

San Remo Primary School Strategic Plan 2017 - 2020

Endorsement Principal: Karen Bowker School council: Steve Kelly Delegate of the Secretary: Shane Wainwright	Re-Endorsement (if a Goal, KIS or Target is changed)[name].....[date][name].....[date][name].....[date]	Re-endorsement (if a Goal, KIS or Target is changed)[name].....[date][name].....[date][name].....[date]
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School vision	School values	Context and challenges	Intent, rationale and focus
<p>San Remo Primary School is a coastal community school which embraces the unique opportunities that the local environment has to offer. We value and respect individuality and instil in each child a sense of their worth. We nurture social, emotional and intellectual development in a caring and inclusive environment. Students are immersed in a rich, comprehensive curriculum which is designed to equip them with literacy, numeracy and life skills. Our co-curricular activities include Music, Performing and Visual Arts, Physical and Health Education.</p> <p>Teachers and support staff work together to provide a stimulating learning space. We plan curriculum activities to engage and challenge all learners. Through the use of the latest technologies we connect with our local and global communities. Our students emerge as resilient and responsible life-long learners.</p>	<p>The following core values have been agreed upon by our school community</p> <ul style="list-style-type: none"> • Respect We respect ourselves, others and the environment • Responsibility We are actively engaged in our learning • Valuing relationships We nurture and promote healthy, inclusive and respectful relationships • Connectedness We are proud to belong to our school and the wider community 	<p>The following are findings from the Priority Review:</p> <ul style="list-style-type: none"> • There was not an agreed, research-based instructional model to underpin consistent and explicit high impact teaching practice across each learning area. • There was insufficient documentation that outlined a whole-school curriculum plan and how the school delivered its curriculum. • A whole school culture marked by collaborative teamwork and instructional leadership needs to be further developed. • The processes for the teacher Performance and Development Program were not effective in supporting professional practice. • A whole school documented strategy that articulated how the school analysed and used data to set goals and targets for outcomes and easy access to whole school data needs to be further developed. • A whole school structured process for monitoring and tracking students with multiple absences and implementing individualised processes to address absence needs to be developed. • There was evidence that the Science, Technology, Engineering and Mathematics (STEM) curriculum was being implemented in some classrooms but a cohesive whole school plan needs to be developed. 	<p>San Remo Primary School’s theory of action:</p> <ul style="list-style-type: none"> • If we build leadership capacity across the school and establish an agreed and widely understood whole school vision for learning; <p>and</p> <ul style="list-style-type: none"> • Have clear processes and roles to which everyone is held accountable; <p>and</p> <ul style="list-style-type: none"> • identify and participate in targeted professional learning to build our collective capacity and use an agreed school improvement model to regularly monitor and assess the quality of our processes and our data; <p>and</p> <ul style="list-style-type: none"> • agree and implement a whole school curriculum and processes around instruction, assessment and planning; <p>and</p> <ul style="list-style-type: none"> • empower our students to develop their own learning goals and build a culture that actively encourages and support school attendance; <p>Then we will have a school which: Has a staff team which has clarity of focus and roles and who share collective responsibility for both their own learning growth and the learning of all students across the school.</p>

Four-year goals (for improving student achievement, engagement and wellbeing)	Improvement Priorities, Initiatives and/or Dimensions	Key improvement strategies	Targets (for improving student achievement, engagement and wellbeing)
To improve student learning outcomes through a focus on building leadership structures and capacity across the school.	<i>Professional leadership</i> Instructional and shared leadership <i>Professional leadership</i> Building leadership teams	Develop and embed a school learning vision statement and a school improvement model. Link all school policies and processes to the school improvement model. Develop a high performing and distributed leadership structure.	Utilising the staff survey data leadership module: <ul style="list-style-type: none"> improve instructional leadership from 79.45 in 2016 to 85.0 in 2020 Utilising the staff survey data school climate module: <ul style="list-style-type: none"> Academic emphasis from 81.75 in 2016 to 85.0 in 2020 Guaranteed and viable curriculum from 81.0 in 2016 to 85.0 in 2020 Parent opinion survey: <ul style="list-style-type: none"> Student cognitive engagement to be above the 75th percentile of all schools
Consistent and agreed teaching practice across the school.	<i>Excellence in teaching and learning</i> Building practice excellence <i>Excellence in teaching and learning</i> Curriculum planning and assessment	Develop and embed a whole school instructional model. Introduce a Professional Learning Community approach including coaching and classroom observations. Develop a whole school approach to assessment.	By 2020 the 4 year high gain average growth will be: <ul style="list-style-type: none"> Writing 26%, currently 2013-2016 23% Reading 26%, currently 2013-2016 31% Numeracy 26% , currently 2013-2016 25% By 2020 the 4 year average percentage of students in the top two bands in grade 5 will be: <ul style="list-style-type: none"> Writing 18%, currently at 2013-2016 13% Reading 40%, will remain at 2013 -2016 40% Numeracy 25% currently at 2013-2016 21% Teacher judgements 20% of students 6 months or more ahead in Mathematics and English. On demand making 12 months growth in English and Mathematics.
To improve student engagement at San Remo Primary School	<i>Positive climate for learning</i> Empowering students and building school pride	Build students as effective learners through goal setting, reflection and effective feedback. Develop and implement a whole school community approach to improve attendance.	By 2020 we will Increase Attitude to school survey results to be above 2016 levels in the following indicators by 2020: <ul style="list-style-type: none"> School Connectedness 90%, currently 85% – 2016 Student Motivation and interest 90%, currently 79% - 2016 Learning Confidence 90%, currently 73% – 2016 Decrease in unexplained absences <ul style="list-style-type: none"> School mean from 6 days in 2016 to 4 days by 2020 Decrease average days absent from 18 days in 2016 to 14 days by 2020