BUSINESS PLAN 2025 - 2027

Osborne
PRIMARY SCHOOL

To develop curious, passionate, life-long learners.

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osborneps.wa.edu.au

Responsibility • Respect • Resilience

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Osborne PRIMARY SCHOOL

Relationships & Partnerships

Target

We will....

- Enhance relationships between the school and families by establishing consistent and reliable communication practices.
- Provide opportunities to assist and support staff to collaborate in phase of learning teams for planning, teaching and assessment purposes.
- Further enhance whole school positive relationships.

Strategies

- Use standard communication platform.
- Consistent forms of communication used across the school. (e.g. frequency of messages, type of messages)
- Allocate common DOTT to phase of learning teams.
- Consistent practices to assist with short-term and long-term classroom planning.
- Increase the number of parent helpers across the school.
- More community focussed events (ie morning teas)

LEARNING ENVIRONMENT

Target

We will....

- Consolidate and develop consistent and visible whole school positive behaviour practices.
- Focus on supporting staff and student health and wellbeing.
- Maintain the school environment
- Further progress the Aboriginal Cultural Standards Framework.

Strategies

- Develop a whole school behaviour matrix with clear behaviours.
- Explicitly teach desirable behaviours.
- Individual/Whole Class/Whole School reward system.
- Introduction of Noongar language.
- Identify the maintenance and upgrading requirements of the school to develop long term plans to continue providing a safe, inviting and engaging environment.

LEADERSHIP

Target

We will....

- Develop and implement consistent policies, processes and procedures to lead to sustainable and effective practices.
- Create a distributive leadership model to gradually manage school improvement initiatives.
- Re-establish Performance Management and Development practices to build staff capacity and achieve their individual best.

Strategies

- Audit of current whole school policies and processes.
- Develop consistent policies that support the induction of new staff to 'The Osborne Way.'
- Clear roles and responsibilities of leaders.
- Scheduling and monitoring Professional Learning requirements and opportunities.
- Leadership opportunities for aspiring leaders and access to necessary professional learning.
- Clear and consistent performance management processes

Use of Resources

Target

We will....

- Build staff understanding of the use and allocation of the school's One-Line budget.
- Align and allocate Allied Professionals to better meet school priority areas and individual student needs.
- Develop and establish whole school financial practices.
- Improve the long term financial stability of the school.

Strategies

- Finance committee provides feedback to staff regarding funding decisions.
- Establishment of Finance Guidelines.
- Investigate intervention programs that can be delivered to phase of learning groups of students to support their learning.
- Continue working with the Department of Education to address the financial position of the school.
- Creation of procurement and replacement plans for school's ICT resources.
- Develop plans for reserve accounts.

Teaching Quality

Target

We will....

- Develop and adhere to a gradual implementation plan to introduce and consistently deliver the components of a Literacy and Numeracy block.
- Work towards meeting the requirements outlined in the 'Teaching for Impact' (TFI) framework.

Strategies

- Create and implement a three-year plan detailing the various components of both the Literacy and Numeracy plan that will be introduced and developed each semester.
- Provision of professional learning and regular opportunities for teachers to celebrate their progress, share ideas and seek assistance from colleagues.
- Lesson observations and feedback.
- Curriculum Leader to provide support and monitor implementation progress.
- Align Performance Management with TFI framework.

Student Achievement & Progress

Target

We will....

- Implement consistent , sustainable and manageable whole school assessment practices.
- Build the data literacy of staff to improve the use of data to inform teaching.
- Establish clear and practices to support students at educational risk.
- Enhance processes to provide feedback on student achievement and progress.

Strategies

- Develop the capacity of staff to administer assessments.
- Schedule staff meetings immediately following assessments for staff to analyse data.
- Develop and establish consistent SAER processes.
- Learning Support Coordinator to oversee case management and support of SAER.
- Align reporting practices to meet the needs of parents/carers.

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Student Achievement Targets:

- Stable cohort of students will continue making high to very high progress from On-Entry to Year 3 NAPLAN in Reading and Numeracy.
- Stable cohort of students will maintain or improve their performance from Year 3 to Year 5 when compared to Like Schools .
- Pre-Primary to Year 6 students will maintain or improve their scores in PAT Reading and Easy Mark Numeracy assessments.
- Student attendance rates will be comparable or better compared to WA Public Schools across the life span of the 2025-2027 Business Plan.

Our VALUES:

Resilience **Respect** **Responsibility**