

# School plan 2018-2020

Kenthurst Public School 2284



# School background 2018–2020

## School vision statement

Kenthurst Public School aspires to be the best school.

### ***'The School of Choice'***

The challenges and opportunities of the 21st Century promote equity and excellence.

Our students *will* become successful learners, who are confident and creative individuals. As active and informed global citizens, Kenthurst Public School students will be equipped with the knowledge, understanding, skills and values to take advantage of opportunities and to face the challenges of this new era with confidence.

Excellent teachers have the capacity to transform the lives of students and to inspire and nurture their development as learners, individuals and citizens.

At Kenthurst, our excellent teachers provide support for students by shaping teaching around the unique talents of every student. Students will strive to be reflective and resilient, to take advantage of the opportunities and flourish within this changing educational environment.

## School context

Established in 1883, Kenthurst Public School is set in a semi-rural environment in North-Western Sydney. The parent, grandparents and Kenthurst Rotary robustly support Kenthurst Public School with strong links to the history and cultural traditions of the area.

The staff are highly skilled and their expertise and deep knowledge is reflected in the teaching practice.

Enrolments have been steadily rising over the past few years, as we now consolidate the 9 classes. The projected enrolment for 2018 is 220 students with 2 Kindergarten classes.

Our focus continues to be on high expectations in Academic Excellence with an emphasis on Technology STEAM, Sport, The Creative Arts and Technology.

Community perceptions are addressed by our community consultation. Working with the school community building trust, to value and to have a deeper understanding of the changes modern education is making. For parents to feel that it is great, to be part of the future focused approach of Public Education in NSW.

## School planning process

Our school planning process consisted of a variety of consultations with students, staff and our community.

### *Focus groups:*

- Parents are selected on a random basis, for the Tell Them from Me Survey, Terms 1 and 3. Responses are recorded and collated.
- School leaders are asked to conduct surveys with fellow students in the playground. Data is collated and analysed by the executive and Principal.
- Teachers and School Administration Staff were invited to speak with their supervisors and to give their responses to questions asked. This process was not mandatory.
- NAPLAN. All results and reports are analysed and critically reviewed by staff in TPL sessions. Writing, Spelling and Grammar are focus areas. Trend data analysis in Sentence Structure and Text Structure were presented in workshops by a facilitator (Ann Leaf). NAPLAN marking of students writing as an ongoing strategy, was explicitly taught.
- Seven Steps to Writing Success workshop

# School strategic directions 2018–2020



## STRATEGIC DIRECTION 1

Leading the Way

### Purpose:

Instructional leadership supports a culture of high expectations and community engagement.

High quality professional learning facilitates whole school improvement and builds a 'pipeline' of leaders.

Distributed leadership maintains a focus on developing opportunities for all as well as sustaining a culture of collaborative and effective evidenced based decision making.



## STRATEGIC DIRECTION 2

High Quality Teaching

### Purpose:

High quality teaching and assessment practices focus on using evidence and current research to inform future focused instruction that is personalised to meet the needs of all learners.



## STRATEGIC DIRECTION 3

Partnerships and connections.

### Purpose:

Consistent school wide expectations develop collaborative and trusting partnerships and connections based on mutual respect and understanding.

Resilient and optimistic students make informed decisions and choices for their wellbeing.

# Strategic Direction 1: Leading the Way

## Purpose

Instructional leadership supports a culture of high expectations and community engagement.

High quality professional learning facilitates whole school improvement and builds a 'pipeline' of leaders.

Distributed leadership maintains a focus on developing opportunities for all as well as sustaining a culture of collaborative and effective evidenced based decision making.

## Improvement Measures

Sustained, positive growth as measured by the percentage of students in the top two bands in NAPLAN by 0.5% annually.

Degree of evidence based decision making in teaching, as measured by inclusion of data analysis in programming and planning documentation.

Various assessments ( Fontess & Pennell, SENA, PLAN & PAT tests) will provide data to indicate value added results and improvement levels

Tell Them From Me survey will provide feedback that school values in decision making at a school level.

## People

### Students

A stimulating learning environment is provided for all students, by increasing opportunities for higher levels of student cognitive engagement, challenge, independence, self-directed inquiry and deep thinking, through problem based learning.

### Staff

- Continue to build teacher capacity to consistently implement contemporary pedagogy and data based decision-making.
- Apply explicit engagement and critical reflection when investigating, creating and communicating new syllabus content.

### Leaders

- Distributed leadership supports future focused approaches through mentoring opportunities and the accreditation process.
- 100% of school leaders guide a process of pedagogical reform in literacy and numeracy differentiation and technology. the introduction of STEAM will be driven by school leaders.

### Parents/Carers

- Build staff and community support for curriculum change by utilising a range of strategies ( parent forums, information nights, notes, email) to provide information about the school's approach to implementing Words Their Way and STEAM to parent and community groups.

## Processes

### Student Voice

Students will be given opportunities to voice their ideas and opinions heard through an active SRC. Robust discussions and sound leadership, will ensure there is an authentic school representation to enable purposeful school wide decision making.

### Learning Environments

Develop dynamic and engaging learning environments in all classrooms, supported by deep knowledge and understanding current theoretical perspectives, quality practice and access to superior resources.

Build teacher capacity to deliver quality teaching and learning experiences which focus on developing student capabilities in purposeful literate conversations about texts.

Provide targeted professional development to support the implementation of Words Their Way.

## Evaluation Plan

- Review, and adjust academic programs to be delivered to the highest possible academic level, designing courses that are developmentally challenging, contemporary in practice and responsive to our students' needs.
- Regular close monitoring of progress against milestones by Executive Team and Committees.
- Qualitative and quantitative data inform

## Practices and Products

### Practices

Design and implement blended learning experiences for students that employ technology in innovative ways and thereby ensure that curriculum delivery at Kenthurst is adaptive and transformative.

- Extend the uptake of technology, embracing the use of I-Pads.
- Two members of staff to attend the course on the upgrade and upkeep of new Department of Education website.
- Explore opportunities for our students to access global programs and develop confident, creative and productive skills in the use of a variety of technologies.

Design and implement literacy and numeracy experiences that encompasses deep thinking, innovation and creativity.

Provide a rigorous and differentiated curriculum and explicit teaching to cater for individual learning needs and improve Literacy and Numeracy outcomes for all students at all levels of ability, including EAL/D learners.

High quality, consistent teaching and learning practices across the school, demonstrated through explicit and differentiated lessons, significant 'real-world' applications and assessments to improve student achievement.

Establishment of collaborative, proactive and supportive collegial teams, encouraging the sharing of professional knowledge and best practice, using data analysis and educational theory to inform

# Strategic Direction 1: Leading the Way

## People

### Community Partners

- Promote the use of a range of networking tools to enhance collegiality and collaboration within and between school communities.
- Maintain a collaborative learning community with local businesses, students, parents and teachers to support student wellbeing and welfare programs at school to encourage stronger school partnerships for the educational benefit of all Kenthurst students.
- New department website, in-service and implemented.
- Sponsorships with Bendigo Bank and Rance Real Estate. these will support projects to reflect success in academic pursuits and achieving student's personal goals.

## Processes

the learning of students.

- Feedback to students is regular and informed through verbal and written means. (surveys)
- Evidence form student work samples and dialogue will demonstrate that successful learning has been achieved.

## Practices and Products

change.

Ten weekly plotting and analysing student progress, through utilising effective, authentic and ongoing assessment strategies, consistent teacher judgement discussions and PLAN software to enhance the professional development opportunities provided to all staff.

## Products

Sustained, positive growth as measured by the percentage of students in the top two bands in NAPLAN by 0.5% annually.

Degree of evidence based decision making in teaching, as measured by inclusion of data analysis in programming and planning documentation.

An increased number of students perform in Bands 5 and 6 of NAPLAN based on current data.

# Strategic Direction 2: High Quality Teaching

## Purpose

High quality teaching and assessment practices focus on using evidence and current research to inform future focused instruction that is personalised to meet the needs of all learners.

## Improvement Measures

Evidence from student feedback and student work samples will inform consistency to create an engaging, relevant curriculum and sustain quality teaching.

Performance Development Plan with clear aims has been formulated. With good financial budgeting and resources fully utilised, the development plans keep pace with the development of school needs.

Sustained, positive growth as measured by the percentage of students in the top two bands in NAPLAN by 0.5% annually.

Students' errors and misunderstandings are explicitly addressed, until teachers and students are confident that mastery is demonstrated.

## People

### Students

Shared student leadership is valued and implemented at all levels in our school with opportunities for staff and students to take on and share a variety of roles. Training and mentoring is implicit and student development is nurtured and encouraged.

### Staff

Build staff capacity to demonstrate their professionalism and leadership by collaborating, sharing individual expertise and best practice initiatives in Australian Curriculum delivery. Staff will be encouraged to think originally and innovatively through appropriate targeted professional learning, coaching, mentoring and sharing teaching practice.

### Leaders

100% of school leaders, executive and teachers will guide a process of accreditation, performance review, goal setting and curriculum delivery.

### Parents/Carers

Families will engage with their children's learning and new and innovative programs will continue to build the expectations of parents.

### Community Partners

Work together to establish a continuum of learning, care and curriculum.

## Processes

### Performance and Development Project

#### *Words Their Way*

All staff will be trained in the Words Their Way programs by observing other schools and best practice. Information sessions will be presented by external staff. Information sessions for parents will be ongoing. resources will be purchased.

Building leadership capacity and enhancing the performance appraisals process for all staff. Fostering a culture of collaborative enquiry, including planning, goal setting, reflection and the promotion of peer observation, quality feedback circles, coaching and mentoring.

#### *Faces on the Data Project*

Focus on evidence based teaching of Literacy and Numeracy to place "Faces" on the data and to build alignment and consistency of good practice across all classrooms at Kenthurst Public School.

## Evaluation Plan

Feedback from team leaders of Australian Curriculum subjects will report teachers have embedded a contemporary pedagogical platform which builds teacher capacity to improve student learning and are confident teachers.

Teachers are successfully using the Australian Curriculum and are able to make moderated judgements of student achievement in a fair and valid manner.

## Practices and Products

### Practices

#### *Assessment*

Students will self-assess work samples against outlined criteria and-or rubrics. Commitment to ongoing growth is reflected in the manner in which timely, valid and relevant assessment, reporting and feedback is given and received.

Implement *Great Teaching, Inspired Learning* initiatives by reviewing leadership framework to ensure alignment with system priorities and AITSL requirements. Teaching standards are used as a basis for goal setting and self-assessment by teachers.

### Products

Collaborative class programs, lesson accommodations, PLPs/IEPs, Reading Recovery, Learning and Support Team and Case management.

Improved student outcomes, happy students and parents through use of Data walls, learning walks, Consistent Teacher Judgement, peer observations, literacy and numeracy continuums.

Outcomes will be measured from evidence of student feedback and student work samples. This will indicate that each student consistently experiences an engaging, relevant curriculum and quality teaching.

#### *Teacher Professional Learning (TPL)*

Grammar and writing workshops with Ann Leaf will be conducted weekly with class visits embedded in the program.

# Strategic Direction 2: High Quality Teaching

## Practices and Products

TPL will continue weekly to inform and instruct staff in current best practice.

# Strategic Direction 3: Partnerships and connections.

## Purpose

Consistent school wide expectations develop collaborative and trusting partnerships and connections based on mutual respect and understanding.

Resilient and optimistic students make informed decisions and choices for their wellbeing.

## Improvement Measures

*Learning Areas, Stages and Year levels.*

100% of teachers utilising NAPLAN item analysis and learning support materials to benefit and improve teaching programs.

Demonstrated consistency of teacher judgement of student performance in Key Learning Areas, stages and year levels.

Improved communication and sharing of student work samples and progress using technology ~ See Saw.

## People

### Students

Will acquire the skills needed to participate in 21st Century life through the development of their emotional and social wellbeing, by building student capacity to become more resilient, self-reflective learners and productive school citizens.

### Staff

Improve the quality and effectiveness of our teaching through the continuous development of our capacity to identify and analyse relevant data and then intervene positively in the learning process.

### Leaders

100% of **teachers as leaders**, build their capacity to use multiple sources of data effectively in: determining what the community knows and needs to know, collecting or accessing appropriate data and communicating in an effective and timely manner to all stakeholders.

### Parents/Carers

Establish and encourage communication and engagement practices that are comprehensive, documented and clearly understood by the school and its community.

### Community Partners

Continue to investigate new school-community partnerships for mutual

## Processes

### *Bounce Back*

Develop confident, resilient and optimistic students who are learning to face challenges and make informed decisions for their personal well being.

### *Student Led Conferences*

Student centred SMART goals on the continuum of learning and data evidence, to create a holistic approach for every student to succeed.

Students will take ownership of their learning.

### *Positive Behaviour Learning*

Assistant Principal PBL has been allocated to Kenthurst for 18 months to support staff and data collection.

In-service staff on current best practice in PBL. Refresh and sustain new staff.

Embed school wide consistent practices to support the growth of resilient students, staff and parents.

### *STEAM*

All staff will observe lessons and will be in-serviced to embed this initiative into classroom practice.

### *Parents as Partners*

Develop respectful, collaborative partnerships based on mutual trust and understanding of the education process.

## Practices and Products

### Practices

Collaborating with P&C to report in the fortnightly school newsletter to inform and encourage participation in fundraising and other activities.

Improved communication using emails, front sign, Skoolbag App, newsletter, notes and the school website.

### Products

Demonstrated consistency of teacher judgement of student performance in Key Learning Areas, stages and year levels.

100% of teachers utilising NAPLAN item analysis and learning support materials to benefit and improve teaching programs.



# Strategic Direction 3: Partnerships and connections.

**Processes**

**Evaluation Plan**

The quality of Kenthurst Public School learning environment is measured by student, staff and parent satisfaction as a high achieving, safe and nurturing school.

Identify and analyse school and community based information such as parent and community involvement, surveys and educational program reports.