



# Davallia Primary School **Business Plan 2018–2020**

AN INDEPENDENT PUBLIC SCHOOL

## School Vision

**“To grow resilient individuals who strive to reach their personal potential, live by our values and contribute to their community.”**

Our school vision encapsulates our intention to assist students to become the best they can possibly be. Grow to be people who live by a clear set of core values and be community minded individuals who value add to the vibrancy of the community in which they live.

**Respect  
Responsibility  
Innovation  
Perseverance**

## About Davallia Primary School

Davallia Primary School is situated in the established northern suburb of Duncraig and is well regarded as a school of quality by the community it serves.

Since 1974, our school has been an integral aspect of the local community and now boasts a student enrolment of over 470 students. We believe all students are differently able, and as such, our school caters well for academically strong students and equally well for students who have specific learning requirements. We believe in a holistic approach to teaching and learning developing of equal importance the social, emotional and academic considerations of learning.

Staff are highly motivated and well skilled. Their collective and collaborative efforts are focussed on the individual child providing learning opportunities to access and engage with an appropriately challenging curriculum. With demonstrated high expectations being the norm for staff and students, we at Davallia Primary School are committed to the notion of continuous improvement. Staff routinely and discerningly access quality professional learning opportunities to further develop their extensive educational knowledge and skills, creating a contemporary approach to teaching and learning.

## Our School Values

Our 4 core values are at the foundation of our school culture. They support our school to develop social responsibility and a collective team spirit referred to proudly as being a ‘Davallian’.

### Respect

To show respect we consider others, really listen, are well mannered, follow rules, forgive mistakes and value uniqueness

### Responsibility

To show responsibility we own our behaviour, think before we act, commit and follow through and lead by example

### Innovation

To show innovation we imagine, be creative, try something different, take healthy risks and learn from our mistakes.

### Perseverance

To show perseverance we look for solutions, do our best, work hard and celebrate effort



## About this plan

This plan has been a collective effort involving staff, students, the school community and the School Board. Collectively this strategic direction for Davallia Primary School places successful students at the heart of all operational considerations.

The plan forms part of a collection of documents including operational plans, the Workforce Plan and the Delivery and Performance Agreement.

The targets and milestones contained in this plan provide an indication of progress towards achieving our three strategic foci:

- Excellence in Teaching and Learning
- Environment; and
- Partnerships

Successful students are at the centre of our school improvement endeavour. As such, all things we do are evaluated in relation to impact on student learning. To achieve this we collect and analyse data and other evidence related to student performance, we plan improvement strategies and we action them.



## School Self-Assessment

Our school, through the School Board, actively monitors its performance through a variety of measurement tools involving staff, students and parents. These include:

- Academic Performance NAPLAN, On-entry Assessment, PEAC, PAT testing, summative grade allocations
- Non-academic Performance – Attendance rates, behaviour management data, participation rates in extra-curricula activities
- Satisfaction Rates – National Schools Opinion Surveys Parents, staff and students
- Governance – Regular review of Business Plan targets, operational plan, strategies and timelines, staff meeting and professional development attendance monitored, performance management, financial management, IPS reporting requirements under the Delivery and Performance Agreement

Further to this and on a triennial basis, as part of the Department of Education's quality assurance process for Public Schools, our school's performance is confirmed by an external review. This review is published on the school's website as well as through the WA Department of Education.

## School Improvement and Strategic Foci

### School Improvement

At Davallia Primary School, our programs, focus areas and school improvement processes are informed by a number of external and local considerations. These include:

- Federal and State educational policy
- Department of Education (WA) strategic plans
- Department of Education Services Review of Independent Public Schools
- School based data collection
- Staff expertise
- Parent and community expectation and involvement

### Strategic Foci

Our school's strategic direction is categorised into three integrated focus areas:

- Excellence in Teaching and Learning
- Environment
- Partnerships

Annual operational plans in a range of areas including Mathematics, English, Science and ICT ensures an evidence-based and whole school approach to educational instruction, resource development and data collection processes.



## Improvement Targets

### Academic

Student achievement in Reading, Writing, Spelling, Punctuation and Grammar, and Numeracy to be equivalent to or beyond 'like' school performance.

- Increase the % of student's achieving in the top 20% of all schools, to be comparable to like school achievement in reading, writing, spelling, punctuation and grammar, and numeracy
- Decrease the % of students achieving in the bottom 20% of all schools, to be comparable to 'like' school achievement in reading, writing, spelling, punctuation and grammar, and numeracy
- Value add to mean percentage scores in Science indicated through PAT Testing

### Attendance

- Whole school attendance to be 95% or higher Satisfaction Rates
- Rates of satisfaction to range between 4.2 – 5.0 in all points of measurement on National Schools Opinion Surveys (staff, students, parents)
- Analysis and actions to be documented for points below this range as required



# Excellence in Teaching and Learning

Staff at Davallia Primary School will continue to provide quality learning opportunities where all students are suitably challenged, supported and engaged. We believe all students are differently able and as such, learning will be differentiated to meet the needs of all students.

Strategic Direction	Strategies	Targets/Milestones
<b>State and National Imperatives</b>		
<b>Embed the Western Australian Curriculum in planning, teaching and assessment</b>	<ul style="list-style-type: none"> <li>Teachers to use the current Western Australian Curriculum to plan, teach and assess across ALL curriculum areas</li> <li>Provide opportunities for staff to engage in professional learning to enhance understanding of the Western Australian Curriculum and the General Capabilities</li> <li>Collaborative structure developed to facilitate year level moderation</li> <li>All staff engaged in moderation opportunities with Carine Network of Schools</li> <li>Continued involvement in Year 6/7 Carine Transition Network Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Full implementation of the Western Australian Curriculum</li> <li>Professional learning needs are strategically met through Performance Management process</li> <li>Evidenced moderation of teacher judgements in the Western Australian Curriculum</li> <li>Grade allocations aligned closely with 'like' schools</li> <li>Implementation of shared and whole of school strategies for Writing improvement</li> <li>Interschool moderation and professional learning accessed</li> </ul>
<b>Professional Standards</b>		
<b>Align performance and development to the Western Australian Institute for Teaching and School Leadership (AITSL) Professional Standards</b>	<ul style="list-style-type: none"> <li>Professional Standards</li> <li>Align performance and development to the Western Australian Institute for Teaching and School Leadership (AITSL) Professional Standards</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management process to encompass AITSL reflective tool and peer observation</li> <li>Culture of self-reflection and peer observation developed</li> <li>National Schools Opinion Survey Staff remains positive</li> </ul>
<b>Staff Capacity</b>		
<b>Build staff capacity and competency to meet the needs of all learners.</b>	<ul style="list-style-type: none"> <li>Strategic engagement of staff in quality professional learning linked to student performance</li> <li>Encouragement of staff leadership to provide curriculum leadership from within</li> <li>Collaborative structure to provide collegial sharing and learning</li> <li>Internal and external moderation (like schools)</li> <li>Strategic usage of Early close for curriculum capacity building</li> <li>Maintain collaborative structures with the school timetable to facilitate moderation (where possible)</li> <li>Student performance data drives professional learning needs</li> <li>Professional learning provided to ensure differentiated instruction is implemented</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management in place for all staff</li> <li>Full implementation of the Western Australian Curriculum</li> <li>Moderation partnership with Carine Network Primary Schools (moderation and professional learning)</li> <li>Action workforce plan as appropriate</li> <li>Partnership in Action (PIA) with Edith Cowan University and Curtin University to be maintained</li> <li>Differentiated learning evidence in all classrooms</li> </ul>

# Excellence in Teaching and Learning

Strategic Direction	Strategies	Targets/Milestones
<b>Student Accountability</b>		
<b>Students demonstrate increasing responsibility and accountability for their learning</b>	<ul style="list-style-type: none"> <li>Teachers to provide explicit instruction and authentic opportunities for student accountability in learning – using self-reflection and goal setting</li> <li>Strategic use of rubrics</li> <li>Explicit use of learning intentions of the Western Australian Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of students engagement in self-reflection practice and goal setting to identify strengths and improvement opportunities</li> <li>Positive data collated from National Schools Opinion Survey Students</li> </ul>
<b>Technological Fluency</b>		
<b>Strengthened ICT fluency across all year levels and learning areas (where appropriate)</b>	<ul style="list-style-type: none"> <li>Provide opportunities for staff to engage in professional learning to enhance pedagogy eg Teachers Can Code</li> <li>Continue to provide access for all staff to enhance digital competence – skills and knowledge</li> <li>Continuance and enhancement of Coding across the school</li> <li>Sustainable planning for future directions in ICT</li> <li>Increase student access to and availability of current learning technologies</li> <li>Preparation for NAPLAN On-line – technology skills</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced technological fluency demonstrated through teaching pedagogy</li> <li>Documented staff participation at whole of school professional learning activities</li> <li>Whole of school keyboarding strategy introduced</li> </ul>



# Environment

Davallia Primary School will continue to provide a safe, healthy and supportive environment for students and staff.

We support a vibrant environment which reflects our school values of respect, responsibility, perseverance and innovation.

Strategic Direction	Strategies	Targets/Milestones
<b>Provide safe and supportive learning and working environments</b>	<ul style="list-style-type: none"> <li>Educate staff, students and community regarding Cyber Safety</li> <li>Development of a whole of school wellbeing strategy</li> <li>Maintain school chaplain role</li> <li>School Psychologist time to be increased to 0.3FTE</li> <li>Pastoral Care Team to action a Case Management approach</li> <li>Rainbows to operate multiple programs</li> <li>Cyber safety education sessions – staff, community and students</li> <li>Peer Mediator Program for Year 6 student leadership</li> <li>Investigate Safe4Kids Protective Behaviours program</li> <li>Investigate URStong Resilience program</li> <li>Maintain two OSH accredited School Officers</li> <li>Capital and minor works to improve OSH across the school</li> </ul>	<ul style="list-style-type: none"> <li>Staff, students and families access support services such as Chaplain, School Psychologist, Pastoral Care Team and Safety House program</li> <li>Vigilance in health and safety across the school site is maintained</li> <li>Whole of school Protective Behaviours program implemented</li> <li>Implementation of a whole school wellbeing plan</li> </ul>
<b>Embed Davallia PS Values</b>	<ul style="list-style-type: none"> <li>Embed Values as a basis of school culture through all aspects of the school</li> <li>Acknowledge and celebrate the positive application of our Values through assemblies, newsletters, awards and media</li> <li>Values referenced at all school gatherings</li> <li>Values utilised as part of Behaviour Management</li> <li>Whole school well-being plan</li> <li>Aussie of the Month aligned with school Values</li> </ul>	<ul style="list-style-type: none"> <li>Positive student behaviour data</li> <li>Positive feedback through National Schools Opinion Survey(s)</li> <li>Evidence of positive media</li> </ul>
<b>Create a contemporary and purposeful environment.</b>	<ul style="list-style-type: none"> <li>Buildings and facilities are maintained/improved to meet current and future needs of our school</li> <li>Develop classroom furniture renewal schedule based on the needs of 21st Century Learners</li> <li>Provide technologies to meet learners' needs (portable/interactive)</li> <li>Further develop second Nature Playground</li> <li>Upgraded outdoors performing arts area</li> <li>Grounds improvement led by the P &amp; C Grounds Committee according to plan design</li> </ul>	<ul style="list-style-type: none"> <li>Development and use of contemporary educational spaces – indoors/outdoors</li> <li>Teachers and students using flexible working spaces with mobile technologies</li> <li>Replacement of Gardening facility</li> <li>New Sports Store</li> </ul>

# Partnerships

Davallia Primary School will continue to develop positive involvement, connection and collaboration with our school community.

Strategic Direction	Strategies	Targets/Milestones
<b>Marketing and Branding</b>	<ul style="list-style-type: none"> <li>Continued development of the Davallia Primary School brand through consistent branding in publications, electronic media and school signage</li> <li>Maintain newsletter branding and design with a focus on school events, successes, achievements and community involvement</li> <li>Review of current Dress Code Policy and implementation of a more contemporary school uniform</li> <li>Development of new Faction Shirts</li> <li>Development of contemporary website presence</li> <li>Enhanced marketing technologies</li> </ul>	<ul style="list-style-type: none"> <li>Launch of new website</li> <li>Increased use of Davallia PS website by parents and wider community</li> <li>Positive school representation in local and state media</li> <li>Board approved new Dress Code</li> <li>Whole school uptake of new school uniform 2019</li> <li>Whole school uptake of new school hats 2020</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Develop school app and investigate alignment with school website</li> <li>Continue the use of 'Connect' across the school</li> <li>Provide professional learning opportunities to build staff capacity in 'Connect' as a classroom learning and communication tool</li> <li>Staff minimum usage agreement for 'Connect'</li> <li>Maintain and increase digital communications with parents/ community via contemporary school website, sms and emails</li> </ul>	<ul style="list-style-type: none"> <li>National Schools Opinion Survey (NQS) Parents responses to remain positive (above 4.2)</li> </ul>
<b>Community Education</b>	<ul style="list-style-type: none"> <li>Survey community to identify community education opportunities</li> <li>Engage pre-Kindergarten parents</li> <li>Redesign 'Getting Ready for Kindy' workshops for prospective Kindergarten parents</li> <li>Broker, develop and deliver Safe4Kids Protective Behaviours and UR Strong Resilience workshops for parents, students and wider community</li> <li>Further develop Mothers and Daughters Human Growth and Development workshops</li> <li>Literacy and Numeracy workshops delivered as required</li> </ul>	<ul style="list-style-type: none"> <li>Increased education focus in the P &amp; C</li> <li>Engagement of community in Safe4Kids Protective Behaviours and UR Strong Resilience workshops</li> <li>Positive response to Getting Ready for Kindy workshops</li> </ul>



# Partnerships

Strategic Direction	Strategies	Targets/Milestones
<b>Parent and Community Expertise</b>	<ul style="list-style-type: none"> <li>Co-opt community expertise to support school operations</li> <li>Engage P &amp; C to financially support school programs</li> <li>Identify community expertise through 'Helping Hands'</li> <li>Engage School's Grounds Committee</li> <li>Collaborative processes between Grounds Committee and School Gardener</li> </ul>	<ul style="list-style-type: none"> <li>Community Board Representation – Resilience and Wellbeing focus</li> <li>Annual targeted P &amp; C wish list for resource development</li> <li>Increased school involvement in P &amp; C initiatives</li> <li>Opportunity for community engagement with the renewal plan for the grounds</li> </ul>
<b>Wider Community Engagement</b>	<ul style="list-style-type: none"> <li>Develop partnerships with appropriate local businesses leading to mutually rewarding relationships</li> <li>Engagement of Care for Kids and partners in the educative process</li> <li>Continue education partnerships to support staff and student development as well as curriculum initiatives</li> <li>Maintain status as a Waste Wise School</li> <li>Investigate Fathering Project</li> </ul>	<ul style="list-style-type: none"> <li>Access to IGA Community Chest funding</li> <li>Partnership in Action partnership with Edith Cowan University and Curtin University</li> <li>Active involvement in Carine Network Year 6/7 Transition</li> </ul>
<b>Community Satisfaction</b>	<ul style="list-style-type: none"> <li>Implement School Satisfaction Surveys as per schedule</li> <li>Documented action plans as required in response to survey analysis</li> </ul>	<ul style="list-style-type: none"> <li>Continued positive survey responses rate of 4.2 or greater</li> </ul>

# School Song

Leading the way will be dark green and red

D for Davallia, always ahead

Working together as good schools do

Come sing along with us too

Davallia... Davallia... D-A-V-A, double L-I-A

Davallia... Davallia... Here's to our school  
Hip Hooray

Grow with respect in this school which  
is ours

Over all others Davallia towers

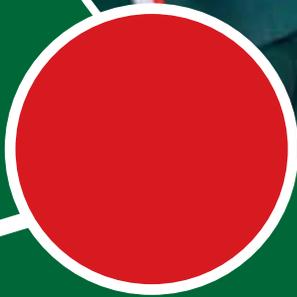
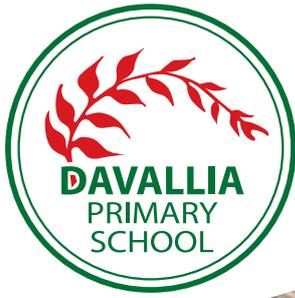
Trying so hard in whatever we do

To Davallia we'll always be true

Davallia... Davallia... D-A-V-A, double L-I-A

Davallia... Davallia... Here's to our school  
Hip Hooray, Hip Hooray





## Davallia Primary School

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**Come and join us and be a part of our school community**