



**Medina**  
PRIMARY SCHOOL

## Business Plan 2018-2020



This painting shows the Waakal as she travels northwards along the Kwinana/Rockingham Coast. She has Lake Coo loongup and Lake Walyungup next to her which are important Nyungah places for food, in the North East.

There is also the Spectacles Wetlands another really special place for Nyungahs. The grey along the coast is the black sand, the darker spots represent the black boys and Tuanto and Marri trees, the orange we know as Banksias, the red is the Zamia nuts and the yellow are wattles.







Medina Primary School is an Independent Public School located in Kwinana. Together with our school community we developed a vision. It is that vision that guides all that we do. Our school motto of **'Strong and Smart'** encourages students to make strong and smart choices about their education, attendance and behaviour. The "Strong and Smart" motto inspires us all to be the very best we can be. To be proud of who we are and where we come from.

As a school, we are committed to building a genuine sense of community partnership and parent engagement. Staff, students and families all enjoy the mutual respect and support essential for growth and learning.

Medina is committed to improving the educational outcomes of its students through positive engagement and a variety of learning opportunities. The strategic use of resources is planned, focused and outlined for all stakeholders in the school's planning documentation and support materials.

Medina's Index of Community Socio-Educational Advantage (ICSEA), against which schools are compared for statistical purposes was 882 in 2018 with the Australian average being 1000. When 'like school' comparisons are referred to in this document they are made against schools with a similar ICSEA.

Medina is implementing the School Wide Positive behaviour Support (PBS) framework and is committed to proactively teaching students behaviours essential to valuing self, others and learning. This program takes a collaborative approach to the development of high expectations which empower each student to develop character and integrity through the expected behaviours of Engagement, Achievement, Respect and Safety.

## Vision Statement

Our shared vision for Medina Primary School community is to develop an understanding and commitment to the promotion of a "Strong and Smart" ethos, incorporating strength of mind, body and soul. We aim to establish an inclusive community that encourages acceptance, respect, care and compassion.

At Medina, we support and encourage all learners to be risk takers and achieve their full potential. We aim to do this through relevant, engaging and challenging programs that cater for the learning needs and styles of individuals.

We endeavour to prepare students for life in the 21st Century, developing adoptive and lifelong learning skills.

We want our students to value and respect themselves and others. To develop a sense of belonging and responsibility to the school, their family, their culture, the Medina community and the wider world in which we live.

We would like our students to be happy at school and in life.

## Business Plan

Together we have developed the strategic directions for the future that will support our students to be successful learners who have pride in themselves and their community. The plan forms part of a suit of documents including operational plans, the Workforce Plan and the delivery and Performance Agreement.

The Business Plan references the Department of Education's corporate framework including the Strategic Plan for WA Schools; the Classroom First Strategy, Focus 2018 and the aboriginal Cultural Standards Framework.

The Plan outlines the strategic intent of MPS to develop and embed quality improvement strategies within academic and non-academic areas.

## We Value

- \* Family and community
- \* Respectful Relationships
- \* Inclusivity
- \* Individuality
- \* Achievement
- \* Best Educational Practice
- \* Culture
- \* The Environment and Sustainability
- \* Care, Compassion and Respect



## Quality Teaching and Leadership

Medina Primary School staff are committed to building highly professional teaching and learning standards to ensure all students are given the best opportunity to succeed. They see positive relationships, quality teaching and working in partnership with families and communities as a way of achieving this.

### Quality Teachers and Leaders:

- \* Develop a culture of High Performance and High Care.
- \* Differentiate the curriculum to improve the learning of students with diverse needs.
- \* Use student assessment data to plan, teach and evaluate the effectiveness of teaching and learning programs.
- \* Collaborate, support, provide advice and lead the development of colleagues.
- \* Exhibit research/evidence based practice and sequence content into coherently organised learning and teaching programs.
- \* Use comprehensive knowledge of curriculum, assessment and reporting requirements.
- \* Encourage and develop critical thinking, resilient, collaborative and independent students who are equipped for life-long learning.
- \* Demonstrate professionalism and build positive relationships.

### Targets:

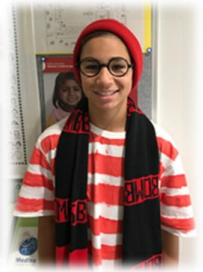
- \* Teachers maintain data or goal walls to promote progress towards student/learning targets.
- \* All staff effectively incorporate explicit teaching into their daily teaching practices
- \* Retention of staff.
- \* Maintain a positive parent/community perception of the teaching, learning and school in the National School Opinion Survey. (3.5 or higher)
- \* Maintain a positive parent/community perception of school leadership in the National School Opinion Survey. (3.5 or higher)

### Strategies:

#### Together we will

- \* Provide robust leadership structures that seek to empower all staff to make informed decisions to lead and manage school initiatives.
- \* Build a culture of self-reflection and self-responsibility for students' learning outcomes that will include classroom walk throughs, observation and feedback by peers and leaders and teacher modelling.
- \* Engage in professional development that aligns with the school's vision, Business Plan and enhances strengths and addresses areas of identified need.
- \* Provide guided learning and explicit teaching as a whole school approach.
- \* Design and implement a differentiated curriculum to meet the diverse needs of our students.
- \* Enrich teaching and learning through the use of current and emerging technologies.
- \* Maintain a whole school approach to the PBS framework and Classroom Management Strategies (CMS) method and language.
- \* Continually strive for high performance, standards and expectations.
- \* Utilise senior teachers and curriculum leaders to mentor new and graduate teachers and expand their leadership responsibilities.
- \* Provide classroom support that is facilitated by curriculum leaders.
- \* Engage in regular collection, scrutiny and analysis of student performance data to inform priority areas for teaching and learning linked to our Operational Plans.
- \* Implement high level instructional skills and strategies that are supported through performance development process which are aligned to the AITSL Standards, Capability Framework and the Education Department's Performance Management and Staff Development policy.
- \* Embed a whole school approach toward the teaching of English and Mathematics that feature Literacy and Numeracy Blocks for all classes that are aligned to the Western Australian Curriculum, National Quality Standards and the Early Years Learning Framework and will include Warm Ups, Learning Purpose (WALT, WILF, and TIB), Success Criteria, Gradual Release Model and Plenary.
- \* Actively participate in fortnightly collaborative meetings with curriculum leaders and like year group teachers.
- \* EA's and AIEO's to engage in peer observation and identified professional learning.





## Student Success

The students of Medina PS make **'Strong and Smart'** choices with regard to their academic endeavours, their behaviour and their attendance. They are happy, resilient and respectful.

### Successful students:

- \* Are Strong and Smart.
- \* Make smart decisions and appropriate choices regarding their behaviour and build respectful relationships with adults and peers.
- \* They reflect on their learning and strive for improvement.
- Are independent learners
- \* Think creatively and innovatively .
- \* Take risks and are prepared to make mistakes in order to learn.
- Have a positive attitude towards healthy eating and keeping physically fit.
- \* Are resilient and bounce back from set-backs.
- \* Utilise 21<sup>st</sup> Century technology to research, engage in the curriculum and for enjoyment.
- \* Feel safe at school.
- \* Attend school regularly and punctually.

### Targets:

- \* Each year increase the percentage of Year 3 students above National Minimum Standard compared with the previous year's data.
- \* Each year increase the percentage of Year 5 students above National Minimum Standard compared with the previous year's data.
- \* Improve the Year 3 to 5 trajectories in NAPLAN relative to 2014 - 2017 data.
- \* Improve the school's performance against that of Like schools in the 2018 – 2020 testing period in Literacy and Numeracy.
- \* Progress of the Year 3 to Year 5 stable cohort from 2017 – 2020 NAPLAN will demonstrate positive trends in the percentage of students with moderate, high and very high progress in Reading, Writing and Numeracy.
- \* Pre Primary On Entry to Year 3 NAPLAN Progress of the stable cohort from 2017 – 2020 will demonstrate positive trends in the percentage of students with moderate, high and very high progress in Reading and Numeracy.
- \* Increase the percentage of Pre Primary students in English On Entry Assessment achieving progression points of 0.5 or higher.
- \* Increase the percentage of Pre Primary students in Numeracy On Entry Assessment achieving progression points of 0.5 or higher.
- \* Match or exceed like school and WA Public Schools regular attendance for Aboriginal students.
- \* Increase the percentage of whole school regular attendance relative to 2017 data.
- \* Increase the percentage of students in the moderate to high categories to match All Schools in the Social & Emotional Wellbeing survey.
- \* National School Opinion Student Survey to indicate a positive perception of behaviour management and that students feel safe (score 3.5 or higher).

### Strategies:

- \* Whole school agreed strategies – Literacy/Numeracy blocks and Lesson Design which include explicit teaching, modelled, guided, shared, independent and group teaching and learning.
- \* Adapted Aboriginal Literacy Strategies and EAL/D Strategies.
- \* Gradual Release Model.

Build the capacity of curriculum teams to develop a shared understanding of curriculum expectations.  
Protective behaviours are explicitly taught and integrated into the curriculum.  
Morning Meetings are conducted in every class to encourage a sense of belonging and acceptance.

- \* First Steps strategies.
- \* High expectations and high standards.
- \* Cooperative learning strategies that encourage participation, accountability, collaboration and cooperation.
- \* 1-2-3 Magic behaviour management strategies and CMS strategies.
- \* Whole School Positive Behaviour Support Framework.
- \* CT integrated in all classrooms and utilised in all curriculum areas.
- \* Attendance monitored daily and Attendance Incentive Program utilised.
- \* Kindergarten to Year 2 program continue to strive to meet the requirements of the National Quality Standards.
- \* SAER students are case managed and have Personalised Learning Plans.



### **Strong Community Partnerships and Engagement**

The Medina Community values its rich cultural diversity. We work together to uphold the values and beliefs of our school.

**Strong Community Partnerships and Engagement:**

Parents and community value education and support school programs and events.

Effective communication between school and community.

Respectful and positive relationships between home, school and community.

Harmonious and inclusive environment, value and acceptance of different cultures.

Parents and community having a voice within the school. Participation in decision-making with equitable representation.

Partnerships and relationships established and maintained with the broader Kwinana community, local government, businesses and industries.

#### **Targets**

3% increase each year in percentage of students with a parent/family member attending 3 Way Conference.

3% increase each year in number of respondents to the National Schools Opinion Survey for Parents.

Maintain a score of 4 or higher in the parent survey for their perception of strong community links.

#### **Strategies (General):**

Fly the Aboriginal and Australian Flag every day.

Publicly acknowledge financial support or service provision from P&C, local business, government and industry.

AIEOs liaise and work closely with the Aboriginal community and encourage increased participation.

Newsletter, Facebook and Website to communicate school events.

Staff to be welcoming, inclusive, visible and accessible to parents and students.

#### **Parent Engagement Strategies:**

Provide Seesaw PD for parents.

Parent meetings/information sessions early Term 1.

Provide Literacy PD for parents eg Reading With Your Child.

Parents attend Three Way Conference at end of Term 2. Parents collect report and school collects data pertaining to attendance at conference.

Parents attend Open Classroom afternoon/morning once per term with a Cooperative Learning focus.

#### **Parent Involvement Strategies:**

Parents are encouraged to complete school surveys.

Parents involvement in Book Week Term 3.

Parents attend WASO concert.

Informal meetings with teachers before/after school.

Parents attend at Graduation ceremony and Book Award/Christmas concert.

Parents attend and participate in NAIDOC Day activities.

Parents to participate in competitions entered into by MPS eg Woolworths Earn and Learn, Coles Sports For Schools.

### **School Community Partnership Agreement**

#### **Our Purpose:**

To work together as a school community and commit to upholding the values and beliefs of Medina Primary School.

#### **Our Agreement:**

We walk and talk together, respecting our cultural diversity and fostering a strong sense of identity and self-worth.

We do this together for the sake of our children / our students so that they may become "Strong and Smart" adults who are happy, successful and contribute to the world in a positive way.

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