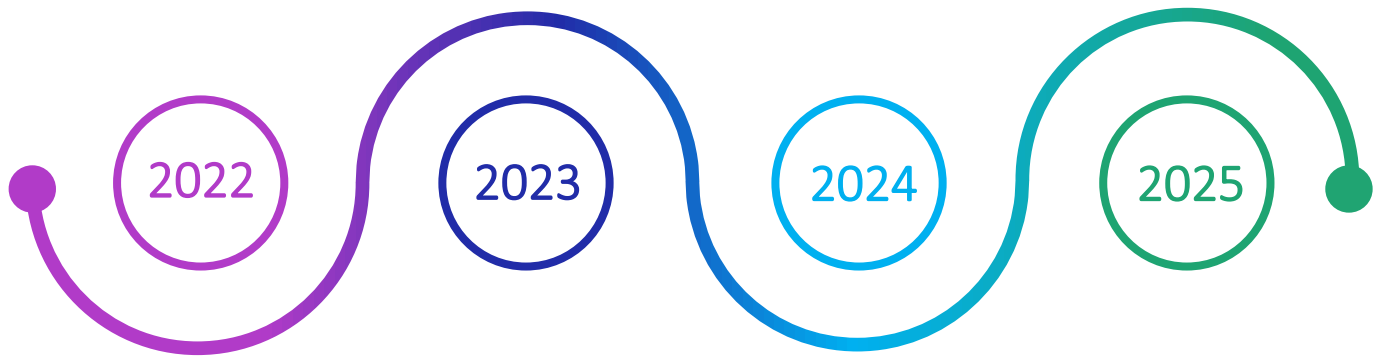




HIGHGATE PRIMARY SCHOOL

BUSINESS PLAN 2022 – 2025

Trustworthy. Impactful. Community-Minded



The start of a new plan

- Collective efficacy + collab teams
- WA Curriculum SCSA documents
- Mathematics focus
- Beware siren voices and implementation dips
- Depository of ideas

Refining the 'what' and 'when'

- Collective efficacy
- HPS Scope & Sequence documents (Mathematics and English)
- SURGE Strategy (revise)
- **Quality Teaching Strategy-** Teaching for impact School Culture Survey Leading Cultures of Excellence
- Belonging & Community (Students)

Quality Teaching

- Collective efficacy
- HPS Scope & Sequence documents (Technologies, the Arts, HASS, LOTE, Health & PE, Science)
- SURGE Strategy (revise)
- **Quality Teaching Strategy-** Teaching for impact School Culture Survey Leading Cultures of Excellence
- Belonging & Community (Staff)

Putting it all together

- Collective efficacy
- HPS Scope & Sequence + assessment
- SURGE Strategy (embed)
- **Quality Teaching Strategy-** Teaching for impact School Culture Survey Leading Cultures of Excellence
- Differentiation & personalising learning
- Belonging & Community (Parents)

TARGETS

Our students will achieve superior academic results than 'like schools' in all areas.

Our people will increasingly become proud to belong to Highgate Primary School measured by regular staff, student, and community surveys.

Our staff will work in a trust-filled school culture.
An annual survey will measure this.

MAJOR STRATEGIES FOR SUCCESS

STUDENTS FIRST

The voice and needs of our students come first.

Regardless of starting point, all Highgate Primary School students can access a high-quality education within the safe and encouraging school community that is Highgate Primary School.

COLLECTIVE EFFICACY

All Highgate Primary School staff will authentically collaborate to improve the quality of our teaching and enhance student learning.

We will use the Highgate Primary School SURGE strategy to fill identified student knowledge and skills gaps.

MEASURE AND UNDERSTAND OUR IMPACT

Staff will be supported to use available data and evidence to identify targeted support for students and to measure and understand our impact.

We will use evidence-based approaches to ensure all students are achieving year-on-year growth and progress.

PSYCHOLOGICAL SAFE

We will create psychologically safe environments for our people to take healthy risks, make honest errors, grow, and thrive.

We trust and protect our people.

SLOW DOWN

School leaders and staff will identify and address any impediments to maximising time to teach and the time students are engaged in productive learning.

QUALITY TEACHING STRATEGY

Staff will become familiar with and engage in the components of the Quality Teaching Strategy.

- Teaching for Impact
- School Culture Survey
- Leading Cultures of Excellence
- Professional learning

WA CURRICULUM

Highgate Primary School staff will teach the skills, content, and understandings directly from the WA Curriculum.

We will develop a Highgate Primary School Scope and Sequence that suits our school context. It will be stored in the Depository of Ideas.

CULTURALLY INTELLIGENT

Highgate Primary School is a diverse and unified school community.

Our school community contains many different cultures, beliefs, languages, faiths, political views, and backgrounds. We are proud of our diversity and unity.

We will find opportunities to celebrate our rich culture.

THRIVING SCHOOL CULTURE

Over the years, Highgate Primary School has worked hard to build a thriving and healthy school culture.

We will monitor the health of our school culture and make continual improvements to benefit our school community.

PHONICS

Implement, assess, monitor, and embed (with rigour) the selected synthetic phonics (PLD) program – Kindergarten to Year 2 and Years 3 to 6 (WTW).

DONT'S

RUSH

Any proposed change needs to be well thought out, resourced, and impactful, and it will take time (sometimes years) for ideas to become embedded into classroom practice.

Slow down.

STOP LISTENING

Our students, staff and parents need to be listened to.

Our staff have been trained in 'facilitated questioning' – our preferred method of hearing various voices.

IGNORE THE IMPLEMENTATION DIP

Experience tells us that the implementation dip is a real thing.

We need to expect our people to work through the stages identified in the implementation dip.

We acknowledge that this isn't easy.

WALK PAST

Staff are asked not to 'walk past'.

Don't walk past litter, swearing, lonely kids, birthday stickers, or new haircuts...

Imagine a school where ALL the adults don't walk past – that will be Highgate Primary School.

GOSSIP

Just don't.

BECOME ROBOTS

Our teaching staff will follow the whole school agreements in curriculum and policies but will be free to bring their creativity to the teaching and learning environment.

We don't want our staff to become robots.

OVER (OR UNDER)-COMMUNICATE

The school will seek to communicate appropriately, timely, and professionally to all its stakeholders.

It is recognised that communication is a two-way process.

IGNORE THE GOOD WORKS OF OTHERS

Noticing the good works of others, celebrating the success of others, and encouraging each other is a vital part of our school culture.

FORGET THE MAGIC LINE

Choose ownership, accountability, and responsibility over blame, excuses, denial, and gossip.

FORGET OTHERS

Trust-filled, quality, professional, and friendly relationships are our aim.

Let's not forget others.