



**Westminster**  
Primary School

**Business Plan**  
**2021 - 2024**

## Our Context

Westminster Primary School (Kindergarten to Year 6) opened in 2021 as a new school resulting from the amalgamation of Westminster Junior Primary School (Kindergarten to Year 3) and Westminster Primary School (Years 4 - 6). Our school offers health and early education programs through the onsite Child and Parent Centre and KindiLink initiative, and formal schooling from Kindergarten to Year 6. We share the site with Westminster Education Support Centre (ESC). As a result of the amalgamation, a new building and major refurbishment project will provide WPS and ESC with contemporary administration, teaching and learning facilities and dental therapy centre.

With over 35 different cultures represented, 65 different languages spoken, Westminster Primary School (WPS) ensures that an authentic, inclusive school environment is provided to all our students. A high priority is placed on developing important partnerships within our community that supports all our students and their families. High expectations alongside structured evidence based programs means our students are able to reach their full potential academically, socially and emotionally. As a school community our mission is to deliver an excellent standard of education that supports students to achieve results equal to, or above like schools. Our school provides high quality education, alongside innovative programs and services, which cater to the needs of each individual child and their family. There is a whole school approach to curriculum, with teaching practice reflecting a seamless approach across the school and with staff actively focusing on 'leaving no student behind'.

Strong relationships are forged and nurtured, positive behaviour is taught and expected, through engaging and encouraging students to achieve their very best.

The School Board takes an active role in working with the school community to achieve the best outcomes for our students. Our Parents & Citizens group work together to plan activities that support the school and promote parent and community involvement.

## Our Vision

Students are held at the centre of our focus while their self-esteem and resilience is nurtured. We are committed to work in partnership with students, their families, and the broader school community to establish a shared vision for our students.

Together we:

learn, grow, achieve.

## Our Values

Our school community has developed a set of values aligned to our vision. As a Positive Behaviour (PBS) School these values underpin our whole school approach towards behaviour education. The school key values are Persistence, Responsibility, Respect and Character.

We are **PERSISTENT**.

We are **RESPONSIBLE**.

We are **RESPECTFUL**.

We show good **CHARACTER**.

## A Four Year Plan For School Improvement 2021 - 2024

This plan sets the future direction for Westminster Primary School. As a new school, we have prioritised four specific areas for development. These key areas align with the Department of Education strategic plan and focus documents. Our single strategic focus is SUCCESSFUL STUDENTS. The four focus areas in achieving this are:

- Excellence in Teaching and Learning
- Leadership
- Health and Well-being
- Culture and Community Engagement





## Excellence in Teaching and Learning

Westminster Primary School has adopted a whole-school approach with an emphasis on explicit instruction with the teaching of Mathematics and English. Teachers use high impact teaching strategies and ongoing formative assessment to provide feedback to students, measure their progress and plan learning programs to address individual student needs with a focus on progress and improvement.

### Key Focus Areas

- Plan and implement evidence informed approaches to Mathematics and English.
- Consistent delivery of whole school processes.
- Embed collaborative and cooperative practices.
- Develop and refine a whole school assessment program to drive decision making at all levels.
- Develop and sustain an individual and school-wide focus on improving education outcomes for Aboriginal students.
- Implement a targeted explicit approach to literacy and numeracy.
- Commitment to ongoing professional learning, and support for staff.
- Develop quality, balanced Early Childhood Education programs aligned with the Early Years Framework and National Quality Standards.

### 18 Months

- Classroom Management Strategies (CMS) Foundation and Instructional Strategies for Engagement training for all staff.
- Talk 4 Writing, Heggerty, PRIME Maths, Daily Reviews and Trauma Responsiveness PL for all staff.
- Ensure all teachers are trained using assessment tools including PM Benchmarks, BrightPath Writing and identified Intervention Programs
- Embed whole school 'Guidelines of Practice' in English and Mathematics which incorporates lesson design and block structure.
- Streamline assessment processes incorporating historical data.
- Implementation of WPS whole school planning documents.
- Whole school assessment schedule embedded.
- Implement a specialist Science program where students are curious, engaged and excited about science.
- In-class coaching, modelling and observations to support every teacher implement high-quality lessons.
- Establish a data collection platform and analysis process to inform planning.
- Develop staff's data literacy capabilities.
- Provision of collaboration time for planning, moderating and assessment within phase of learning teams.

### 36 Months

- Embed STEM across the curriculum. Equip students with ICT capabilities and problem solving skills.
- Establish and participate in moderation processes across Swan West PLC network.
- Build a collective efficacy.

## Leadership

Westminster Primary School develops staff leadership capabilities through distributed leadership, using identified leaders across the school. Leadership capabilities are taught to all Year 6 students.

### Key Focus Areas

- Develop a model of distributed leadership through the cultivation of staff leadership opportunities across the school.
- Develop the leadership capacity of identified leaders through the Future Leaders Framework.
- Build a strong staff culture of collective responsibility.
- Develop student leadership structure to ensure student voice and active participation in some decision making.
- Establish a culture of performance management, improvement and feedback.

### 18 Months

- Fully functioning 'student voice' through the establishment of Student Leaders.
  - Promote the role and profile of the School Board throughout the school community.
    - Peer observation for professional learning.

### 36 Months

- Development of student forums across year levels.

## Health & Well-being

At Westminster Primary School, we pride ourselves on providing a safe, caring and supportive environment for all, underpinned by a values rich culture that supports quality learning and positive behaviours.

### Key Focus Areas

- Prioritise the social and emotional health of students and staff.
- Create a culturally responsive school that builds on the strength of each of our students.
- Strengthen the capacity of staff to support the health and well-being of each other and students.
- Monitor and improve whole school attendance.

### 18 Months

- Full development and implementation of the Health and Well-Being Operational Plan and Scope and Sequence.
- Establish partnerships with agencies and organisations (Youthcare, Foodbank, The Smith family) suited to care provision of students and families.
- Full implementation of Zones of Regulation.
- Develop ongoing cultural competencies through the Koorlangka program.
- Strategic approach to case management and ongoing support of students with identified learning needs.
- Develop supports with the school community for engaging in mental health promotion, prevention, early intervention, and case management responses that address the mental health needs of students.

- Provision and maintenance of school-based chaplaincy service.
- Implementation of whole school mindfulness.
- Mental health coordinator selected and trained who will establish and lead a Wellbeing Committee

### 36 Months

- Completion of Be You training by all staff.
- Gatekeeper and Youth Mental Health First Aid trained staff as applicable.
- Develop indoor and outdoor spaces to engage children in quality experiences that develop resilience, cooperation and risk taking.
- Full implementation of Positive Behaviour Support program.



## Culture & Community Engagement

Westminster PS seeks to engage parents and the community in making key decisions about the direction of the school to enhance student learning.

### Key Focus Areas

- Implement approaches that promote Aboriginal histories, culture and language.
- Build and strengthen school-community partnerships to promote initiatives that enhance student learning.
- Develop a parent communication and engagement strategy.
- Build an active and informed School Board to support school decision making.
- Work in partnership with the Board and P&C to explore ways to make the school more accessible to, and inclusive of all families.
- Structured integration between WPS and WESC to provide an inclusive teaching and learning environment.
- Strengthen community traditions including ANZAC Service, Harmony day, NAIDOC celebration, Assemblies, Sport carnivals developed in conjunction with the P&C and School Board.
- Identify and hold school celebrations and events that are reflective of our diverse community

### 18 Months

- Develop regular Parent Workshops to support identified school community needs.
- Develop and strengthen community partnerships (including Child & Parent Centre, Whadjuk Northside Aboriginal Centre, City of Stirling, North East Metro LDC and Edith Cowan University) to support the needs of the school community.
- Establish routines of communication and promotion through our regular newsletter, a well maintained website, Facebook page, community groups and newspaper.

### 36 Months

- Develop and embed a whole school sustainability program.
- Community event to celebrate completion of building project.

## Targets

### Excellence in Teaching and Learning

- Year 3 and 5 NAPLAN mean will exceed like school data.
- Raise levels of student achievement on On-Entry testing (Pre-Primary).
- Improve Year 3-5 progress of stable cohort (NAPLAN).
- Improve the performance of students in each year level on ACER Progressive Achievement Tests (PAT) Reading Comprehension, Numeracy and Science tests throughout 2021 – 2024.
- Undertake continuous cycle of school improvement through the National Quality Standard Audit and National School Improvement Tool



## Targets

### Leadership

- Provide appropriate mentoring for staff members who indicate an interest and desire to attain a higher level of recognitions (eg Senior Teacher, level 3 Classroom Teacher status or to gain a promotion).
- Provide opportunities for students to undertake leadership roles through the Student Leadership Team and Student Forum.

### Health and Well-being

- Increase the percentage of students who are attending school regularly to be at or above like schools.
- Exceed the percentage of students who report a positive sense of belonging and are interested and motivated, as evidenced in the Tell Them From Me (TTFM) Survey.
- Positive Behaviour Support Set data to show improvement annually.
- Be U data to show progress in areas outlined in the Operational plan.

### Community and Cultural Engagement

- P & C Association Committee members will participate in WACSO training.
- A minimum of 4 parent workshops offered each year to support parent engagement in the educative process.
- A community event to be held every semester at various times of the day that encourages parents/families to visit the school site.

## Response from School Board Chair

As the School Board chair I am excited for what the future holds for Westminster Primary School. As an Independent Public School, we have the ability to shape our own future to better meet the needs of our students and community.

The role of the School Board is one of governance, setting the long term future for the school and providing additional expertise to help the school achieve the best outcome for every student. Our GOAL as a board is to Go, Observe, Assist where necessary and Leave the rest with the professionals. Parent members on the Board are part of the school community where our children attend. We contribute our expertise through our involvement in the development of the school vision. By having a mindset of responsibility and collective accountability, each member assists in providing expertise to help the school achieve the best outcome for every student.

I am confident that this plan, together with school plans, is the foundation for ensuring that Westminster Primary School students leave with a range of skills that will see them thrive in a challenging and dynamic 21st century.

**Rev. Dr. Francis Fornah**





# Westminster

Primary School



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