



# SCHOOL BUSINESS PLAN

## 2018-2020



## OUR VISION

*Hilton Primary School aims to foster a love of learning in a community that is inclusive, nurturing and engaged.*

## Values

- **Community:** a culture that supports friendship and belonging
- **Respect:** for one's self, other people and the environment
- **Inclusivity:** a positive approach to education that focuses on personal strengths, collaboration and embraces diversity
- **Creativity:** providing students with the opportunity to explore and express themselves creatively through the Arts
- **Sustainability:** teaching the skills needed for a sustainable future

## Our Objectives

- Resilient, confident and caring students
- To motivate and engage students through structured play and enquiry based learning
- To support students to achieve their best across all aspects of the curriculum
- To practise and teach environmental responsibility and sustainability
- Open and respectful communication between all members of the school community
- A reflective teaching and learning community which embraces change and values a growth mindset

## FOCUS AREAS, STRATEGIES AND MILESTONES

The Hilton Primary School 2018-2020 Business Plan brings together system expectations as described in the Strategic Plan for WA Schools 2016 -2019 and the Directions for Schools - Focus 2018 documents. Our Business Plan identifies four key areas, which are Integral to day-to-day work. It outlines and describes the school's actions and intent in relation to addressing future directions and working towards our school's vision.

To deliver these we will implement a series of strategies and milestones that will be monitored using a range of indicators.

Detailed annual Operational Plans, outlining budget and school resource allocations, will complement the 2018-2020 Business Plan.

*FOCUS AREAS:*

- Excellence in teaching and learning*
- Safe and supportive learning environment*
- Positive partnerships*
- Distinctive school*



## FOCUS 1: Excellence in Teaching and Learning

The staff of Hilton Primary School is committed to continuous self-improvement and the delivery of high quality, targeted and engaging teaching and learning programs.

Strategic Focus	Strategies	Targets / Milestones
<p><b>Successful Students:</b></p>	<ul style="list-style-type: none"> <li>Continue to plan, teach and assess using the Western Australian Curriculum and Scope &amp; Sequence documents.</li> <li>Embed whole-school approaches across all subject areas. Including the use of evidence based strategies such as iSTAR, Visible Learning, Gradual Release Model.</li> <li>Maintain Literacy and Numeracy Blocks, with explicit teaching and strategy based approaches including Jolly Phonics/Soundwaves, Guided Reading/Comprehension Strategies, Paul Swan Maths, First Steps Literacy/Numeracy.</li> <li>Differentiate the curriculum, through group and/or one-on-one learning, to support the individual needs of students including students at risk as well as extension opportunities for high achievers.</li> <li>Support identified students through targeted interventions such as MultiLit Program, Case-Management processes and Individual/Group Education Plans (IEP's/GEP's).</li> <li>Special Educational Needs (SEN) students are catered for within an inclusive school environment. IEP's are shared across classes in the best interests of the student.</li> <li>Students are tracked across the middle school (Yr 3 to 4 to 5) and are monitored for academic growth.</li> <li>Maintain memberships of key associations. (MAWA, STAWA)</li> </ul>	<p><b>To arrest the downward trend in longitudinal (Comparative) NAPLAN data between years 3 to 5 by 2020.</b></p> <p><b>To achieve results at or above WA State mean in all NAPLAN areas by 2020.</b></p> <p><b>Yr 4 and yr 6 students re-tested on NAPLAN have shown improvement from previous year.</b></p>
<p><b>High Quality Teaching:</b></p>	<ul style="list-style-type: none"> <li>Provide time each term for staff to collaborate and have professional conversations around high quality teaching, learning and assessment.</li> <li>Staff to access relevant, high quality professional learning to enhance classroom practice and whole school pedagogy.</li> <li>Staff given opportunities to present at staff meetings and School Development Days.</li> <li>Provide ongoing opportunities for teacher reflection and self-assessment against the AITSL Professional Teacher Standards and Classroom Practice Continuum.</li> <li>Provide opportunities for curriculum teams to plan and develop clear Operational Plans which support the needs and direction of the school.</li> </ul>	<p><b>Increase the percentage of staff engaged in relevant professional learning communities.</b></p> <p><b>Increase staff proficiency against the AITSL Professional Teacher Standards and Classroom Practice Continuum.</b></p>



	<ul style="list-style-type: none"> <li>• Provide opportunities for staff to analyse school data and take part in disciplined dialogue around school improvement.</li> </ul>	<p><b>Staff drive whole-school data analysis sessions and identify strengths and areas for improvement.</b></p>
<p><b>Best start to schooling: Early Childhood Education</b></p>	<ul style="list-style-type: none"> <li>• On Entry Data used as a basis for target setting and early identification of students at educational risk as well as extension.</li> <li>• Early Childhood and Junior Primary teachers will follow the principles, practices and learning outcomes set out in the Early Years Learning Framework and the National Quality Standards.</li> <li>• Students to engage in regular inquiry/play based activities and nature play.</li> <li>• Monthly meetings between all ECE staff for planning, collaboration and consistency.</li> <li>• Early Literacy: Kindy to use “Cracking The Code” and PP - Yr 1 to use Jolly Phonics.</li> </ul>	<p><b>On-Entry Testing - Identified “Students at Risk” and “Extension students” are re-tested and have shown improvement/growth.</b></p> <p><b>NQS - Move from “Working Towards” to “Meeting” in all National Quality Standards.</b></p>



## FOCUS 2: Safe and Supportive Learning Environment

Hilton Primary School provides the learning conditions that are essential for all students to be successful learners.

Strategic Focus	Strategies	Targets / Milestones
<p><b>Staff and Student Health &amp; Wellbeing</b></p>	<ul style="list-style-type: none"> <li>• Whole-staff PL into Positive Education philosophy/framework.</li> <li>• H&amp;WB team established to develop, implement and drive whole school focus in Pos Ed.</li> <li>• Development of whole-school mindfulness and resilience program.</li> <li>• Use of school Chaplain / school Psych / school Nurse to work with identified students and families.</li> </ul>	<p><b>Become a Positive Education school by 2020.</b></p> <p><b>Develop a whole school Health &amp; Wellbeing program.</b></p> <p><b>Improve the scores achieved in the Staff and Student survey when compared to the 2017 surveys.</b></p>
<p><b>Student Attendance, Behaviour and Engagement</b></p>	<ul style="list-style-type: none"> <li>• Maintain high expectation and whole school focus with families to encourage positive school attendance. "Every Day Counts..."</li> <li>• Linking Attendance/Behaviour to whole school reward days.</li> <li>• Maintaining positive links to families through AIEO/Chaplain home visits and phone calls.</li> <li>• Forming positive relationships between classroom teachers, their students and the parents. (Phone Calls, Parent/Teacher meetings, etc).</li> <li>• Use of whole-school behaviour system (1, 2, 3 MAGIC!) and tracking of student behaviour between specialist areas.</li> <li>• Use of school Psych and Chaplain to work with identified students and their parents.</li> <li>• Continue with positive incentives including Merit Awards, Aussie of the Month, Book Awards, CCC Award (free lunch), admin visits, etc.</li> <li>• Develop student leaders including Student Councilors and Faction Captains.</li> </ul>	<p><b>Increase whole-school attendance to 94% or higher by 2020. (Currently 91%)</b></p> <p><b>Increase Aboriginal attendance to 85% or higher by 2020. (Current Av. 83.9%)</b></p> <p><b>Increase percentage of students achieving 'Consistently' or 'Often' in Attitude, Behaviour &amp; Effort in school reports to 87% or higher by 2020.</b></p>



## FOCUS 3: Positive Partnerships

*Hilton Primary School values positive involvement, connection and collaboration with our school community.*

<b>Strategic Focus</b>	<b>Strategies</b>	<b>Targets / Milestones</b>
<p><b><i>Maintain and strengthen positive school-community relationships.</i></b></p>	<ul style="list-style-type: none"> <li>• Maintain positive communication to parents and the wider community through the school newsletter, website, assemblies, open days/nights, Parent/Teacher meetings and school SMS messaging system.</li> <li>• Maintain positive links between the School, School Board and P&amp;C.</li> <li>• Value add to the school through Freo PCYC, Hilton Harvest, Teddy Bear Corner, Hilton Playgroups and School Volunteers.</li> <li>• Look for opportunities to promote the school to the wider community.</li> </ul>	<p><b><i>Improve the scores achieved in the Parent survey when compared to the 2017 survey. Achieve a minimum rating of 3.5 in all areas.</i></b></p> <p><b><i>School Board survey of the effectiveness of the Board is positive.</i></b></p> <p><b><i>P&amp;C funds are used to support whole school initiatives.</i></b></p>
<p><b><i>Celebrate Cultural Diversity, Inclusivity and Special yearly calendar events.</i></b></p>	<ul style="list-style-type: none"> <li>• Continue with whole-school involvement in ANZAC Day, Harmony Day, NAIDOC Day.</li> <li>• Celebrate special days such as: 100 Days of School, Science Week, Book Week, etc with multi-age whole-school rotational activities.</li> <li>• Include parents/families in special assemblies, concerts, welcome BBQ, open nights, graduations and sporting events.</li> <li>• Promote participation at community events such as Hilton Harvest Twilight Fair, Freo Festival and Hiroshima Day.</li> </ul>	<p><b><i>Annual events such as Harmony Day and NAIDOC are observed.</i></b></p> <p><b><i>Parents &amp; Community members are involved in Science Week, Book week, Special Assemblies and Whole-school events.</i></b></p>



## FOCUS 4: Distinctive School

*Hilton Primary School is a unique school that provides diverse, interesting and enriching learning opportunities for students.*

<b>Strategic Focus</b>	<b>Strategies</b>	<b>Targets / Milestones</b>
<b><i>STEAM &amp; Sustainability</i></b>	<ul style="list-style-type: none"><li>• Integrate technologies across all learning areas and year levels, using STEAM (Science, Technologies, Engineering, Arts, Mathematics) principles and project based initiatives.</li><li>• Continue to provide additional opportunities for students to develop their STEAM skills through after school STEAM Club.</li><li>• Teachers to utilise Digital Technologies within their classrooms and develop all students' abilities in coding and basic computer skills.</li><li>• Utilise appropriate software/Apps to maximise student learning.</li><li>• Staff and students to take an active role in looking after an area of sustainability including: Climate Clever, Waste Wise, Water Wise, Worm Farm, Butterfly Project, etc.</li></ul>	<p><b><i>Observations of STEAM activities in classes.</i></b></p> <p><b><i>Staff semester showcase of STEAM projects.</i></b></p> <p><b><i>Integration of all curriculum areas with sustainability topic/focus.</i></b></p>
<b><i>Enhancement of Physical Learning Environment</i></b>	<ul style="list-style-type: none"><li>• Development of ECE outdoor learning environment.</li><li>• Enhancing nature play areas and natural bushland spaces with interesting, hands-on/interactive objects.</li><li>• Addition of Bi-lingual English/Noongar signage within the natural environment.</li><li>• Budget for development of Vege Garden and Butterfly Project areas.</li></ul>	<p><b><i>Nature Play areas developed.</i></b></p> <p><b><i>Vege Garden area established.</i></b></p> <p><b><i>Butterfly Garden area established.</i></b></p>



**Educational Enrichment**

**Specialist Areas - Art, Music, Italian & Phys Ed:**

- Maintain and promote specialist areas with art displays, choir performances, newsletter inclusions, open night participation and sports carnivals.

**Clubs / Interest Groups:**

- Develop a number of extra-curricular clubs for students to be involved in, including: STEAM Club, Games Club, Lunchtime Sport, Mindfulness Club, Gardening Club, etc.

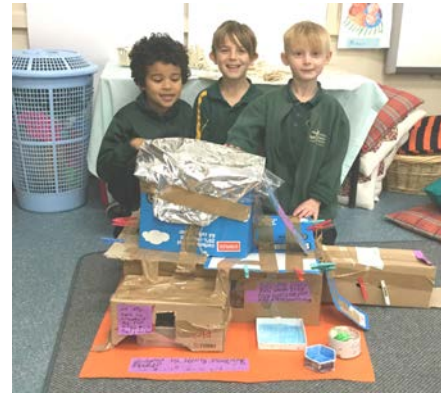
**Extension groups:**

- Look for opportunities to engage students in extension activities such as: Writers groups, Maths Clubs/Numero Club, 'Have Sum Fun' Maths competition, STEAM Club.

***Increase the proportion of students achieving a 'C' Grade or higher in specialist areas.***

***Increase student participation in extra-curricular activities.***

***Increase opportunities for students to take part in extension programs and activities.***







## HILTON PRIMARY SCHOOL

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The Business plan 2018 to 2020 has been presented to the Hilton Primary School Board as have changes made to the document over the life of the Plan.

A handwritten signature in blue ink, appearing to read 'T. Matheson', written over a horizontal line.

Tony Matheson  
Principal

A handwritten signature in black ink, appearing to read 'Erin Baker', written over a horizontal line.

Erin Baker  
School Board Chairperson

