

Business Plan



2024-2026



Mindarie Primary School

We are respectful.

We are resilient.

We are safe.

Together, we will learn and achieve.

Vision

Today's School for Tomorrow's Society

Purpose

To develop active citizens who are prepared for the future;
academically, socially, and personally.

Our School Strategy 2024-2026



Focus Areas for Staff, Students, Leadership, and the Community:

- Student Achievement and Progress
- Teaching Quality
- Relationships and Partnerships
- Learning Environment
- Leadership
- Use of Resources

Shared Vision Statement

Mindarie is a Noongar word meaning, in part, to 'Stand-By'. At Mindarie Primary School, we stand by our students with excellence and care. We commit ourselves to providing our students with the skills and attitudes that will give them the foundation for future success. The world they live in will ask of them that they are adaptive, equipped with the creativity and critical thinking skills that will turn challenge into opportunity. It will ask of them too that they are good at bringing people together, in both the community and workplace, aware of the need for inclusion and respect to all levels of society.

We stand by our students in these complex times.

Our students live in an increasingly busy and highly technological world. We teach them to maintain their equilibrium, to be resilient and independent learners. Critically, we help them to understand that they can ask for assistance. We aim always to strike a balance between academic achievement and wellbeing. Successful people of tomorrow will need to be good at building connections with others. We maintain a practice that teaches collaboration, communication, and concern for the rights of others.

We stand by our students in a commitment to Excellence.

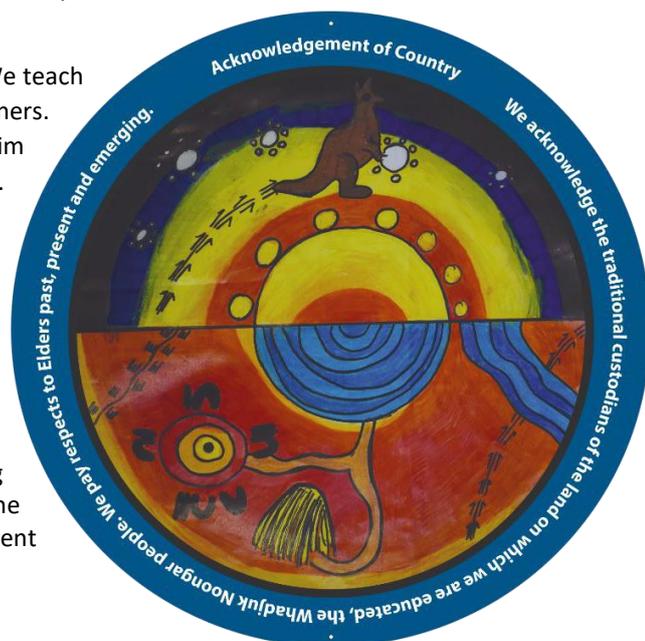
Through our work, our students will be equipped with the critical skills that are the gateway to full and successful participation in society. We promote an ethic of high achievement in all areas of school life. We do this with consistency through whole school approaches to all core learning areas. Our teaching programs are evidence based, relevant and engaging. The staff are committed to contemporary professional practice, based on current research, and informed approaches.

We stand by our students in a commitment to care.

We know our students and understand that they have diverse backgrounds, interests and learning needs. We design our programs and support to meet these needs. Mindarie Primary is a place of inclusion for all students. We offer a well-rounded curriculum which offers the opportunity for all students to learn in safe and stimulating learning environments. We extend our reach into helping our students to understand the need to maintain their personal wellbeing. We have an intentional focus on physical, emotional, and psychological health in both our programs and our practice. We promote this need in our school and wider community.

We stand by each other.

As a staff, our commitment to Excellence and Care extends to the way we work together. We build strong relationships on staff, we trust each other as people and as professionals, and we communicate effectively. We work to ensure that we have a shared understanding of all key initiatives and directions. We see ourselves as learners, adaptable and willing to develop new approaches and skills. We are prepared to seek help from each other, leaning on the expertise of colleagues. This is our school, and we're proud of what we do here. We know that we will be a powerful positive influence in the lives of our students.



Students will leave here having been known and valued for who they are.

Students will leave here having been challenged to learn and achieve.

Staff members will leave here with the privilege of looking back on a time and place where they worked with great colleagues.

Staff members will leave here knowing the true power of a shared commitment to Excellence and Care.

Student Achievement and Progress

Effective teachers believe in preparing students to become their own teachers and successful, life-long learners.

NQS Quality Area One – Educational Program and Practice

Focus:

Plans demonstrate a commitment to improve student achievement and progress.

Systemic and school-based data are used to assess student progress.

Student achievement and progress aligns with contextually similar schools.

Students attain their respective achievement standard in literacy and numeracy.

Levels of student achievement and progress align with grade allocation.

Assessment capable visible learners, who know where they are in their learning, where they are headed, and the steps needed to get there.

Strategic Direction of Mindarie Primary School:

Ensure Visible Learning is the embedded pedagogy across the school; Lesson outcomes are communicated to students through Learning Intentions and Success Criteria. Students are given explicit, timely and appropriate feedback that is based on the Learning Intentions and Success Criteria. The learning dispositions of Creativity, Cooperation, Resilience, Perseverance, and Independence are embedded.

Development and implement yearly whole school operational plans for English, Mathematics, Science, Cultural Appreciation, ICT and Wellbeing.

Build student competencies within the [information and communication technology \(ICT\) capability](#).

Use formative and summative school based and systemic data to monitor student's progress and achievement including recording of longitudinal student data utilising Compass.

Identify and support Gifted and Talented students, and students who are at Educational Risk.

Target intervention for students based on progress and achievement (Names-Numbers-Needs).

Focus on areas identified by formative, summative and systemic whole school data provided by assessments outlined in the whole school Assessment Schedule.

Review the implementation of whole school operational plans as part of teachers' annual performance management processes.

Teachers will engage in collaborative planning and common assessment tasks.



Teaching Quality

Effective teachers believe they have the responsibility to evaluate the impact of their practice and seek to improve.

NQS Quality Area One – Educational Program and Practice

Focus:

Shared beliefs, (DOE [Teaching for Impact Overview](#)), about teaching and learning support school-wide practices.

Staff collaborate to plan for, act on, and assess student learning.

Teaching programs align with content outlined in the WA Curriculum.

Differentiated teaching exists to cater for the learning needs of students.

Analysis of systemic and school-based data informs teaching plans.

Assessment and reporting on student achievement informs students and parents.

Professional learning builds staff teaching capability.

Set, monitor, and report on aspirational achievement targets within operational plans.

Strategic Direction of Mindarie Primary School:

Revisiting, reviewing, and refining whole school, evidence-based programs as outlined in Operational Plans 2024-2026.

Ensure that there are designated blocks for the teaching of Literacy and Numeracy, as per the Operational Plans 2024-2026.

Continue the explicit teaching of literacy and numeracy and building staff capacity in these areas.

Build capacity of teachers to share knowledge of evidence-based practice and high impact teaching strategies, through the development of internal staff *champions*, and shared collaborative DOTT sessions.

Develop proficiency of staff to utilise student achievement data to inform professional practice.

Targeted professional learning will address yearly focus areas in Operational Plans and Departmental Foci.

Maintain the BYOD 1:1 program in years four through six.



Learning Environments

Effective teachers believe in inclusion and value diversity. They believe student wellbeing and engagement are essential to student achievement.

NQS Quality Area Two – Children’s Health and Safety

NQS Quality Area Three – Physical Environment

Focus:

Maintain safe, caring, inclusive and culturally responsive environments.

Utilise student behaviour, attendance and engagement strategies to enhance student learning.

Health and wellbeing of students and staff is enhanced.

Students at Educational Risk are identified, supported, and monitored for improvement.

Student voice informs decision making.

Physical environment adds value to the student learning experience.

Use of research-based strategies to promote student engagement including Visible Learning, Mindfulness and Wellbeing.

Strategic Direction of Mindarie Primary School:

Building a culture of making positive behaviour choices through explicit teaching of expected behaviours. This includes the continuation of the Peer Mediator Program, continued focus on peer development through embedded ‘buddies’ practice.

Continue to embed restorative practices to enhance positive and respectful relationships across the school.

Continue to embed the use of PBS language and affective statements across the whole school, involving all staff, students, and the community.

Gather data, analyse, and act on findings with regards to student voice and engagement utilising student leadership, wellbeing programs, and National Quality Standards.

Continued use of the language of Visible Learning and Learning Dispositions.

Continue the maintenance and development of the physical school environment, ensuring culturally significant connections are developed.

Utilise the SAER processes, to build and maintain partnerships with other agencies and support services to assist children.

Consolidate the implementation of Social and Emotional Learning through evidence-based wellbeing and social and emotional programs.

Continue to develop student-centred and inclusive flexible indoor and outdoor learning environments.



Use of Resources

Focus:

Financial management complies with the expectations of the Funding Agreement for Schools.

Resource allocation decision making is evidence-based.

Budget and resource management practices support school planning.

Use of Student Characteristics and Targeted Initiative funding assists student learning.

Workforce planning and management practices align with student needs.

Strategic Direction of Mindarie Primary School:

Clear links between school priorities and the human, physical and financial resources.

Ensure certainty, flexibility and autonomy results in effective targeted expenditure and long-term strategic management.

Ensure areas receive focused planning and investment to provide time, training, develop sustainable management structures and support change.

Fund staff to attend Professional Development linked to the current business plan, operational plans and areas identified in annual performance management.

Continue to utilise Compass as a data storage and analysis hub to promote engagement in data informed practices.

Continue to fund cost centres based on school requirements.

Incorporate funding allocated to the school for Aboriginal students into targeted plans for Aboriginal student improvement.

Ensure a sustainable workforce plan is in place and reviewed annually.



Leadership

NQS Quality Area Seven – Leadership and Service Management

Focus:

School vision/priorities and direction align with the Department's expectations.

School planning is evidence-based and aligns with the learning needs of students.

Change is applied in a timely, informed, and inclusive manner.

Strategic and operational planning guides classroom practice and is aligned to the School Curriculum and Standards Authority expectations.

Leaders provide guidance and instructional support to staff.

Staff are provided with opportunities to lead.

Strategic Direction of Mindarie Primary School:

Induction and mentoring to support graduates, new staff and aspirant leaders.

Collaborative mentoring and development, linked to the Future Leaders Framework, for aspirant leaders, Level Three, and Senior Teachers to provide opportunities for leadership and growth within staff.

Continue to provide opportunities for curriculum and year level leadership within the school with a possible link to Senior Teacher roles.

Provide a range of leadership opportunities to enable students to develop the skills and qualities/characteristics of positive young leaders.

Maintain a distributed leadership model with specific roles and responsibilities.

School Board will participate in governing, and the accountability associated with expected roles.

All staff to engage in reflective practice and opportunities to further develop leadership teams.



Relationships and Partnerships

Effective teachers believe they share the responsibility for student success with schools, families, and the broader community.

NQS Quality Area Five – Relationships with Children

NQS Quality Area Six – Collaborative Partnerships with Families and Communities

Focus:

Professional relationships between staff are enabled through collaboration.

Staff, student, and parent relationships are respectful.

Clear communications are evident, both within the school and with key stakeholders.

Parent and carer satisfaction feedback is sought and acted on.

The Board fulfils its role in supporting school governance.

Community partnerships are sustainable.

The local community values its school.

Strategic Direction of Mindarie Primary School:

Conduct annual National School Opinion Survey and bi-annual student engagement survey.

Provide a variety of opportunities for families to engage with the school community.

Use of a range of strategies to communicate, connect and inform the parents and the broader community including Compass as whole school communication.

Formulation of Clubs and after school use of school facilities for family group activities.

Develop staff understanding of respectful culturally responsive practices to support student needs and the expectations of the school community and Department of Education.

Utilise the RUMA Network to collaborate with other public schools to ensure that schools operate as a cohesive group.

Utilise the SAER processes, to build and maintain partnerships with other agencies and support services to assist children.

Cultural diversity of families in the school community are explored and celebrated within classrooms.

Strong parent and community partnerships to promote student learning and engagement.

Maintain school professional educational partnerships and continue to explore opportunities for partnerships with a focus on inspiring and empowering students and staff.

Attendance Strategies

All students will receive an attendance comment on their report by the classroom teacher.

Parent / caregivers of students with an attendance rate of below 85% will be required to engage in a case conference to explore ways in which the school can work with the family to increase the attendance.



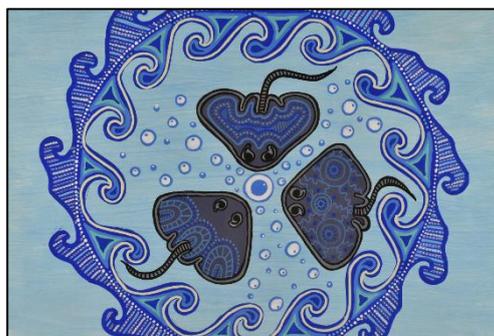
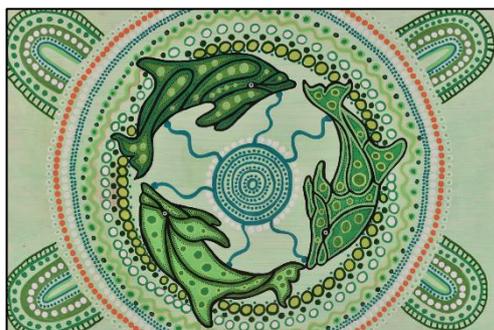
Targets

School Annual Operational Plans are reviewed each year by dedicated curriculum and operational teams.

Targets for student learning are listed and reported on annually through the school annual reporting cycle.

Classroom teachers plans link directly to the current Mindarie School Business Plan.

Domain	Target
Student Wellbeing	95% of Year 4-6 students will sit the Annual SA Wellbeing Census.
Operational Targets	The school will report against targets set in Operational Plans each year via the Annual School Report.
Visible Learning	All teaching staff will utilise Visible Learning pedagogy, inclusive of Learning Intentions and Success Criteria, in their classrooms.
Staffing and Resources	Sustainability of whole-school programs through succession planning of staff leadership teams and specific curriculum area and/or program <i>champions</i> .
Parent Survey	Parents and community will respond with a 4.0 or above in Annual Parent Survey.
Staff Survey	Staff will respond with a 4.0 or above in Annual Staff Survey.
Compliance	<p>By the Annual Report, Mindarie Primary School will provide contextualised information about student Achievement (as part of Schedule C - Financing Agreement for Schools).</p> <p>By the Annual Report, Mindarie Primary School will provide detail in relation to how the school has allocated financial and human resources to address the operational needs of the school.</p>





Mindarie

Primary School

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