

# School Strategic Plan 2018-2022

Thomas Mitchell Primary School (5294)



Submitted for review by John Hurley (School Principal) on 27 November, 2018 at 10:26 AM  
Endorsed by Leonie King (Senior Education Improvement Leader) on 10 December, 2018 at 09:38 PM  
Endorsed by Nicole Walker (School Council President) on 20 December, 2018 at 05:26 PM

# School Strategic Plan - 2018-2022

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<b>School vision</b>	<p>Thomas Mitchell Primary School provides excellence in education by offering planned, high quality teaching and learning that both reflects and develops community attitudes.</p> <p>We welcome children into a safe and richly diverse learning community that is united in the pursuit of educational excellence. Each child is recognised as an individual, and will be nurtured and guided to achieve his or her full potential through lifelong learning and personal growth.</p>
<b>School values</b>	<p>Thomas Mitchell Primary School exists for the growth and development of children, and this is reflected in all decisions made by the school. School values encourage students to respect themselves, other people, and the property of others.</p> <p>We believe in:</p> <ul style="list-style-type: none"><li>• Ensuring that the growth and development of children is the primary focus of all decisions made by the school.</li><li>• Providing skilled and innovative teaching that recognises and addresses the learning needs of all students and is based on current educational research and ongoing professional learning.</li><li>• Developing students to be motivated, articulate, collaborative, emotionally intelligent, curious and socially responsible.</li><li>• Fostering a love of learning that is enhanced by the inclusion of an international perspective and that will empower students to thrive in a globally connected world.</li><li>• Providing opportunities for students to develop and discuss their own thinking and learning and to join with staff and the broader school community to have a voice and be in dialogue around important issues.</li><li>• Being a community educational resource and building cooperative relationships with all members of the broader school community.</li><li>• Upholding the spirit and principles of the Universal Declaration of Human Rights 1948 by providing a respectful, inclusive and professional learning environment where diversity in nationality, beliefs, knowledge and opinions is valued by all.</li></ul>
<b>Context challenges</b>	<p>From the School Performance Report 2018, we are in the 'Renew' category for Reading, Numeracy and several other areas including 'Stimulating Learning'.</p> <p>In 2017, we were an 'Influence' school in terms of performance (percentage of students in top two bands Reading Year 5), but in 2018 we are now in the 'Recharge' category. With the percentage of students in the bottom two bands for Reading Year 5, we were in the 'Influence' category, but again in 2018 we are just maintaining and are in the 'Renew' category.</p> <p>In terms of Stimulated Learning, we were at 81% (Stretch) in 2017, but in 2018 it is at 75.1% which puts us in the 'Renew' category.</p> <p>Our 2018 AIP had a focus on improving student learning outcomes, particularly the number of students below expected standards in</p>

	<p>Writing. This focus is ongoing and we working to improve the accuracy of our teacher judgments. The development of an instructional model, which will be a whole-school approach to teaching and learning, will draw together our 2018 goals and will lead to improved student engagement and outcomes. It will create a common language and approach to high quality teaching and will give TMPS a focus for Professional Learning.</p>
<p><b>Intent, rationale and focus</b></p>	<p>As a school, we are looking for improved teaching and learning outcomes. If a rich and rigorous teaching and learning instructional model is developed and implemented then student learning growth is improved. This will also provide a clear and consistent framework for our teachers to follow. With shared ownership of learning, student attitude and engagement will be impacted in a positive way, and lead to the development of confident global citizens.</p>

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<b>Goal 1</b>	To improve student learning outcomes.								
<b>Target 1.1</b>	<p>NAPLAN - Improvement of the Years 3 to 5 Relative Growth in Reading over a four year period based on 2018 bechmarks.</p> <table border="1" data-bbox="669 544 1839 662"> <thead> <tr> <th data-bbox="669 544 1059 620">Naplan - High Relative Growth</th> <th data-bbox="1059 544 1449 620">2018</th> <th data-bbox="1449 544 1839 620">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="669 620 1059 662">Reading</td> <td data-bbox="1059 620 1449 662">26%</td> <td data-bbox="1449 620 1839 662">29%</td> </tr> </tbody> </table>			Naplan - High Relative Growth	2018	2022	Reading	26%	29%
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<b>Target 1.2</b>	<p>NAPLAN - Improvement of the Years 3 to 5 Relative Growth in Numeracy with an average of 35% high growth over the four years of the strategic plan.</p> <table border="1" data-bbox="669 948 1839 1066"> <thead> <tr> <th data-bbox="669 948 1059 1024">Naplan - High Relative Growth</th> <th data-bbox="1059 948 1449 1024">2018</th> <th data-bbox="1449 948 1839 1024">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="669 1024 1059 1066">Numeracy</td> <td data-bbox="1059 1024 1449 1066">34%</td> <td data-bbox="1449 1024 1839 1066">36%</td> </tr> </tbody> </table>			Naplan - High Relative Growth	2018	2022	Numeracy	34%	36%
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<b>Target 1.3</b>	NAPLAN - Improvement in the number of students achieving in the top two bands in Reading and Writing.								

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<b>Key Improvement Strategy 1.a</b> Building practice excellence	<ul style="list-style-type: none"> <li>Develop, document and implement an instructional teaching and learning model that promotes a consistent approach to teaching</li> </ul>															
<b>Key Improvement Strategy 1.b</b> Curriculum planning and assessment	<ul style="list-style-type: none"> <li>Build a consistent teacher understanding of data and its impact on student learning growth</li> </ul>															
<b>Goal 2</b>	To improve student voice, agency and leadership.															
<b>Target 2.1</b>	<p><b>Attitudes to School Survey</b></p> <p>Stimulated Learning - Improve the percentage of students who have given a positive endorsement</p>															

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<b>Target 2.2</b>	<p><b>Staff Survey</b></p> <p>Teaching and Learning – Evaluation  Improve the percentage of staff who have given a positive endorsement</p> <table border="1"> <tr> <td><b>Use student feedback to improve practice</b></td> <td>2018</td> <td>2022</td> </tr> <tr> <td>Overall</td> <td>57.8%</td> <td>75%</td> </tr> </table>	<b>Use student feedback to improve practice</b>	2018	2022	Overall	57.8%	75%						
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<b>Key Improvement Strategy 2.a</b> Empowering students and building school pride	<ul style="list-style-type: none"> <li>Develop teacher and student understandings of student voice, agency and leadership</li> </ul>												
<b>Key Improvement Strategy 2.b</b> Empowering students and building school pride	<ul style="list-style-type: none"> <li>Develop a culture of student empowerment to manage and monitor their own learning within a stimulating learning environment</li> </ul>												

