

This Business Plan begins and ends (and begins again) with each child in mind. At Tuart Forest Primary School (TFPS), Literacy & Numeracy is the heartbeat of every day. Social & Emotional Development is of similar importance and serves to enhance the health and well being of our students. The learner's experience guides all decisions about why, where and how we focus our efforts in class and around the school. Curriculum, pastoral care and routines always put the child's needs first, seeking to maximise their engagement with their own education. Resources - whether human, physical or financial - are determined by what works best for our students.

This document provides the strategic overview of what 2019 - 2021 will look like at TFPS. It summarises the key areas that drive our core business and will feed into operational plans at different levels of TFPS, along with the other Dalyellup Cluster schools who are on a similar path of school improvement.

Three Focus Areas provide the framework on which our practice will continue to be based upon - **Teaching and Learning | Staff Capacity | Conditions for Learning**. These areas have been identified by the staff of TFPS after extensive self-reflection and rigorous discussion with other schools. Consultation with skilled external providers means this plan is soundly based on the footings of our original 'QPLACID' beliefs. It also means there is opportunity to reinforce the effective approaches already in place, by looking at our business from a fresh perspective. A substantial financial investment in staff development has been made with the Fogarty Foundation, resulting in the 'Fogarty Advance Transformational Framework' being used to identify the three Focus Areas of this plan. The dedicated professionals of TFPS are enthused about the direction of this plan, as it is based on a proven approach towards school improvement and aspires to what the moral purpose of TFPS is - Building strong foundations, for every student, every day.

Building strong foundations for every student every day

We believe in

Quality
 Passion
 Leadership
 Accountability
 Collaboration
 Integrity
 Diversity

STAFF CAPACITY GOALS

1. Build a culture of professional growth
2. Develop role clarity across the organisation
3. Improve staff health and well-being

MEASURED BY

1. Using the Occupational Health Index (OHI) in the areas of consequence management, people performance review and performance contract. These areas currently sit in the bottom quartile and we intend to move them into the second quartile
2. Using the OHI in Role Clarity - This currently sits in the bottom quartile and we aim to move it into the second quartile
3. Using the OHI in Work Environment Internal Competitiveness - This currently sits in the bottom quartile and we aim to move it into the second quartile over three years

STAFF CAPACITY

TEACHING AND LEARNING

CONDITIONS FOR LEARNING

TEACHING & LEARNING GOALS

1. Improve student spelling
2. Improve students writing
3. Improve student use of number facts and fluency in maths
4. Improve teacher pedagogy

CONDITIONS FOR LEARNING GOALS

1. Improve student engagement
2. Improve student safety
3. Improve the physical learning environment

MEASURED BY

1. Using an annual pre and post test in spelling in Years 1-6, as well as targeting a 10 point increase in the average of our NAPLAN results over 3 years in Years 3 and 5
2. Increasing the NAPLAN writing average in Years 3 and 5 by 10 points over three years
3. Using Westwood maths assessment with a 0.6 effect size target
4. Using student voice surveys and interviews and by improved student learning. Our target is 0.6 effect size in ACER assessments and a 10 point improvement in student average score for NAPLAN assessments over three years. Student voice will provide qualitative data and access the Tell Them From Me (TTFM) and/or the '7C' surveys

MEASURED BY

1. Using the TTFM and/or 7 C's, attendance records and good standing records
2. Using SIS behaviour records and student and parent surveys
3. Using a school developed survey and audit tool

Learning from the past, planning for the future

Tuart Forest Primary School (TFPS) is now 7 years young.

We have a motivated workforce.

Our students are well supported and we know they have untapped potential.

The parents of our students are aspirational and are seeking a bright future for their children.

Since opening in 2013, TFPS has seen an initial rapid growth in student numbers and student achievement. Student learning is in line with expectations but we have had some areas of curriculum that have demonstrated more variability in results over time. It is fair to say that there have been more successes than challenges in our results thus far. Whilst we celebrate the successes, the challenges have not been ignored.

There has been significant reflection on our current performance as a school, with a view to how we can improve with this 2019-2021 planning cycle. Core to achieving this aim is building our workforce capacity in order to achieve improved learning for students. We have staff across all areas of our school that are keen to grow and improve. We have built a sound foundation from which we can commence this journey.

We know that by investing in our workforce in a targeted manner that we can impact student learning in a positive way. Our partnership with the Fogarty Foundation has enabled our planning for improvement to be more focussed. The process of developing our current business plan and strategic plan has developed some clarity around how best to improve the school in a way that benefits everyone.

We have commenced targeted professional learning designed to enable our organisation to improve. We are initially targeting the quality of our instructional model by providing training to all teachers in high impact instruction. There are already encouraging signs as early adopters are experiencing success and the strategic direction looks promising.

We are confident that our current planning will enable us to meet the aspirational goals of our students, staff and parents. The moral purpose of Tuart Forest is to build strong foundations for every student every day. This business plan has been designed to target this purpose and also achieve our aspiration utilising a variety of effective learning programs.

OUR ASPIRATION

Student performance to move from predominantly at Like Schools Average to consistently at the State Average in all areas of NAPLAN

LEARNING PROGRAMS

HIGH IMPACT INSTRUCTION

GET READING RIGHT

MATHS PLUS

LEXILE READING

TARGETED INTERVENTIONS

SPECIALIST PROGRAMS—MUSIC | PHYSICAL EDUCATION | MANDARIN | SCIENCE

PASTORAL CARE & CHAPLAINCY UTILISING POSITIVE BEHAVIOUR SUPPORT

TALK 4 WRITING

CARS AND STARS

MATHLETICS

SOUNDWAVES

INSTRUCTIONAL PLAY

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TUART FOREST
PRIMARY SCHOOL

2019 - 2021
BUSINESS PLAN



SEEK. LEARN. DISCOVER.

OUR VISION

Tuart Forest Primary School is an educationally exciting environment that inspires curious, creative and confident learners who grow to become active and informed citizens