their families in order to improve attendance.
- AIEO and Attendance Officer address attendance through a Collaborative approach.
- Engage community to assist in lifting student attendance through the 'Keeping Kids in Schools' program and donations to support attendance rewards.
- Encourage parents to take greater responsibility for student attendance by providing regular information and support regarding attendance.
- Regular data analysis to identify and target students at risk.
- Create a culture and common practice of attendance recordkeeping and follow up.
- Whole school attendance reward activities at the end of each Term to recognise regular attenders.
- Raffles twice a term at assemblies to recognise regular attenders and encourage improved attendance.
- Classroom incentives to encourage and recognise individual and whole class attendance achievement.
- Breakfast Club to run in the mornings with access for all students.
- Continuing to create a positive school environment that engages students and the community through a range of proactive preventative activities.

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At Grovelands Primary School
we value the importance of
regular attendance.

Targets:

- Increase the compulsory whole school attendance rate to 90% or greater.
- Increase the number of students in the regular attendance category to 70% or greater.
- Decrease the number of students in the severely at risk category to below 5%.
- Decrease the number of students in the moderately at risk category to below 10%.
- Decrease the number of students in the indicated at risk category to below 15%.
- Increase the compulsory whole school attendance rate for Aboriginal students.



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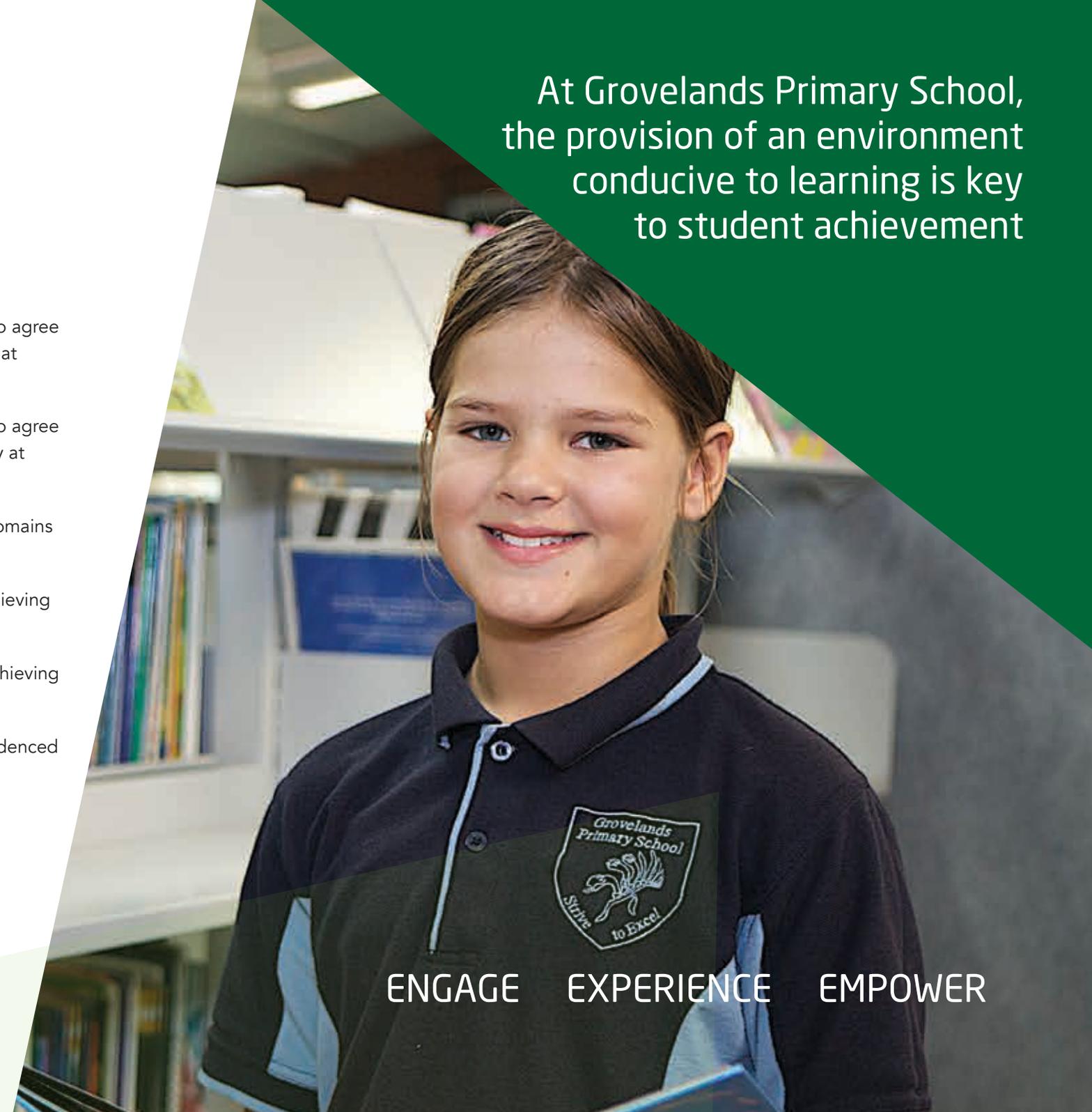
Focus Area 3: An Inclusive, Safe and Sustainable Learning Environment

At Grovelands Primary School, the provision of an environment conducive to learning is key to student achievement. The Grovelands Primary School community strives to build and maintain a school culture that is safe and inclusive. We are committed to supporting respectful, positive behaviour at school and developing the social, emotional and academic capabilities of our students.

Key Strategies:

- Continue the whole school implementation of the KidsMatter Mental Health and Wellbeing Framework to support the mental health and wellbeing of our students, staff and community.
- Continue the implementation of a whole school approach to Social & Emotional Learning (SEL) that is characterised by common language, positive reinforcement and celebrations of success.
- Classroom teachers explicitly teach social and emotional capabilities from “You Can Do It!” Education that will help equip students with the skills necessary to becoming active and resilient members of the school and wider community.
- Continue to develop our whole school approach to behaviour management which includes 123 Magic and Emotion Coaching, Classroom Management Strategies, Restorative Practice, Team Teach and Trauma Informed Practice.
- Continue implementation of the Aboriginal Cultural Standards Framework, with an emphasis on building the cultural awareness and proficiency of staff.
- Develop the capacity of student leaders to contribute to positive school culture.
- Effectively utilise the physical environment and available facilities to maximise student learning outcomes.
- Utilise SENAT to implement tailored, early and sustained interventions for students identified as requiring additional support.
- Recognise and celebrate the cultural diversity of our local community.

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A young girl with brown hair, wearing a dark blue school polo shirt with a crest, is smiling in a library. The background shows bookshelves filled with books. A green diagonal graphic element is in the top right corner.

At Grovelands Primary School,
the provision of an environment
conducive to learning is key
to student achievement

Targets:

- Increase the percentage of students who agree that student behaviour is well managed at school in school survey data.
- Increase the percentage of students who agree that student opinions are taken seriously at school.
- Maintain positive satisfaction in other domains of student school survey data.
- Increase the percentage of students achieving consistently in all attribute data.
- Decrease the percentage of students achieving seldom in all attribute data.
- Increase positive staff satisfaction as evidenced in school survey data.

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Focus Area 4: School-Community Relations and Partnerships

At Grovelands Primary School we acknowledge that we are partners with parent and families, other educational institutions, local businesses and community organisations in actively seeking to enhance student learning and wellbeing. We recognise parents and families as integral members of the school community and partners in their children's education. We are committed to strategically establishing sustainable partnerships that address student needs and provide support, experiences and physical and/or intellectual resources that may not be readily available within the school.

Key Strategies:

- Establish and maintain respectful supportive relationships between parents, carers, community members and staff.
- Continue to develop a range of communication strategies to enhance the school's capacity to provide relevant information to the school community.
- Continue the whole school implementation of the KidsMatter Mental Health and Wellbeing Framework to support the mental health and wellbeing of our students, staff and community.
- Continue the implementation of the Aboriginal Cultural Standards Framework, with an emphasis on building the cultural awareness and proficiency of staff.
- Increase parent presence in the school community via whole school community events
- Build staff knowledge of and connection to the local community, including knowledge of history, local service providers and facilities.
- Continue to develop partnerships with local service providers and community groups to support improved outcomes for students.
- Continue an effective working relationship with Challis Child & Parent Centre to enhance early intervention practices and provide services to the community.
- Maintain strong School Board and Parents & Citizens Association representation to ensure opportunities for community participation in school decision making processes.
- School Board to undertake training to enhance skills and effectiveness.
- Continue the development of a team approach to student services provision involving Deputy Principal Student Services, AIEO, Chaplain, School Psychologist and Attendance Officer.

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We recognise parents and families as integral members of the school community and partners in their children's education.

Targets:

- Maintain positive parent satisfaction as evidenced in school survey data.
- School Board Effectiveness Survey continues to show positive improvement.
- Increase in the number of community partnerships developed over the course of this Business Plan.



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