



Medina

PRIMARY SCHOOL

Business Plan 2021 – 2023



Vision Statement

To develop an understanding and commitment to the promotion of a “Strong and Smart” ethos, incorporating strength of mind, body and spirit.

Medina Primary School aims to establish an inclusive community that encourages acceptance, respect, care and compassion.

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.

Medina Primary School wants 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; and to be happy at school and in life.

Beliefs and Values

We take a collaborative approach to the development of high expectations which empower each student to develop character and integrity through the expected behaviours of **C.A.R.E.**

Co-operation

Achievement

Respect

Engagement



Targets

- The performance of our students will be at or above Like Schools in all NAPLAN areas in Years 3 and 5.
- Increase the percentage of students attending school Regularly to be at or above Like Schools.
- Match or exceed Like Schools attendance for Indigenous students.
- The National School Opinion Survey is reflective of positive community, staff and student perceptions. Work towards achieving continuous improvement from 2021 – 2024 in the biennial surveys.
- Achieve a rating of meeting or exceeding in all 7 Quality Areas of the National Quality Standards by 2023.
- Demonstrated improvements in student Social and Emotional Wellbeing data in identified areas each year.

Focus Areas

We will continue to provide high quality education and pastoral care by:

Focus Area 1

Building Strong Positive Relationships and Partnerships

Focus Area 2

Enhancing High Quality Teaching

Focus Area 3

Creating a Safe and Inclusive Learning Environment

Focus Area 4

Using Resources Effectively

Focus Area 5

Excellence in Leadership

Focus Area 6

Producing Successful Students with a Focus on Student Achievement in Literacy and Numeracy



Successful Students

Prerequisites
for Successful
Students

Enablers of
Successful
Students



School
Review

School
Reporting

Focus Area 1

Building Strong Positive Relationships and Partnerships

Outcome

To value the rich cultural diversity of Medina Primary School and continue to develop a culture of care and connection to uphold the values and beliefs of the school.

Strategies and Milestones

- Support and encourage families and carers to become more engaged and active in their child's education.
- Engage with our families, carers and communities to further understand the aspirations, interests and needs of our students.
- Build a strong, effective School Board that contributes to the school's Strategic Direction.
- Continue to implement the Aboriginal Cultural Standards Framework.
- Continue to build and strengthen mutually beneficial partnerships. E.g. Koya, WASO, Smith Family, Song Room Deadly Arts.
- Use digital platforms to enhance communication.



Focus Area 2

Enhancing High Quality Teaching

Outcome

A focused commitment to best practice in teaching to ensure all students are given the opportunity to achieve their learning potential.

Strategies and Milestones

- Continue to build teacher capacity to ensure high quality, effective, consistent and connected teaching practice is evident in every classroom for every student every day.
- School wide evidence based approaches to teaching Literacy and Numeracy are to be implemented with fidelity.
- Strengthen assessment practices to inform and track student progress, and inform targets and planning.
- Develop a culture of observation and feedback.
- Sustain meaningful Performance Development (PD) processes for all staff in line with the Australian Institute for Teaching and School Leadership standards and school priorities.
- Teaching programs and assessments align with content outlined in the WA Curriculum School Curriculum and Standards Authority requirements.
- Continue Professional Learning aligned with the Aboriginal Cultural Framework to enhance outcomes.





Focus Area 3

Creating a Safe and Inclusive Learning Environment

Outcome

A positive school culture creates the conditions for students to develop self-awareness and self-worth. All staff aim to create a culturally responsive learning environment where all students feel welcome, safe and valued.

Strategies and Milestones

- Whole school behaviour, attendance and engagement strategies provide clear and consistent expectations for students.
- Enhance implementation of school wide Positive Behaviour Management Policy with a focus on our C.A.R.E. values.
- Differentiate and personalise learning to maximise educational achievements and opportunities for all students.
- Health and Wellbeing programs/plans address the mental health, pastoral care needs, psychological requirements and physical needs of students.
- All staff maintain positive, respectful relationships with students, parents and colleagues to create a caring school environment that supports student and staff wellbeing.

Focus Area 4

Using Resources Effectively

Outcome

Resources are managed and deployed to support key priorities and achieve optimal outcomes for students. The deployment of various resources may change according to the needs of the students and the particular programs that are adopted to meet those needs.

Strategies and Milestones

- Priorities in the Business Plan and Operational Plans inform financial planning and the budget allocation process.
- The School Board and Finance Committee meet on a regular basis to maintain transparency of financial resourcing and spending in line with the school priorities.



Focus Area 5

Excellence in Leadership

Outcome

Implement a distributed leadership model, where staff are provided with opportunities to lead and model best practice in specific areas of the WA Curriculum, participate in leadership PD, and aspire to future leadership roles in and beyond the classroom.

Strategies and Milestones

- Continue to identify and develop strong leadership across the school.
- Curriculum and committee leaders drive operational planning, data analysis and resourcing to inform planning for student improvement.
- Clear links between the Business Plan, Operational Plans, resourcing and classroom planning.
- Strengthen support for all staff through professional collaboration that ensures opportunities for sharing, mentoring, coaching, observations, and feedback.

Focus Area 6

Producing Successful Students

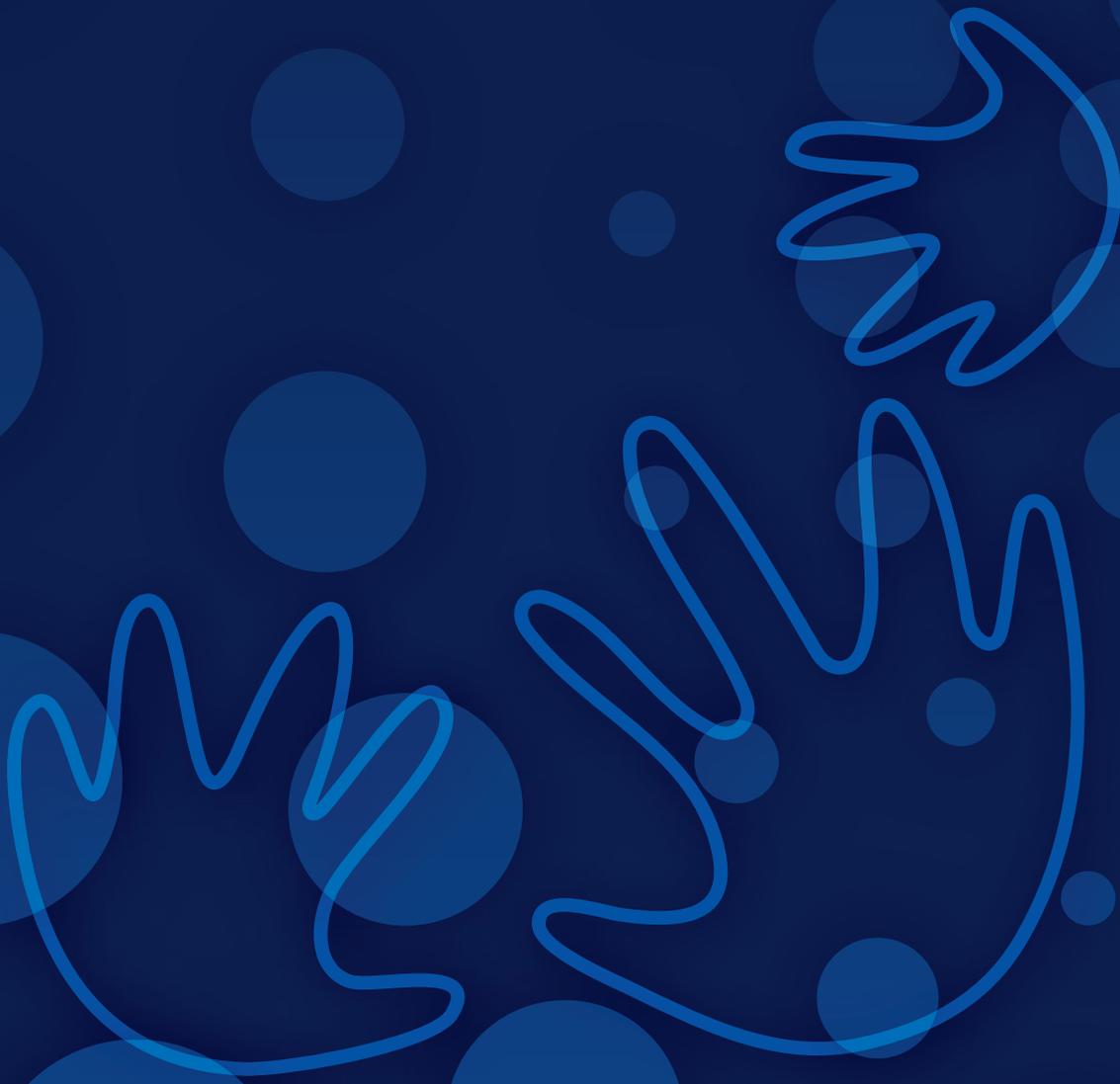
Outcome

Student achievement, both academic and non-academic, is at the core of our school improvement and accountability framework. While NAPLAN results are acknowledged as an important measure of success, teachers at Medina Primary School have a deep understanding of the community's unique context and complexities and their purview goes beyond that which NAPLAN results can measure. Teacher judgement and other data capture the school's success in areas of student progress, achievement, wellbeing and engagement.

Strategies and Milestones

- Analysis of system and school based data is used to track student progress, develop student targets and inform teacher planning.
- Continue to build the data literacy of staff.
- Student achievement data is tracked and discussed regularly with line manager.
- Continue the rigorous case conference approach involving parents/ carers, school psychologist, Chaplin, classroom teachers and administration to support identified Students at Educational Risk (including extension) students.





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