

# Eaton



PRIMARY SCHOOL

## BUSINESS PLAN 2022-2025



### EXCELLENCE COURAGE RESPECT

Eaton Primary School provides every child with a high quality education in a supportive and relevant environment whatever their ability, whatever their needs.

# EVERY STUDENT, EVERY CLASSROOM, EVERY DAY

Strategic Directions for Public Schools 2020-2024



The Western Australian public school system is a major contributor to the State's prosperity and growth as a fair society promoting the wellbeing and participation of all its citizens

## Our aspiration is for every student to:

Unlock and fulfil their learning potential.	Be equipped with contemporary and emerging work capabilities.	Develop the personal and social attributes that form the basis for future wellbeing.	Achieve year on year growth in their learning throughout their schooling.	Be well prepared to take the step beyond school into further education, training or work.
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## Our Improvement Drivers:

1. Provide every student with a pathway to a successful future.
2. Strengthen support for teaching and learning excellence in every classroom.
3. Build the capability of our principals, our teachers and our allied professionals.
4. Support increased school autonomy within a connected and unified public school system.
5. Partner with families, communities and agencies to support the educational engagement of every student.
6. Use evidence to drive decision-making at all levels of the system.

## Our Success will:

1. Enable Aboriginal students to succeed as Aboriginal people.
2. Ensure students are on track in the early years for continued success in school.
3. Enhance student health and wellbeing.
4. Progress student literacy and numeracy.
5. Improve student attendance.
6. Increase student participation in STEM.
7. Increase retention and achievement of students to Year 12.
8. Ensure students gain the skills, qualifications and knowledge needed to experience success.

At Eaton Primary School, we are committed to high expectations and the achievement of excellence for all our students. Parents, carers and the wider community work in partnership with the school to nurture every child and focus on academic excellence and the development of the skills needed to be active and resilient citizens. We foster a positive environment where emphasis is placed upon mutual respect and social and emotional growth in a strong cohesive community.

## STRATEGIC FRAMEWORK

### HIGH QUALITY TEACHING AND LEARNING

- Connected and engaging curriculum
- Differentiated learning
- Building capacity

### STRONG GOVERNANCE AND LEADERSHIP

- Empowering leadership
- Informed decision making
- Reflective practices

### INCLUSIVE LEARNING

- Expert support
- Inclusivity
- Positive culture

### POSITIVE COLLABORATION AND PARTNERSHIPS

- Professional engagement
- Connection between home and school
- Community participation



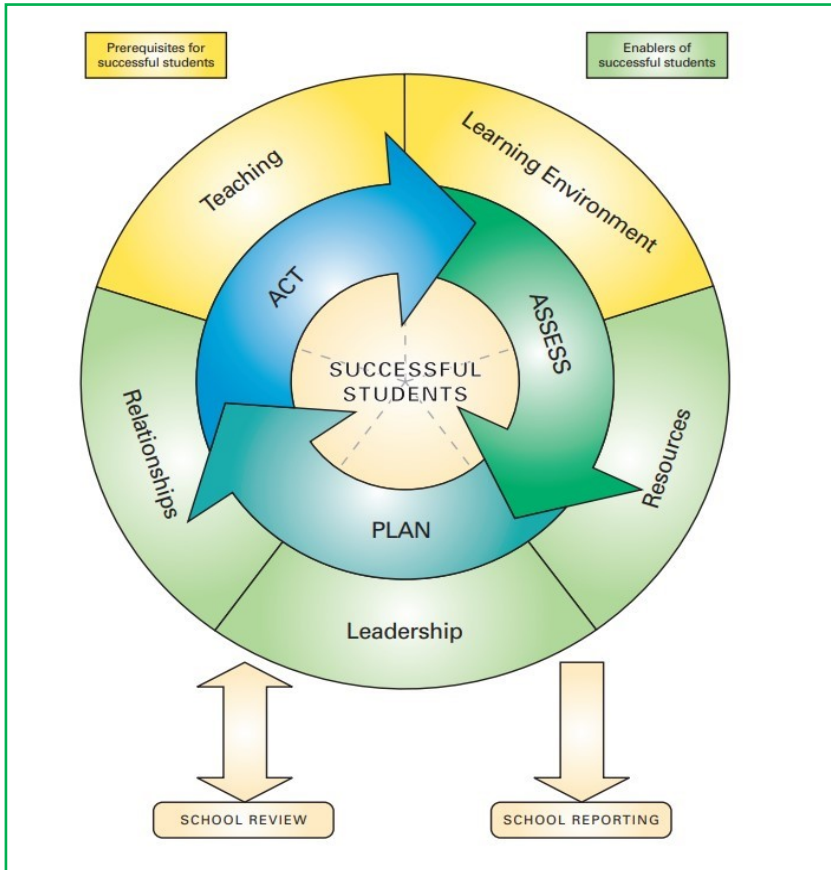
EATON  
PRIMARY  
SCHOOL

Excellence  
Courage  
Resilience

Whole school self assessment practices incorporate the perspectives of staff, students and the community and are underpinned by the three components of the Department of Education School Improvement and Accountability Plan.

## MONITORING SUCCESS

“ASSESS PLAN ACT”



At Eaton Primary School we utilised the School Improvement and Accountability Framework to support our self-assessment and judgements about our progress, the setting of goals, the development of strategies for improvement and to monitor and demonstrate improvements over time.

We recognise that the prerequisites for successful students are high quality teaching and a learning environment focused on high expectations for every child and member of our school community. Effective leadership, relationships based on trust and mutual respect and the targeted use of school resources are the enablers for high quality teaching and positive relationships to be embedded at Eaton Primary School.



# MEASURING SUCCESS AT EATON PRIMARY SCHOOL



- School Review
- Classroom observation, coaching and feedback.
- On-entry testing, NAPLAN, Brightpath, PAT data moderation and Lines of Inquiry.
- Annual Priority and Operational Plans.
- Positive Behaviour School Support evaluation tool.
- Annual School Report.
- National School Opinion Survey (staff, community and students).
- SAER data collection and analysis.
- DOE Financial survey and audit.
- Reporting to parents.
- Attendance and behaviour data.
- National Quality Standards audit.

# HIGH QUALITY TEACHING



Eaton Primary School has an explicit focus on the development of quality teaching and professional growth.

## Targets

By 2023, 100% of staff effectively engage in the performance development process each semester.

By 2024, 100% of staff have annually accessed the “observation”, coaching, feedback cycle for reflecting and growth.

By 2025, Mathematics and English Scope and Sequence documents are developed and embedded in all classrooms.



## Strategy

Together we aim to:

Develop quality teachers and support staff through a strong performance and development culture.

Teachers participate in classroom observation and feedback to inform and improve practice.

‘Talk for Writing’, ‘Guided Writing’, ‘Letters and Sounds’ and ‘Sound Waves’ are used at appropriate year levels in all classrooms.

Teachers implement a whole school approach to the teaching of English and Mathematics featuring clearly defined English and Mathematics blocks as outlined in school operational plans and “Eaton Essence”.

All teachers are engaged in moderation of student work each term as set out in the Eaton assessment schedule to ensure that assessment data is transparent, accurate and relevant to decision making.

Provide structures to support pre-service and beginning staff.

## Milestone

We will achieve high quality teaching by:

Engaging all staff in data analysis to inform future planning.

Providing curriculum coaches and mentors.

Developing targeted goals for staff growth through strong performance development practices.

Engaging ongoing professional collaboration between all staff across the school and in our network.

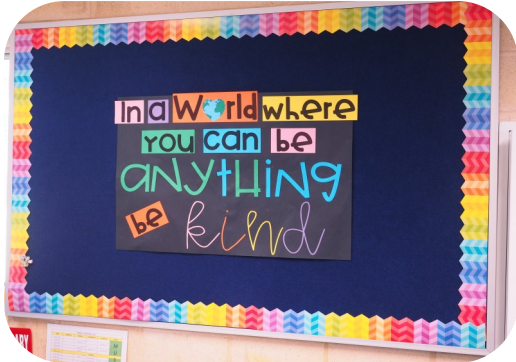
Building staff capacity in priority areas through targeted professional development.

Focusing on assessment for learning.

Providing a comprehensive induction process.

The implementation of a staff planner which outlines all policies and procedures at Eaton Primary School.

# LEARNING ENVIRONMENT



## Targets

By 2024, regular attendance will increase from 74.9% in 2020 to 77%..

By 2025, 100% of Kindergarten to Year 6 students demonstrate an understanding of the positive behaviours associated with PBS.

By 2025, the National Opinion Survey shows positive student satisfaction i.e. each item has a rank of 4.0 or above.

By 2023, increase staff understanding of community aspirations for Aboriginal students from 'emerging' to 'developing' in line with the ACSF.



Eaton Primary School is committed to maintaining a learning environment where students feel safe, student behaviour is well-managed, pastoral care programs promote student well-being, and attendance and engagement are priorities.

## Strategy

Together we aim to:

All staff members consistently implement PBS Framework and promote the expectations of Excellence, Courage and Respect.

Implement and monitor a whole school process to cater for SAER.

Focus on Attendance to increase social emotional and academic outcomes of "at risk students".

Teachers implement the NQS operational plan in a purposeful and measured way.

Engage with the local Aboriginal community as set out in the Reconciliation Action Plan to support staff with the ongoing implementation of the ACSF.

Implement the new Behaviour Management Plan that reflects our PBS philosophies.

## Milestone

We will achieve a quality learning environment by:

Providing all teachers with collaborative DOTT time to support Business Plan priorities .

Having a systematic case management approach for identified students requiring SAER intervention.

Using interagency support at point of need.

All teachers are able to articulate the school vision and it's focus on high expectations.

Comprehensive whole school attendance strategy in line with DOE 10 point plan.

Staff are working with Aboriginal students, their parents and families to establish shared expectations and responsibility.

All staff are articulating their role in the achievement of the National Quality Standards.

# STUDENT ACHIEVEMENT



At Eaton Primary School we have a school-wide focus on maximising academic achievement for every student by using evidence-based teaching practices and targeted early intervention.

## Strategy

Together we aim to:

## Milestone

We will maximise student achievement and progress by:

## Targets

50% of students who score below 450 progression points in On Entry reading will progress to the expected standard (C Grade) in Year One for each year of the Business Plan

By Year 3, 90% of students who score below 450 progression points in On-Entry reading will be at or above national minimum standard in NAPLAN.

Year 3 group mean will be 400 or above in all areas of NAPLAN for each year of the Business Plan.

Year 5 group mean will be 490 or above in all areas of NAPLAN for each year of the Business Plan.

Implement whole school strategies as set out in operational plans to improve student outcomes in English and Mathematics.

Utilise whole-staff data analysis to inform planning and teaching.

Explicitly teach literacy and numeracy using the EPS model of explicit teaching within a numeracy/literacy block framework.

Provide differentiation in all lessons to allow students to access the curriculum at their level of need and ability.

Implement a school-wide Writing program: "Talk 4 Writing" in PP-Year 2 and Guided Writing in Years 3-6.

Maintain "Letters and Sounds" and "Sound Waves" as our core phonics and spelling programs.

Develop a pedagogic profile for teaching of Early Childhood students incorporating WA Curriculum, Early Years Framework and the National Quality Standards.

In partnership with parents, fund Speech and OT screening for all Kindergarten students in Term 1 each year.

Whole-staff data analysis using Ed Companion is informing school-wide and phase of learning planning.

Progress in PAT-M, PAT-R and Brighthpath is consistent or increasing as students progress through the school.

All lessons are differentiated to allow all students to access the curriculum.

Writing processes are being utilised in all classrooms by Semester 2 2022.

NAPLAN achievement and progress for Year 3 & 5 students reflects the Business Plan targets.

Research-based support programs are available to support and develop skills in identified students.

A school-based Early Childhood philosophy is developed and implemented during 2022 and modified after phase of learning review.

Grammar and punctuation scope and sequence is developed and implemented in all classrooms.

RUCSAC is being used as a whole school powerful problem solving strategy.





# RELATIONSHIPS



Eaton Primary School works collaboratively and in partnership with all stakeholders in the school and wider community to achieve positive outcomes for the whole school community.

## Targets

By 2025, the National School Opinion Survey shows positive parent satisfaction i.e. each item has a rank of 4.0 or above.

Each year, demonstrate improving effectiveness of the School Boards Governance in its self-reviews.

By 2025, EPS, ECC and Glen Huon PS will be working effectively as a Professional Learning Community.

By 2023, the EPS uniform will incorporate an aboriginal design.



## Strategy

Together we aim to:

Enhance and increase parent and community engagement in the educational outcomes of their children.

Links with local high school are continued .

Implement the ACSF Focus on “Relationship” Standard.

The community is informed of school events through all media platforms.

RAP team work with local aboriginal artists and P&C to implement a school uniform with an aboriginal design.

The School Psychologist and Chaplain act as a support and liaison for students, parents and staff.

The School Council/Board is elected and representatives participate in training and induction.

Use the PBS Framework to continue to build strong relationships with our whole community.

## Milestone

**We will build and maintain quality relationships by:**

Regular parent workshops being offered in priority areas.

Regular teacher engagement with parents.

Expanded use of Seesaw and Connect across the school.

Fortnightly newsletters are shared with community through all media platforms.

All teachers being engaged in moderation sessions and professional learning with Eaton Community College and Glen Huon PS.

Align PD days with Eaton Community College and Glen Huon PS.

Establishing a RAP “team” and operational plan to guide and implement the “Relationships” standard of the ACSF.

Biennial survey results are analysed by the Council/Board, communicated to the community in the Annual Report and plans for improvement are acted upon.

# LEADERSHIP



At Eaton Primary School our distributed leadership philosophy encourages leadership opportunities at all levels of the school.

## Targets

By 2025, 50% of teachers have been given the opportunity to lead a team or a short term project.

ACSF is reported on in the annual report each year of the Business Plan.

By 2025, 60% of staff have engaged in Western Australian Future Leaders Framework process.



## Strategy

Together we aim to:

Have clearly defined leadership roles for all members of the Administration Team.

Build leadership capacity across all staff through Western Australian Future Leaders Framework.

Develop explicit leadership programs in Years 5 and 6.

Implement the ACSF focus on "Leadership".

Develop annual Priority and Operational Plans that are aligned to the improvement agenda.

Implement a whole school data collection schedule which includes English, Mathematics and PBS.

Seek student opinion to inform future focus and direction.

## Milestone

We will achieve effective leadership by:

Promoting distributed leadership opportunities .

Timetabling meetings for curriculum teams to meet in order to drive school priorities.

Using an explicit school assessment schedule.

Senior Teachers and Level 3 Teachers demonstrate leadership in their designated areas of school operations.

Curriculum improvement team meeting each semester.

Future Leaders Framework being consistently used to develop leaders.

Student voice having an impact on the school decision making processes.

Providing comprehensive information about Aboriginal student performance as part of the annual school report.

Regularly reporting to the community on the progress and outcomes of targeted Aboriginal programs and initiatives.

# GLOSSARY

ACSF	Aboriginal Cultural Standards Framework
DOE	Department of Education
ECC	Eaton Community College
LSC	Learning Support Co-ordinator
NAPLAN	National Assessment Program—Literacy and Numeracy
NQS	National Quality Standards
O.T.	Occupational Therapy
PAT M	Primary Assessment Testing— Mathematics
PAT R	Primary Assessment Testing—Reading
PBS	Positive Behaviour Support
PS	Primary School
RAP	Reconciliation Action Plan
SAER	Students At Educational Risk.