



## Phoenix Primary School

*An Independent Public School*

*"Learn, Grow, Succeed"*

28 Phoenix Road, Hamilton Hill WA 6163

P: (08) 9418 3955 F: (08) 9418 1484

E: phoenix.ps@education.wa.edu.au

[http://](http://phoenixps.wa.edu.au)

[phoenixps.wa.edu.au](http://phoenixps.wa.edu.au)

ABN 72 066 881 265



# Phoenix Primary School

*An Independent Public School*

## BUSINESS PLAN 2015—2017



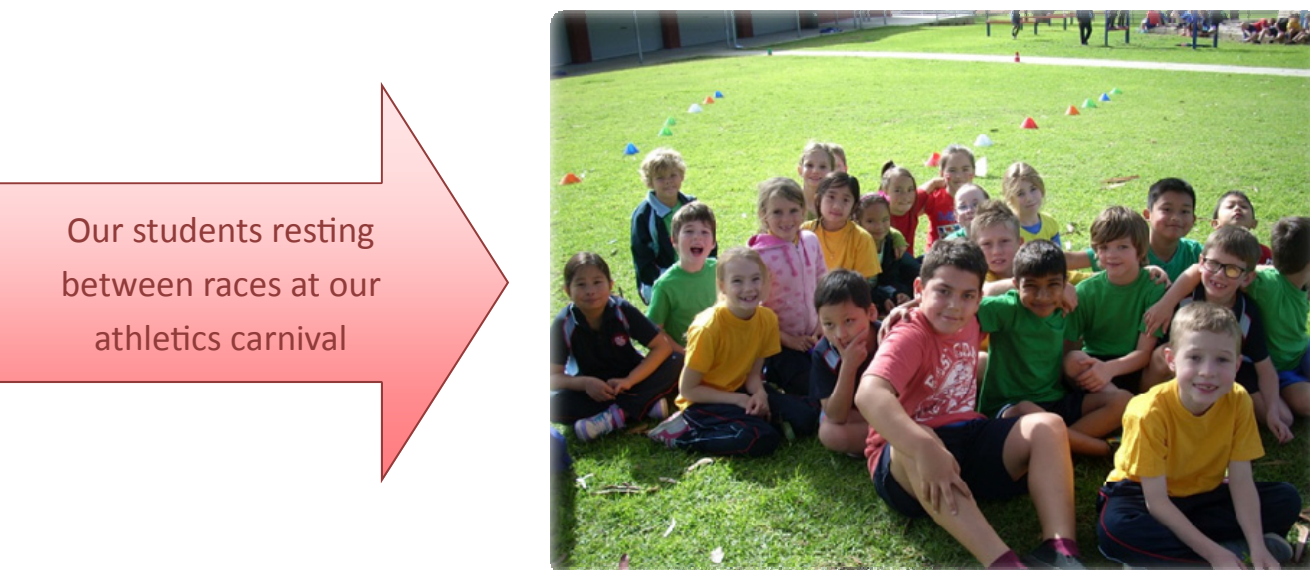
### OUR VISION

**Our students will become purposeful, valued members of the global community, realising their full potential.**





Our pre-primary children perform at Assembly



Our students resting between races at our athletics carnival





Our students display their merit awards, received at one of our regular assemblies



Our students just love competing at our fund raising fun days



STAFF IMPROVEMENT TARGETS		
PERFORMANCE AND DEVELOPMENT	USE OF ICT	COLLABORATION, MODERATION AND FEEDBACK
⇒ Staff use the Australian Professional Standards to evaluate teaching and learning and to plan for personal improvement.	⇒ Increase the % of staff using innovative technological practices to enhance their curriculum delivery.	⇒ Staff use feedback to improve teaching practices as evidenced through feedback summaries. ⇒ Staff use collaboration and moderation in planning and assessing.
	<b>EFFECTIVE PEDAGOGICAL PRACTICES</b> ⇒ Staff use effective evidence based teaching practices as evidenced through staff and student surveys.	
COMMUNITY TARGETS		
⇒ School Board raises awareness within the parent group and wider Phoenix community of its role and operations.	⇒ Maintaining positive parent satisfaction as evidenced in survey data.	Resourcing : ⇒ The percentage of students for which voluntary contributions are received is at least 80%.






OUR TARGETS

Phoenix Primary School is developing a robust process of continual assessment that is based on the collaborative use of evidence related to the strategic improvement targets.

The whole of school improvement culture is based on an array of targets encompassing the holistic learning of all students in relation to achievement, progress and engagement.

STUDENT ACADEMIC IMPROVEMENT TARGETS		
ON ENTRY	NAPLAN	STUDENT ACHIEVEMENT 1-6
<div>⇒ Increase the number of students at or above the previous year progression point when tested at the start of the year.</div> <div>⇒ Pre-primary to move closer to State levels in all areas.</div>	<div>⇒ NAPLAN achievement will be at or above ‘like schools’ in all five test areas.</div> <div>⇒ Increase the % of students in band 6 in year 3 and band 8 in year 5 for all test areas.</div> <div>⇒ Decrease the % of students below the national minimum standard in all test areas.</div>	<div>⇒ Increase the % of students achieving A and B grades in all learning areas.</div> <div>⇒ Decrease the % of students achieving D and E grades in all learning areas.</div>
STUDENT NON-ACADEMIC IMPROVEMENT TARGETS		
ENGAGEMENT	SOCIAL AND EMOTIONAL WELL-BEING	ATTENDANCE
<div>⇒ Increase the % of students achieving ‘Often’ in attribute data ‘sets goals and works towards them with perseverance.’</div> <div>⇒ Increase the % of students achieving ‘Consistently’ in attribute data ‘sets goals and works towards them with perseverance.’</div> <div>⇒ Decrease % of students achieving ‘seldom’ in all attribute data.</div>	<div>⇒ Maintain and improve student well-being as measured by student, parent and staff surveys.</div> <div></div>	<div>⇒ Our overall attendance rate meets or exceeds that of like schools.</div> <div>⇒ Increase attendance rate to 95%.</div> <div>⇒ Decrease the % of students in the 70-90% attendance category.</div> <div>⇒ Decrease the % of students in the 0-70% attendance category.</div>

OUR SCHOOL

Phoenix Primary School is valued as an integral part of the local community. We are proud of our history. As a 40 year old school we have provided a quality education to multiple generations of families, who have positive memories of being educated at the school.

Located in the coastal suburb of Hamilton Hill, Phoenix provides an educational facility catering for students in years Kindergarten to Year 6. Parents and teachers work as partners in ensuring the whole school community encourages our students to participate, achieve their best and value their learning, giving them the educational opportunities for their future, thus enabling them to make informed decisions. We strive to create a positive, happy and rewarding school experience in which every student is successful and every teacher is highly effective.

Phoenix Primary School attained Independent Public School status in 2015. As a multicultural school with 28 cultures represented, it is constantly seeking to improve the learning environment for all students. We work with our multicultural community and local council through strong parent-community links. We are excited about our future.

OUR BUSINESS PLAN

The business plan references and implements the Department of Education Corporate Framework including the Strategic Plan for WA Schools and the Director General’s Classroom First Strategy. The plan outlines an overview of the direction of Phoenix Primary School towards quality improvement within academic and non-academic areas.

It has been informed by school performance data; student, staff and community feedback through the Diagnostic Inventory of School Alignment (DISA) and the guidance of the Fogarty EDvance Program. This plan is underpinned by Operational plans, the Annual Report, Workforce Planning and the Delivery and Performance Agreement.

For this plan we have utilised system data and the self-assessment tool ‘Diagnostic Inventory of School Alignment’ (through the Fogarty EDvance program and the University of Southern Queensland) to make judgements about our learning journey to improve. Our focus areas are explicitly aligned to the five domains for improvement in the ‘Leading for Learning Framework’ by Dempster (2009).

We have identified a number of integrated priorities for 2015-2017,

Our Objectives

- ◆ High expectations of student achievement, especially in literacy and numeracy.
- ◆ Motivated and engaged students via appropriate learning programs
- ◆ Motivated and capable staff members who continually strive to develop best teaching practice.
- ◆ Inclusive, safe and stimulating work environments for the learning, physical, emotional and behavioural needs of all students.

Successful students are at the core of our school improvement program, with a focus on the academic as well as the social and emotional aspects. As our school changes over the next three years we will work to ensure we maintain a high level of community involvement in student learning and excellence in teaching.



Our Focus Areas for Phoenix Primary School

FOCUS ONE	FOCUS TWO	FOCUS THREE
<b><u>Curriculum and Teaching</u></b> Excellence in Teaching Success for all students.	<b><u>Conditions of Learning</u></b> A safe, Supportive and Sustainable Environment.	<b><u>Parent and Community Support</u></b> Strong Sustainable Partnerships
Phoenix Primary School has a sequenced plan for curriculum delivery in numeracy and literacy that ensures consistent teaching and learning across the year levels. Phoenix recognises that highly effective teaching is the key to improved learning throughout the school. Evidence based teaching practices are encouraged in all classrooms, including explicit instruction, to maximise learning for student success.	Phoenix Primary School believes that every student is capable of successful learning. Positive and caring relationships are built and maintained between staff, students and parents. Resources are allocated in a targeted manner to meet the learning needs of all students through school-wide policies. A values-rich learning culture supports positive behaviours.	Phoenix Primary School actively seeks to enhance student learning and well-being by recognising that parents/ carers and families are part of the school’s community and partners in their child’s education. Partnerships with parents/ carers, the community, other education and training institutions, local businesses and community organisations are strategically established to address identified needs.
<b>We Will:</b> ⇒ Implement the Australian Curriculum as applicable. ⇒ Develop a comprehensive overview for numeracy and literacy. ⇒ Develop an explicit, coherent, sequenced plan for curriculum delivery in numeracy and literacy.	<b>We Will:</b> ⇒ Implement the Australian Curriculum as applicable. ⇒ Develop a comprehensive overview for numeracy and literacy. ⇒ Develop an explicit, coherent, sequenced plan for curriculum delivery in numeracy and literacy.	<b>We Will:</b> ⇒ Continue to identify and develop community, education and business partnerships to support improved student achievement and / or well-being.



FOCUS FOUR	FOCUS FIVE
<b><u>Professional Development</u></b> An Explicit Improvement Agenda	<b><u>Leadership</u></b>
Phoenix has developed a culture of continuous professional improvement that includes classroom-based learning, mentoring, coaching and feedback for improvement. Phoenix will continue to support and build staff expertise for teaching excellence through high quality professional development opportunities to build capacity.	Phoenix has built a school-wide professional team of able teachers, including some who take an active leadership role beyond the classroom. Procedures are in place to encourage a school-wide shared responsibility for student learning and success. School wide analysis and discussion of systematically collected data on student outcomes is a high priority. Overall school performance is considered as well as the progress of individuals, groups, evidence of progression over time and performance in comparison with similar schools.
<b>We Will:</b> ⇒ Develop information and communication Technologies (ICT) skills. ⇒ Develop language and literacy learning skills. ⇒ Develop numeracy learning skills ⇒ Engage in professional learning through Fogarty EdVance program in the five facets of the Dempster Model. ⇒ Engage in National Quality Standards learning and assessment. ⇒ Use the Australian Professional Standards for Teaching to evaluate current expertise and plan future personal development.	<b>We Will:</b> ⇒ Support and develop staff leadership. ⇒ Encourage staff leadership aspirations ⇒ Highlight and celebrate staff achievements. ⇒ Provide leadership opportunities

