



**4399 Brunswick North West Primary School
Strategic Plan 2017-2020**

Endorsement	Re-Endorsement	Re-endorsement (if a Goal, KIS or Target is changed)
Principal: TREVOR BOWEN Date: February 2017	Principal: HANNAH REID Date: Feb 2018[name] [date]
School Council: FIONA HEATHCOTE Date: February 2017	School Council: FIONA HEATHCOTE Date: Feb 2018[name] [date]
Delegate of the Secretary: JASON CONINGSBY Date: February 2017	Delegate of the Secretary: TONY PRIVITELLI Date: Feb 2018[name] [date]

School vision	School values	Context and challenges	Intent, rationale and focus
<p>A caring and welcoming school, where parents, children, staff and the broader community work together to create a positive learning environment in which confident and happy children develop a love of learning and sense of their value as individuals and members of our community.</p>	<p>Respect Valuing each other's points of views, accepting people as they are, being polite and kind, treating others the way you would like to be treated.</p> <p>Connectedness Developing a sense of community through friendship, care, compassion, cooperation, acceptance, belonging and sharing.</p> <p>Resilience Recognising strengths and maximising potential; developing self-management, self-confidence and self-respect; and nurturing optimism, perseverance and wellbeing.</p> <p>Achievement Attaining personal success in a range of human endeavours, pursuing individual excellence and displaying pride and satisfaction in personal achievement.</p> <p>Creativity Valuing original ideas, demonstrating enterprise and innovation, and engaging with and responding to aesthetic qualities of the natural and constructed world.</p> <p>Integrity Acting honestly, ethically, and consistently.</p> <p>Responsibility Accepting both individual and collective responsibility and contributing to sustainable community development.</p> <p>Equity Developing tolerance and commitment to social justice, acknowledging diversity, respecting difference and encouraging distinctiveness.</p>	<p>The happiness and development of our children is at the centre of all that we do in our school community at Brunswick North West Primary. These wonderful young people are the reason and purpose behind all of the structures, organisation and effort which fills the daily life of our school.</p> <p>The Primary School experience for every child should be rich with fun, interest, curiosity and engagement. This is a wonderful time in their lives and our children are fortunate to be surrounded with supportive adults who want to ensure their time at school is enjoyable and successful.</p> <p>Brunswick North West Primary School seeks to maximise the learning opportunity for every child in Literacy, Numeracy, creative arts, cultural learning and health & physical education. We work to develop skills, attitudes and understandings foundational to future learning and a rich experience in employment and leisure activity in the years to come. A strong culture of community pervades classrooms, staff collegiality and the parent body.</p> <p>The school has a strong focus on sustainability and extensive areas of bushland and garden in our grounds provide support environmental education priorities.</p> <p>BNWPS has a student population of 430 children. This has grown substantially over recent years and accommodating increasing numbers and its effect on school atmosphere is one of the strategic challenges we face. This is particularly true in terms of school facilities.</p>	<p>STUDENT ACHIEVEMENT: Intent: To improve student learning outcomes through the use of consistent, high impact, whole-school approaches. Rationale: Embed consistent, high-impact approaches and strategies to ensure effective point of need teaching for all students. Focus: - <u>Excellence in teaching & learning:</u> Evidence-based high-impact teaching strategies / Curriculum planning & assessment / Building practise excellence / Evaluating impact on learning - <u>Professional leadership:</u> Building leadership teams / Instructional & shared leadership / Vision, values & culture - <u>Positive climate for learning:</u> Setting expectations and promoting inclusion / Intellectual engagement & self-awareness</p> <p>STUDENT ENGAGEMENT & WELLBEING: Intent: To build student voice, equity and agency in learning. Rationale: Develop a student-centred approach that values and enhances student voice across all year levels to increase student engagement & safety. Focus: - <u>Excellence in teaching & learning:</u> Evidence-based high-impact teaching strategies / Curriculum planning & assessment / Building practise excellence / Evaluating impact on learning - <u>Professional leadership:</u> Instructional & shared leadership / Strategic resource management / Vision, values & culture - <u>Positive climate for learning:</u> Empowering students & building school pride / Health & wellbeing / Setting expectations and promoting inclusion / Intellectual engagement & self-awareness</p>



Four-year goals	Improvement Priorities, Initiatives and/or Dimensions	Key improvement strategies	Targets
<p>Student Achievement:</p> <p>To improve student learning outcomes through the use of consistent, high impact, whole-school approaches.</p>	<p><u>Excellence in teaching & learning:</u></p> <ul style="list-style-type: none"> - Evidence-based high-impact teaching strategies - Curriculum planning & assessment - Building practise excellence - Evaluating impact on learning <p><u>Professional leadership:</u></p> <ul style="list-style-type: none"> - Building leadership teams - Instructional & shared leadership - Vision, values & culture <p><u>Positive climate for learning:</u></p> <ul style="list-style-type: none"> - Setting expectations and promoting inclusion - Intellectual engagement & self-awareness 	<p>Key Improvement Strategy:</p> <p>Embed consistent, high-impact approaches and strategies to ensure effective point of need teaching for all students.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Development of F–6 scope and sequence documents for Literacy, Numeracy, Inquiry and ICT; • Develop 'BNW's Essential Learnings' for each year level; • Embed a professional learning program that builds capacity of teachers to give and receive constructive feedback for continuous growth; • Development of synthetic phonics program; • Provision for students who require phonic support in years 3-6 after the explicit teaching in F-2; • Staff development and implementation of 'non negotiables' for teacher planning; • Develop teachers' capacity to be explicit in all they teach; • Develop the capacity of teachers to use quality formative and summative assessment practices to evaluate the impact on learning and respond to student needs; • Implement rigorous self- and peer-assessment practices that increase students' and teachers' metacognitive skillset; • Review and improve school-based writing moderation process; • Develop teachers' data literacy through the use of data walls; • Unpack and embed agreed high impact teaching strategies in all teaching sessions; • Develop innovative, creative and engaging teaching practices; • Challenge all staff to articulate their impact on student learning through personalization, individualization and differentiation; • Implement a leadership structure that supports instructional leadership and recognises staff who demonstrate leadership skills in any given year level or priority area. • Strengthened attention to preparing students for NAPLAN • Develop a communication strategy that enhances parent understanding of the school's learning and teaching philosophy 	<p>Targets:</p> <ul style="list-style-type: none"> • Increase the percentage of students achieving medium and high growth between Years 3 & 5 for each matched cohort as measured by <u>NAPLAN</u> from the following baseline data: <ul style="list-style-type: none"> ○ 76% in 2017 to 86% in 2020 (Reading) ○ 67% in 2017 to 77% in 2020 (Numeracy) • Increase the percentage of year 5 students achieving in the top two bands of <u>NAPLAN</u> from the following baseline data: <ul style="list-style-type: none"> ○ 62% in 2017 to 75% in 2020 (Reading) ○ 33% in 2017 to 50% in 2020 (Writing) ○ 33% in 2017 to 50% in 2020 (Numeracy)
<p>Student Engagement & Wellbeing:</p> <p>To build student voice, equity and agency in learning.</p>	<p><u>Excellence in teaching & learning:</u></p> <ul style="list-style-type: none"> - Evidence-based high-impact teaching strategies - Curriculum planning & assessment - Building practise excellence - Evaluating impact on learning <p><u>Professional leadership:</u></p> <ul style="list-style-type: none"> - Instructional & shared leadership - Strategic resource management - Vision, values & culture <p><u>Positive climate for learning:</u></p> <ul style="list-style-type: none"> - Empowering students & building school pride - Health & wellbeing - Setting expectations and promoting inclusion - Intellectual engagement & self-awareness 	<p>Key Improvement Strategy:</p> <p>Develop a student-centred approach that values and enhances student voice across all year levels to increase student engagement & safety.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Unpack Student Attitudes to School Survey data; • Embed personalized learning of the curriculum through increasing student voice and agency; • Adopt Inquiry Model that prioritizes student voice & agency; • Increase opportunities for students to construct assessment rubrics with their teachers; • Refine programs that reinforce the school's values and expectations; • Review & refine Restorative Practices to support student agency & ownership (for example, Circle Time); • Develop programs to increase students' awareness of and connections to their community; • Review JSC processes to ensure all students are given a voice; • Create a more inclusive and engaging learning and physical environment. • Challenge all staff to articulate their impact on student learning through personalization, individualization and differentiation; 	<p>Targets:</p> <ul style="list-style-type: none"> • Increase in the <u>Student Attitude to School Survey</u> factor – 'Stimulating Learning' from 57% in 2017 to 75% in 2020.

