



Albany Primary School

BUSINESS PLAN

2021-2024





A Message from the Principal

I am proud to present the Albany Primary School 2021-2024 Business Plan. This Business Plan is the result of an appreciative inquiry model of collaboration with our school staff, School Board and parent community.

The 2021-2024 plan sets our strategic directions for the next four years and focusses upon three areas:

Successful students
Inspired and capable staff, and
Enriched community partnerships

Each of these strategic priority areas have subsets of focus areas which we will enact over the next four years. Lying under the focus areas are the strategies we will embed across our school.

Our targets are our measure of success. These have been written using our school data sources and will be reported upon to our school community.

Over the next four years, our resources and professional learning will be aligned to achieving the targets in our Business Plan, via the key strategies developed under each focus area.

Our emphasis at Albany Primary School is about our students and doing what is the best for them. Our staff are committed to the growth and development of every student in our school, as well as to their own professional learning and growth.

Parallels in our Business Plan are made to the Department of Education's Strategic Directions for Public Schools 2020-2024:

Every student, every classroom, every day

	1	2	3	4	5	6
<i>Strategic Directions for Public Schools 2020-2024</i>	Provide every student with a pathway to a successful future	Strengthen support for teaching and learning excellence in every classroom	Build the capacity of our Principals, our teachers and our allied professionals	Support increased school autonomy with a connected and unified public school system	Partner with families, communities and agencies to support the educational engagement of every student	Use evidence to drive decision making at all levels of the system
<i>APS Business Plan 2021-2024</i>	Successful Students					Successful Students
			Inspired and Capable Staff			Inspired and Capable Staff
					Enriched Community Partnerships	

Cathy Willis
Principal



Our Moral Purpose

Our moral purpose has been collaboratively developed to focus our behaviours, actions and planning across the APS community.

Together our community nurtures diversity and pursues personal excellence to unlock potential.

Our Behavioural Expectations

Respect

Include Others

Be Safe

Personal Excellence



Our behavioural expectations have been collaboratively developed with our staff, students and community. They are a context for providing teaching, support and celebration of positive behaviours, under the Positive Behaviour Schools Framework.

School Improvement and Accountability

Successful students are at the core of our school improvement and accountability framework with all other components connected to, and focussed on, standards of student achievement, both academic and non-academic.

We use teacher judgements, systemic testing and standardised assessments to make judgements about the standards of student achievement and progress. By doing this we aim to maximise student success by considering the following questions:

How are we going?

How do we know?

What are we going to do to improve?



All data, whether it be related to student achievement or school operations, is assessed via the Disciplined Dialogue process. We ask ourselves:

What do we see in the data?

Why are we seeing what we are seeing?

What, if anything, should we do about it?

Through this, our progress towards our targets is regularly reviewed and improvement strategies developed and acted upon.



Strategic Priority One

Successful Students

We are committed to providing every student with a pathway to a successful future.

Focus Area	Strategies
High Student Performance	<p>Use evidence-based approaches to improve student literacy and numeracy.</p> <p>Student data is used to inform planning, targeted teaching and resource allocation.</p> <p>Development of contextual scope and sequence documents across all learning areas.</p>
Early Years Education (K-2)	<p>Purposeful play-based learning is evident in all K-2 classes.</p> <p>Use the NQS to self-assess for continuous improvement.</p>
Student Health and Wellbeing	<p>Continue to consistently embed our RISE expectations across the school.</p> <p>A guaranteed, viable curriculum created in Health and Wellbeing to ensure students learn key concepts, including mental health.</p>
Sustainability	<p>Introduce and maintain sustainable practices across the school.</p>





Strategic Priority Two

Inspired and Capable Staff

We are committed to the growth of knowledge and expertise of all staff to maximise outcomes for all students.

Focus Area	Strategies
High Impact Pedagogy	A whole school model of explicit teaching is developed and embedded in every classroom.
Building Staff Capacity	A commitment to whole staff engagement in the Fogarty EDvance program. Leadership opportunities are evident at the school and extend to the wider network. Staff are skilled to analyse student data to inform teaching, learning and assessment.
Staff Wellbeing	Staff wellbeing is supported by an active staff wellbeing committee.

Strategic Priority Three

Enriched Community Partnerships

We will strive to build positive partnerships with our school and wider community for the benefit of all stakeholders.

Focus Area	Strategies
Families as Partners	Opportunities for family involvement and engagement at school are explored and embedded.
Building Community Connections	Opportunities for community involvement and engagement at school are explored and embedded.



Our Targets

1. Maintain whole school attendance rates to be at or above like schools.
2. Raise and maintain the NAPLAN achievement of Year 3 students to be equal to or above that of like schools in:
 - a. Grammar & Punctuation
 - b. Reading
 - c. Writing
 - d. Spelling
 - e. Numeracy
3. Raise and maintain the NAPLAN achievement of Year 5 students to be equal to or above that of like schools in:
 - a. Grammar & Punctuation
 - b. Reading
 - c. Writing
 - d. Spelling
 - e. Numeracy
4. Increase the average student response score in the National Schools Opinion Survey for the following statements:
 - a. Statement 7: Student behaviour is well managed at my school.
 - b. Statement 8: I like being at my school.
5. Increase the average parent response score in the National Schools Opinion Survey for the following statement:
 - a. Statement 14: This school has a strong relationship with the local community.



We acknowledge and respect the traditional custodians of the land on which we work and live; Menang Noongar country. We recognise their continuing connection to the land, water and community. We pay our respects to Elders past, present and emerging.