



# BUSINESS PLAN

2024–2026











## Vision statement

At Springfield Primary School we are creative and critical thinkers, who are empowered to achieve our personal best. We engage in an active learning environment, supported by our whole school learning community.

## Purpose

Our purpose is to inspire the children to become lifelong learners by having high expectations and encouraging high levels of participation for all students. We will develop higher order thinking skills to allow them to flourish in an ever changing world.

We will provide hands-on, play-based learning experiences in both an indoor and outdoor learning environment with a focus on inquiry learning and sustainability.

We will provide opportunities to develop the whole child by providing for their social and emotional, creative and physical wellbeing and challenging the children to aim high.

## School Self-Assessment

The school will use the Department's Electronic School Assessment Tool to self-assess annually against the following 6 domains:



Relationships and  
Partnerships



Learning  
Environment



Leadership



Use of  
Resources



Student  
Achievement  
& Progress



Teaching  
Quality



## Our Future

As the school continues to evolve and grow our teaching is informed by the latest research and developments in education.

Springfield is becoming a restorative school community with a focus on affective language and emotional intelligence.

The aging buildings will be replaced with a state-of-the-art new build as the school will be redeveloped commencing in 2024.

The new build will secure a school for the children of Kallaroo well into the future. New buildings will be enhanced with new play and outdoor learning spaces to ensure Springfield Primary School remains an active learning environment, where children develop critical and creative thinking both in and outside the classroom.

## Our Present

In 2019 the whole community came together and generated a renewed vision for Springfield Primary School.

Supporting this vision the school has developed into an active learning environment where children are supported to achieve their personal best.

In 2022 the school celebrated its 50th Anniversary. Recognising the long, proud history of the school, this anniversary was celebrated with a fantastic community and alumni event.

Reflecting on the school's current achievements it clear that Springfield remains at the heart of a vibrant, engaged community who support the school to nurture the whole child, developing values and social skills along side academics to offer every child a bright future.

## Our Past

Established in 1972 Springfield Primary School was the first school opened to support the rapid expansion of the northern suburbs of Kallaroo, Craigie and Hillarys.

In its first year Springfield grew exponentially and during the 70's, 80's and 90's Springfield was at the heart of the education of many young families.

Community aspirations were high and the school built a reputation as a school of excellence. During the early 2000s the school was recognised for the excellent teaching and learning winning a National Excellence in School Improvement Award.

Pastoral care developed as a strength and the school motto evolved from 'Striving for excellence' into 'Working Together Achieving More', when the school became an Independent Public School in 2015.



# TARGETS

## Writing

Close the performance gap in Year 3 Writing so that it is similar to like schools

Sustain performance similar to or above like schools in Year 5 Writing

## Spelling

Sustain performance similar to or above like schools in Year 3 Spelling

Close the performance gap in Year 5 Spelling so that it is similar to like schools

## Numeracy

Sustain performance similar to or above like schools in Year 3 Numeracy

Close the performance gap in Year 5 Numeracy so that it is similar to like schools

## Reading

Sustain performance similar to or above like schools in Year 3 and 5 Reading

## Grammar and Punctuation

Sustain performance similar to or above like schools in Year 3 Grammar and Punctuation

Close the performance gap in Year 5 Grammar and Punctuation so that it is similar to like schools





# FOCUS AREAS

## 1 Successful Pathway for Every Student

UNLOCK AND FULFIL THE LEARNING POTENTIAL OF EVERY STUDENT

### WE WILL:

Differentiate teaching and learning based on student needs

Ensure a focus on critical, creative and higher order thinking is embedded across all learning areas

Ensure the assessment and reporting schedule is aligned to system and informs teaching and learning

Continue a targeted intervention program for children not demonstrating Year level proficiency in the Year One Phonics Assessment (MiniLit)

Provide opportunities for Gifted and Talented students through PEAC, extension programs and external competitions

Continue to refine and improve processes for Special Educational Needs (SEN) planning and Curriculum Adjustment Planning (CAP)

Ensure culturally appropriate practises are reviewed and improved

Ensure gaps in student learning are addressed and reviewed through engagement with Elastik whole school data

Provide opportunities for all children to engage in STEM

Embed the authentic use of student voice through Real Schools Circles

Continue to refine and improve the Student Leadership model to offer all senior students authentic leadership opportunities

## 2 High Quality Teaching and Leadership

BUILD CAPABILITY OF LEADERS, TEACHERS AND ALLIED PROFESSIONALS TO SUPPORT TEACHING AND LEARNING EXCELLENCE IN EVERY CLASSROOM

### WE WILL:

Utilise the Quality Teaching Strategy to build a culture of teaching excellence

Embed whole school approaches to teaching and learning that ensure consistency of practise

Use evidence and research to inform the development of a pedagogical framework in our Connected Learning Handbook, based on Teaching for Impact

Utilise data to inform targeted teaching programs

Allocate physical and financial resources to ensure maximum impact on student learning

Ensure timely review of whole school approaches and support any changes with an appropriate change management strategy

Continue to engage with the Joondalup Learning Community Future Leaders Program to identify and support high potential future leaders through high quality professional learning and mentorship

Implement a video coaching framework that supports deep self-reflection and personal growth

Align the Workforce Plan to ensure the attraction and development of highly skilled staff to implement our pedagogical framework

Refine and improve staff induction processes

## 3 Strong and Connected Community

PARTNER WITH FAMILIES, COMMUNITIES AND AGENCIES TO SUPPORT THE EDUCATIONAL ENGAGEMENT OF EVERY STUDENT

### WE WILL:

Build a restorative school community in partnership with Real Schools

Streamline communication processes between home and school

Develop a Parent Partnership Framework outlining roles and responsibilities to support our motto of 'Working Together, Achieving More'

Establish a RAP working group to commence the process of developing a Reconciliation Action Plan

Continue to partner with local providers to offer opportunities for students E.G. City of Joondalup, Story Dogs, Local Politicians, Perth Royal Show, Hillarys Out of School Hours Care (HOOSCI)

Support the school community through the redevelopment process to allow for the rebuild of Springfield Primary School to provide a State-of-the-Art Learning Environment for the future

Continue to partner with Joondalup Learning Community to create opportunities for staff, students and families

Embed a strong student services team to support students and families with physical and mental health and well-being

Ensure strong governance and support continues with a well-trained school board who can advise and support school decision making processes

Continue to work closely with Parents & Citizens Association (P & C) to fundraise and hold events which support the school community



# GLOSSARY

**RAP**

Reconciliation Action Plan

**Quality Teaching Strategy**

The Department's Quality Teaching Strategy brings together programs, services and supports for principals and teachers to build cultures of teaching excellence which develop, implement and sustain effective classroom practice.

**Teaching for Impact**

Teaching for Impact is part of the Quality Teaching Strategy. It guides schools to focus on the elements that have the biggest impact on student wellbeing and achievement.

**Joondalup****Learning Community**

The school network that Springfield Primary School belongs to. Networks of schools use system resources and connected supports to share and discuss student achievement information, common resources and tools focussed on improving student achievement.

**Future Leaders**

The Western Australian Future Leaders Framework is designed to identify school staff with potential to become high-performing school leaders, and to provide opportunities for growth and development for potential future leaders.

**Differentiation**

Adapting or adjusting learning experiences to meet the needs of individual or groups of students.

**MiniLit**

An evidence based, explicit and effective early literacy intervention program for teaching children in the bottom 25% of the expected range for their age in Year 1 and 2.

**PEAC**

Primary Extension and Challenge Program (All children are tested in Year 4 to identify eligible students for PEAC courses.)

**Elastik**

Elastik is a platform that allows teachers to pinpoint and address unidentified gaps in students' learning in Maths, English and Science.

**STEM**

An approach to integrating Science, Technology, Engineering and Maths.

**Real Schools**

Real Schools is a partnership involving professional learning, mentoring and coaching for staff to develop a restorative school culture.





**PRIMARY SCHOOL**

Working Together Achieving More

An Independent Public School

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