



Phoenix Primary School
An Independent Public School
"Learn, Grow, Succeed"

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BUSINESS PLAN 2018—2020



OUR VISION

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

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Our Motto:

Learn Grow Succeed.

Our Values:

At Phoenix Primary School we promote high expectations and high care. We empower and nurture the minds of our students to surpass their goals and achieve their full potential.

LEARN:

We encourage all our students to develop the skills of persistence, goal setting and self-belief in a safe, supported and positive environment.

GROW:

Our students will flourish and grow to their full potential. They will develop a strong sense of emotional wellbeing and acceptance of all our school community through honesty, kindness and mutual respect.

SUCCEED:

Our students will develop the skills for future success of critical thinking, managing their emotions, self-discipline and be able to adapt to change, be a team player and show respect.



Our students enjoying a Musica Viva performance



Some of our students who love to ride to school



STUDENT ACADEMIC IMPROVEMENT TARGETS

ON ENTRY	NAPLAN
<div>⇒ All students will be tested in term 1.</div> <div>⇒ Students who are identified at the term 1 on-entry testing as ‘at risk’ will make a minimum of 12 months progress when re-tested in term 4 for reading.</div>	<div>⇒ Maintain ‘at’ or ‘above’ WA Public Schools achievement for Year 3 in all 5 areas of NAPLAN.</div> <div>⇒ By 2020 Year 5 NAPLAN Numeracy achievement will be above ‘like schools’.</div> <div>⇒ By 2020 Year 5 NAPLAN Reading and Writing will equal or exceed expected achievement.</div> <div>⇒ Maintain at or above ‘like schools’ achievement for Year 5 NAPLAN Spelling.</div>

STUDENT NON - ACADEMIC IMPROVEMENT TARGETS

ENGAGEMENT	SOCIAL AND EMOTIONAL WELL-BEING	ATTENDANCE
<div>⇒ Engagement of students in extra-curricular activities.</div>	<div>⇒ Monitor and implement PATHS strategies to promote students health and well-being as a whole school approach.</div> <div>⇒ Chaplain to support emotional social wellbeing of students.</div> <div>⇒ Development of a whole school language targeting the emotional well-being of students.</div>	<div>⇒ Maintain attendance rate above that of ‘like schools’ and ‘WA Public Schools’.</div> <div>⇒ Continue to follow the ‘Phoenix Attendance Policy’ and Operational Plan to track and increase attendance of students deemed ‘at risk’.</div>

STAFF IMPROVEMENT TARGETS

PERFORMANCE AND DEVELOPMENT	EFFECTIVE PEDAGOGICAL PRACTICES
<div>⇒ All staff to engage in performance management process twice yearly, based on AITSL Standards, job descriptions and SMART goals.</div> <div>⇒ All staff to increase their knowledge of Phase 3 Western Australian curriculum learning areas.</div>	<div>⇒ Implement an agreed consistent approach to lesson formats in all Learning Areas.</div> <div>⇒ Implement an agreed whole school Visible Learning format.</div> <div>⇒ Teacher survey by Zbar every two years 2018& 2020.</div>

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.
<div>⇒ Provide professional learning to members for a functional School Board.</div> <div>⇒ Board agenda, minutes and discussions to be published in newsletter and website.</div> <div>⇒ Implement a self-review process for the School Board.</div> <div>⇒ Community member invited to be a School Board member.</div>	<div>⇒ Compare feedback from National School Survey 2018 and 2020.</div> <div>⇒ Making the community aware of the results of surveys.</div>	<div>⇒ Increase the percentage of parents paying contributions to 94%.</div>

FOCUS FOUR	FOCUS FIVE
Professional Development	Leadership
Phoenix has a culture of continuous professional learning to build capacity, in their improvement agenda. The active involvement by school leaders is the most powerful influence on the quality of teaching and therefore on the quality of student learning achievement. These high quality professional development opportunities for all staff include classroom based learning, mentoring, coaching and feedback for improvement. Phoenix will continue to support and build staff expertise associated with students' learning and enhance their life chances.	Phoenix Primary School has a professional team of highly skilled staff. They share the responsibility for student learning and success and recognise that the school's moral purpose can only be achieved by working together. Through self-reflection, they know their strengths and continue to grow their capacity as leaders. Staff are encouraged to take active leadership roles beyond their classrooms and have high aspirations.
We Will: <ul style="list-style-type: none"> ⇒ Continue to engage all staff in professional learning in whole school programs. ⇒ Continue to engage all staff in professional learning in system initiated priorities. ⇒ Engage whole staff in peer observation and feedback framework. ⇒ Develop a whole school approach to assessing Attitudes, Behaviour and Effort grades for formal reporting to ensure consistency in judgements. ⇒ Upskill staff in <i>the Arts, Languages and Technologies</i> and implement through collaboration. 	We Will: <ul style="list-style-type: none"> ⇒ Teachers will be given opportunities to maintain and develop their leadership roles. ⇒ Encourage staff leadership aspirations. ⇒ Mentor staff in their leadership roles ⇒ Support staff to identify and access opportunities in the community.

Practicing for the
cross country event

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 learning areas of numeracy, literacy and science in relation to achievement, progress and engagement.



Welcome to Phoenix Primary School... providing quality education since 1976.

Phoenix Primary School is proud to be an Independent Public School which is valued as an integral part of the local community and respected for its friendly, supportive learning environment. We take pride in our rich history and achievements. Phoenix Primary has provided a quality education to multiple generations of families, who have positive memories of being educated at this school. We celebrate our cultural diversity and welcome international students as we actively encourage the sharing of cultures in our teaching and learning programs and school community events.

Phoenix provides quality education 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. We give them educational opportunities for their growth thus enabling them to make informed decisions about their future. Staff and students work together cooperatively to create a positive school environment in which every student feels safe and is able to learn in a friendly and caring atmosphere. We strive to create a positive, happy and rewarding school experience in which every student is a successful student and every teacher is a highly effective teacher.

Evidence based programs are put in place to support both students at educational risk (SAER) as well as our gifted and talented students. The teaching of literacy and numeracy skills is given a high priority with students being provided every opportunity to achieve to their potential. Science is also a priority area with the key skills of STEM (problem solving, analytical thinking, ability to work independently, creativity, curiosity and flexibility) being a focus.

A broad and balanced curriculum is provided for the students with physical education, digital technologies, Italian and the arts (music) having specialist teaching. Instrumental music lessons at Fremantle College are provided as an opportunity for our Year 5 and 6 students to study their chosen instrument.

There is a focus on early intervention and evidence based teaching programs which ensure our early childhood students are given a firm foundation upon which to base their learning in future years. Whole school programs ensure students build on their skills in each learning area. The use of information communication technology (ICT) to enhance student achievement is embraced by staff, as is the importance of critical and creative thinking.

Phoenix Primary School attained Independent Public School status in 2015. The school's learning and teaching culture of 'Excellence' and its strong sense of community drive the school vision. This culture of high standards has been established over time, with a commitment to encouraging personal best and an attitude of perseverance for all children in a safe and supportive learning environment. Our constant challenge is to target key areas for improvement to further develop our students as successful, motivated learners who strive to achieve standards of personal excellence in a positive learning environment. We are confident that our focus on the development of each individual child and their learning can be achieved, in partnership with our multicultural community and through strong parent-community links. Together as the Phoenix Community, we are building the learning foundations and futures of our children.

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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 and Focus documents. The plan outlines an overview of the strategic direction of Phoenix Primary School towards quality improvement strategies within academic and non-academic areas.

The Business Plan has been informed by school performance data; student, staff and community feedback through the National Survey 2016 and the recommendations of the Independent School review 2017. This plan is underpinned by Operational Plans, the Annual Report, Workforce Planning and the Delivery and Performance Agreement.

For this plan (2018-2020) there is explicit alignment to the five domains for improvement in the Leading for Learning Framework by Dempster (2009) as recommended by the IPS review team. The target setting utilised system data to make judgements about our improvement journey.

Our Objectives:

- ◆ Success for all students through motivation and engagement
- ◆ High quality teaching and learning by motivated and capable staff
- ◆ Effective leadership of appropriate evidence based learning programs
- ◆ An inclusive, safe and stimulating work environment 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, physical as well as the social and emotional aspects. Our multicultural school is constantly seeking to improve the learning environment for all our students. We work with our multicultural community and local council through strong parent-community links.

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. We are excited about our future.



Our Focus Areas for Phoenix Primary School

FOCUS ONE	FOCUS TWO	FOCUS THREE
<u>Curriculum and Teaching</u> Excellence in Teaching Success for all students.	<u>Conditions of Learning</u> A Safe, Supportive and Sustainable Environment.	<u>Parent and Community</u> <u>Support</u> Strong Sustainable Partnerships
Phoenix Primary School has a sequenced plan for curriculum delivery to ensure consistent teaching and learning across the year levels. Planning and coordination of the mandated Western Australian Curriculum is supported through SCSA documents, evidence based programs and upskilling of staff. Phoenix recognises that highly effective teaching supported by collaboration and feedback is the key to maximise learning for student success.	Phoenix Primary School believes that every student is capable of successful learning. Positive and caring relationships are built between students and staff to enhance the physical, social and emotional learning environment to improve learning and wellbeing. Students are engaged in a values-rich learning culture that supports regular attendance and positive behaviours. Resources are allocated in a targeted manner to meet the learning needs of students.	Phoenix Primary School actively seeks to enhance student learning and wellbeing by recognising that parents/carers are authentic partners and value their child’s education. The school and the community interact positively to ensure the learning and life chances of students are enriched. We engage with our community, professional networks, regional networks, universities, politicians and civil leaders to harness their skills in the interests of the school.
We Will: ⇒ Improve comprehension levels ⇒ Continue to embed a well-researched whole school writing program ⇒ Implement a whole school Social & Emotional program. (PATHS) ⇒ Increase fluency in numeracy basic facts assessment. ⇒ Improve problem solving skills.	We Will: ⇒ Provide a safe and supportive learning environment. ⇒ Develop a formalised goals and feedback culture in which students can set goals and self-reflect.	We Will: ⇒ Parents engage with the school environment e.g. garden etc. for increased community involvement. ⇒ Continue to identify and develop community education and business partnerships to support improved student achievement and wellbeing. ⇒ Support sustainable environmental practices.

