

School plan 2018-2020

Kurmond Public School 2340



School background 2018–2020

School vision statement

Kurmond Public School has high expectations of all stakeholders whilst having a vision to develop future focused learners who will pursue academic and personal excellence.

We are a school that encourages and expects *Safety, Responsibility and Courtesy* and understand that it is only through sustained *Effort* that lifelong *Achievement* is maintained.

School context

Kurmond Public School is a small school located in a semi-rural area of the Hawkesbury Valley. The school has an experienced and dedicated staff who are active in promoting academic excellence with a strong emphasis on literacy and numeracy. Kurmond prides itself on the success of academic, cultural, creative and sporting pursuits. The school has a positive school culture which ensures the emotional wellbeing of the students and staff. Kurmond Public School is supported in its endeavours by a very active and enthusiastic school community.

School planning process

Kurmond Public School has undergone a rigorous process of self-evaluation and reflection across the whole school community to review current practices and capture the views of students, staff and community. Through consultation, evidence was collected from staff, students and community to be used in planning sessions to identify priorities for the 2018 – 2020 school plan. The process included identifying the strengths and weaknesses of the school along with possible opportunities and areas to be developed. As a result, three key strategic directions were identified.

These are reflective of the School's Excellence Framework:

- Excellence in Learning;
- Excellence in Teaching; and
- Excellence in Leading.

Throughout the planning process the school community has been involved in:

- Student, Staff and Parent Surveys;
- Student, Staff and Parent Forums;
- Analysis of student achievement data including work samples, PLAN and NAPLAN;
- Student Welfare data; and
- Student Attendance data.

The Kurmond School Plan has formed the basis for the school's improvement and development efforts for the past three years in partnership with the staff, students and community. The plan outlines the purpose of each strategic direction, the people, processes, products and practices that are to be realised through implementation of the plan.

School strategic directions 2018–2020



**STRATEGIC
DIRECTION 1**
Excellence in Learning

Purpose:

Kurmond Public School aims to provide teaching and learning, and wellbeing programs that support high expectations for all students while addressing individual needs. These programs are evidence based and dynamic, responsive to feedback, assessment data and student progress.



**STRATEGIC
DIRECTION 2**
Excellence in Teaching

Purpose:

Teachers at Kurmond Public School exhibit excellence in teaching practices by working collaboratively implementing research based practice and reflecting on data in order to drive further improvement.



**STRATEGIC
DIRECTION 3**
Excellence in Leading

Purpose:

Kurmond Public School demonstrates a high performance culture where there is a clear focus on guiding every student and every teacher to achieve their best. There is a strong sense of community where every stakeholder is valued and supported, resulting in school-wide improvement.

Strategic Direction 1: Excellence in Learning

Purpose

Kurmond Public School aims to provide teaching and learning, and wellbeing programs that support high expectations for all students while addressing individual needs. These programs are evidence based and dynamic, responsive to feedback, assessment data and student progress.

Improvement Measures

Every student has learning goals to drive further achievement.

All classroom programs are aligned to the school's teaching and learning overviews in all Key Learning Areas.

100% of students and staff can articulate the school's PBL values and expectations.

The school's attendance rates are equal to or above state average.

People

Students

Work with their teachers to set goals based on next steps in their learning.

Articulate and display the school's PBL values.

Understand the importance of regular attendance at school and its impact on their learning.

Staff

Develop and implement purposeful assessment as an integral part of daily instruction in order to know every child and implement changes for improvement.

Demonstrate mutually positive, respectful relationships with staff students and parents /carers resulting in optimum conditions for learning.

Leaders

Provide feedback on teaching and learning programs to drive student improvement.

Support staff to create and foster a positive learning environment through high student engagement.

Community Partners

Build interschool relationships by sharing expertise with the broader learning alliance.

Processes

Through the development and implementation of school wide, cross curricula approach to teaching and learning, students will engage in authentic learning experiences. These will provide a real life context for the development of a range of capabilities, including literacy and numeracy skills.

The teaching and learning cycle drives programming with formative and summative assessment embedded as part of this process. Students, teachers and parents are actively involved in this process in order to identify learning goals.

School wide systems will be further developed to support the wellbeing of all students.

Evaluation Plan

Staff analyse student progress through contextual information, individual student, group and school trends including:

- teaching and learning programs;
- analysis of school based and external assessment data;
- meeting notes; and
- surveys with students, staff and parents at regular intervals.

Practices and Products

Practices

All students able to articulate learning intentions, success criteria and individual learning goals.

Consistent formative and summative assessment is integrated into teaching practice into every classroom.

All teachers deliver engaging learning experiences aligned to the school's teaching and learning overview and NSW Syllabus documents.

Products

Teaching and learning programs that address all NSW Syllabus outcomes, including general capabilities and cross curricula priorities.

Teaching and learning programs that detail assessment and differentiation for all students.

Strategic Direction 2: Excellence in Teaching

Purpose

Teachers at Kurmond Public School exhibit excellence in teaching practices by working collaboratively implementing research based practice and reflecting on data in order to drive further improvement.

Improvement Measures

100% of teachers articulate and display learning intentions and develop success criteria with their students to drive further achievement.

All teaching and learning documents demonstrate quality teaching principles incorporating current research and evidence-based practices.

All teaching and learning programs are responsive to student data that highlights individual learning needs.

People

Students

Identify learning intentions and success criteria to support understanding of learning.

Work with classroom teacher to set learning goals to drive improvement.

Staff

Commit to using evidence based practice to improve student learning outcomes.

Actively collaborate as part of stage based and priority teams to contribute to the achievement of professional and school goals.

Leaders

Promote instructional collaboration within stage based and priority teams.

Remain up-to-date with current research and next practice.

Parents/Carers

Regularly engage with teachers to strengthen learning outcomes.

Community Partners

Work collaboratively with students, staff and parents to provide feedback and support in the development of high quality school programs.

Processes

Identified expert staff provide ongoing mentoring for staff through QTSS and the implementation of targeted school wide programs.

Kurmond PS will work with local high schools to identify strengths and weaknesses in student learning and adjust teaching and learning programs to address these areas.

Staff draw on current research to employ effective, evidence-based teaching strategies across our school and learning alliance.

Evaluation Plan

The school evaluates the impact of professional learning on our teams and the effectiveness of strategies implemented to drive on going school improvement by:

- analysis of student goal setting;
- teaching and learning programs;
- instructional walks;
- student work samples;
- analysis of school based and external assessment data; and
- Professional Development Plans.

Practices and Products

Practices

Expertise within the school and learning alliances is utilised and successful practices are celebrated within the school community.

Teachers are committed to employing the principles of instructional collaboration in all aspects of professional practice.

Staff will work in stage based and priority teams to monitor student data and evaluate teaching practice to determine further improvement.

Products

All teaching and learning programs reflect evidence-based teaching practices.

Student data indicates the impact of teaching practices employed in every classroom.

Strategic Direction 3: Excellence in Leading

Purpose

Kurmond Public School demonstrates a high performance culture where there is a clear focus on guiding every student and every teacher to achieve their best. There is a strong sense of community where every stakeholder is valued and supported, resulting in school-wide improvement.

Improvement Measures

An increase in the number of parents and community members actively engaged in supporting the school's strategic priorities through meaningful partnerships.

100% of staff engage in professional learning aligned to evidence based practices, including future focused learning, to improve student learning and wellbeing outcomes.

People

Staff

Share and develop their expertise both within our school and within the learning community.

Commit to a year's worth of growth for every student, every year.

Leaders

Strategically plan for learning and allocating resources to support professional development of all staff.

Parents/Carers

Engage in the progress of their children's learning and school priorities.

Community Partners

Establish and maintain partnerships with the school to enhance school wide programs, including professional networks and associations.

Processes

The school strategically plans for the effective and efficient use of school resources to enable future focused teaching and learning, including the expert integration of technology, in every classroom.

The executive team will support all staff to improve their expertise in identified areas, including professional learning goals and school strategic priorities.

Identified staff provide support and training for the entire school community to optimise student achievement in all areas.

School leaders guide staff to achieve professional goals and school strategic priorities by developing their expertise through internal and external professional learning.

Evaluation Plan

Systems and processes are established and evaluated to ensure consistency and sustainability. This is evaluated through:

- analysis of school-based and assessment data;
- feedback from community of schools and other project teams;
- engaging with staff of other schools to review the quality and effectiveness of the implementation approach;
- surveys with students, parents/carers and community and regular intervals;
- observations and instructional walks; and
- professional learning plans.

Practices and Products

Practices

School resources are allocated to support the professional development of every staff member to meet professional goals and school strategic priorities.

Identified staff provide support for the school community by sharing their knowledge and expertise in all Key Learning Areas.

Products

Future focused learning incorporating the effective integration of technology, is embedded in school systems.

Staff with expertise are identified as leaders in their fields within the school and network schools.