



BUNBURY
PRIMARY SCHOOL



Business Plan

2023 - 2025

***Our Vision:** Working together to enhance the potential of our students and our community.*

Acknowledgement of Country

Kaya. We show our respect and acknowledge the traditional custodians of this land, the Wardandi people, of Elders past and present, on which our school stands.

We pay respect to their long tradition of teaching and learning. We value and respect the rich and diverse history, cultures and languages our First Nations people.



OUR VALUES

RESPONSIBILITY

RESPECT

CARE

ACHIEVEMENT

Our Vision and Values are embraced through:

- Fostering, identifying, strengthening, and building the capacity of all students and staff.
- Enabling individuals to express their needs, know their potential and develop life skills to be well adjusted and understanding of how their actions contribute to the community.
- Building an innovative learning environment that engages students in learning through excellence in teaching.
- Working to grow our currency and reputation as a 'school of choice'.
- Value student inclusion and diversity.
- Student wellbeing and engagement.
- Equity and reconciliation.



Our School

Bunbury Primary School, established in 1895, is an Independent Public School providing outstanding educational opportunities to students from Kindergarten to Year 6. Recognised as a school of choice, Bunbury Primary School has a rich history of high performance and care dedicated to maintaining positive learning environments. The school has approximately 450 students (15% from a language background other than English and 32% of students have a medical, imputed or diagnosed disability).



BPS is a Department of Education (DoE) WA DigiTech School supporting the ICT Vision and Learning in Public Schools 2020-2024, leading change in teaching and learning using Digital Technologies. The school facilitates exemplary professional growth of teachers and supports schools in WA including the delivery of statewide online professional learning.



Our Business Plan

The Bunbury Primary School Business Plan articulates our strategic direction for the next three years.

This Business Plan is the culmination of an analysis of our school's previous performance as captured against our preceding three-year Business Plan, alongside expressions of our desired future performance and strategic aspirations. This plan was developed in conjunction with the 2023 School Board.

Our strategic focus areas and aspirations within this Plan have overarching high level goals and objectives aligned to the school's core themes. Our Business Plan builds from the priorities of the Department of Education's Strategic Plan for WA Public Schools and are reviewed as part of the school's self-assessment and reflective practices.



Student Achievement & Progress

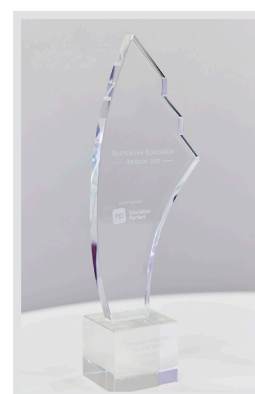
Relationships and Partnerships

Learning Environment

Use of Resources

Teaching Quality

Leadership



'Australian School of the Year' 2022 winner
- The Educator -

Relationships & Partnerships

"Our focus is to build positive relationships, reflecting our school vision and values."

What we will do	What you will see
Continue to provide staff, student and parent feedback from survey results	<ul style="list-style-type: none"> High engagement in survey participation Feedback received used to set future targets for improvement
Maintain and continue to develop community engagement	<ul style="list-style-type: none"> Parents and community participating in school initiated and supported events
Maintain community and external partnerships	<ul style="list-style-type: none"> Continued engagement with external partners hips to provide opportunities for student growth
Develop a school/community Reconciliation Action Plan (ACSF)	<ul style="list-style-type: none"> Implementation of the Reconciliation Action Plan
Maintain school board governance and training	<ul style="list-style-type: none"> Well-functioning, supportive and active school board

Learning Environment

"Our focus is to remain a school of choice."

Provide opportunities for students to have an authentic voice in their learning	<ul style="list-style-type: none"> Students engaged and progressing in their learning Students providing feedback to teachers using a variety of methods Students have input into aspects of learning topic planning
Continue to develop a whole-school approach to support staff and student well-being	<ul style="list-style-type: none"> Staff and students will be able to access school Chaplain Students following the school behavioural expectations
Maintain school grounds	<ul style="list-style-type: none"> Clean, tidy and well-maintained grounds Pride in the school grounds Well utilised nature play areas and equipment
Maintain engaging classroom environments	<ul style="list-style-type: none"> Inspiring and inviting work environment Student work displayed Tools for teaching reflecting whole school practices
Develop culturally safe and equitable learning environments	<ul style="list-style-type: none"> An inclusive school culture that acknowledges diversity

Teaching Quality

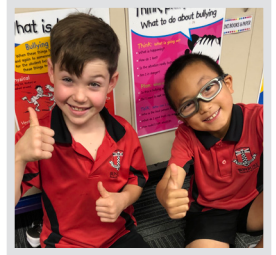
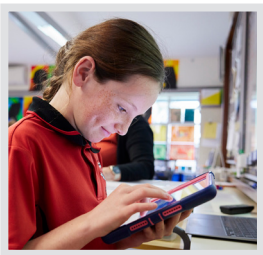
"Our focus is to enhance the quality of teaching."

Continue to professionally grow and develop staff	<ul style="list-style-type: none"> Progress staff performance and development structure Peer observation and feedback Up-skilled and confident teachers Opportunities for staff feedback Class walk-throughs Consistency of practice and sharing of ideas
Continue to develop and support staff leaders	<ul style="list-style-type: none"> Key teachers leading whole school initiatives Development of Level 3 aspirants Teacher mentoring and coaching
Maintain and continue to use data literacy and engagement in collaborative analysis of data and Professional Development	<ul style="list-style-type: none"> Moderation of student work samples Teachers using data to improve student outcomes Peer observation and feedback
Verify implementation of key programs	<ul style="list-style-type: none"> Teachers leading key programs Review success and fidelity of implementation of programs

Use of Resources

"Our focus is to use resources strategically."

What we will do	What you will see
Develop a workforce plan that identifies gaps and aligns with DoE requirements	<ul style="list-style-type: none"> Workforce plan that monitors staff movements and aspirations
Seek opportunities to improve facilities	<ul style="list-style-type: none"> Evidence of pursuing additional workspaces available for therapy, languages, visiting tutors
Employ school Chaplain	<ul style="list-style-type: none"> School Chaplain actively providing support for the school community
Maintain environmentally sustainable practices	<ul style="list-style-type: none"> Proactive and engaged participation by the school community
Maintain and continue as a DoE DigiTech School	<ul style="list-style-type: none"> Teachers and students up-skilled in the use of digital technologies The continued support other schools across the state with implementation of digital technologies
Maintain the EALD programme and multicultural focus	<ul style="list-style-type: none"> Additional staff dedicated to support students School community involved in multicultural activities
Maintain support for Special Needs	<ul style="list-style-type: none"> Support resources are distributed equitably to meet individual student needs
Monitoring developments in ICT and emerging technologies	<ul style="list-style-type: none"> Ongoing up-skilling and awareness for all staff Educational programs on Cyber Safety Continue a robust BYOD program for Year 4 to 6



Leadership

"Our focus is to enable shared leadership within our school community."

School administration maintain clarity of the strategic vision	<ul style="list-style-type: none"> Future focussed leadership team Facilitation of the Quality Teaching Strategy (QTS) and delivery of its components
Identify and build staff leadership competency and capacity	<ul style="list-style-type: none"> Staff leading teams Staff identified for key leadership roles Staff being mentored and coached in leadership
Students provided opportunity for authentic leadership roles	<ul style="list-style-type: none"> Provide students with opportunities for authentic leadership roles Students actively leading projects in the school community Students leading defined roles
Wellbeing advocated through school leadership	<ul style="list-style-type: none"> Initiatives to enhance social wellbeing Staff supporting one another within and beyond the school School supporting students and their families
Continue to develop a positive school culture	<ul style="list-style-type: none"> Multi-tiered framework and approach in place High expectations, positive relationships, collaboration, reflection, fidelity checks, targeted professional learning and focussed feedback

Student Achievement & Progress

"Our focus is to collect and use data to monitor student achievement."

NAPLAN (Yr 3 & 5)

- Achievement and progress of stable cohort to be above Like Schools in Spelling, Reading, Numeracy, Writing and Grammar and Punctuation.
- Increase 2023 percentage of students in Exceeding and Strong proficiency Levels.

On Entry Assessment (Yr P-2)

- Increase the percentage of stable cohort students making moderate, high or very high progress between Pre-Primary and Year 2 in Reading and Numeracy (to be at or above 80%).

PAT (Progressive Achievement Test)

- School average for students in Years 1 to 6 to be at or above the Australian Average in Maths, Reading, Spelling and Science.

AEDC (Australian Early Development Census)

- Reduce the percentage of at-Risk students for stable cohort in Emotional Maturity from 58.7% to 30% and Social Competence from 71.2% to 60%.

NQS (National Quality Standard)

- Continue to meet NQS verification standards.

ABE (Attitude/Behaviour/ Effort)

- Achieve 90% of Pre-primary to Year 6 students with ratings of 'Often' and 'Consistent' for Semester 2 each year.

Attendance

- Improve average attendance level to 90% or above in Semester 1 (over the 3-year period).

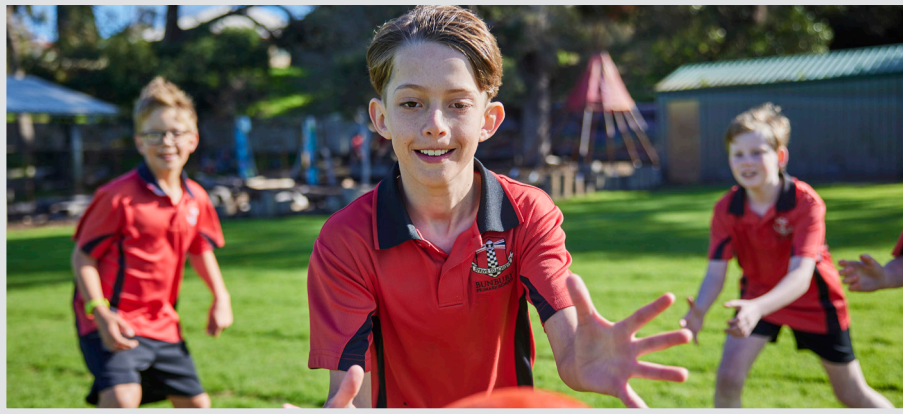
NSOS (National School Opinion Survey)

- Achieve an overall feedback rating of at least an average of 3.8 (for all questions) from staff, students, and parents.

Parent Student Surveys

- Increase parent survey participation rates from 25% to 40%.







BUNBURY PRIMARY SCHOOL

<https://www.bunburyps.wa.edu.au>
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