

FRONT COVER HEAD

# HEATHRIDGE PRIMARY SCHOOL



# BUSINESS PLAN

2018 - 2020

'FLY HIGH - SEE FAR'

# OUR VISION

*At Heathridge Primary School we aim to provide a quality, inclusive learning environment in which all students are inspired to become respectful and confident citizens with a sense of belonging.*

# OUR CORE VALUES

*Integrity · Responsibility · Resilience  
Tolerance · Good manners · Kindness  
Perseverance · Confidence · Honesty  
Cooperation · Respect · Courage*

# OUR BELIEFS

**We believe students learn best when:**

- They feel safe, supported, valued and have a sense of belonging.
- There are trusting and positive relationships between all members of the HPS community.
- There is high quality teaching.
- They are actively engaged with relevant and purposeful learning experiences.
- They take responsibility for their own learning.
- Their individual differences are recognised and catered for.
- They feel challenged and confident to reach their potential.





# WELCOME TO HEATHRIDGE PRIMARY SCHOOL PROVIDING QUALITY EDUCATION SINCE 1980

## OUR SCHOOL

Heathridge Primary School is located approximately 26km north of the Perth CBD. It is located in the City of Joondalup. Since opening in 1980, Heathridge Primary School has continued to provide a high-quality education as per our school's motto **'Fly High – See Far'**. The school is renowned for its inclusivity and strong pastoral care within the Heathridge community. We became an Independent Public School (IPS) in 2015 and in 2018 we now enter our next three-year phase and are excited to implement the strategies outlined in our Business Plan 2018–2020.

Heathridge Primary School has an Index of Community Socio-Educational Advantage (ICSEA) of 1020 indicating that students are from average advantage backgrounds. We provide exciting and inclusive educational programs for students from K–6 and are committed to providing an environment where our students are given every opportunity to reach their full potential underpinned by the four pillars of **Excellence, Growth, Care** and **Opportunity**. The majority of our students transition from Heathridge Primary School to their secondary education at Belridge Secondary College.





# ACHIEVING OUR VISION

Our focus on literacy and numeracy is strong and students experience success due to high quality teaching, strengthened by whole-school approaches and evidence-based practices. Curriculum delivery is based on DoE initiatives and supported by significant resources both human and physical. Our classrooms offer challenging, fun, flexible and engaging programs which cater for all aspects of our students' academic, social, emotional and physical needs. Our students are developing 21st century skills and capabilities of communication, collaboration, creativity and critical thinking via access to iPads, coding equipment and computers. Our classrooms offer flexible seating and a variety of active learning opportunities so our students flourish.

Also on offer at HPS is a strong pastoral care and chaplaincy program. Our School Chaplain works with staff, students and families promoting well-being, resilience and self-care. We are working on a whole school approach based on iCARE, uCARE and weCARE.

As part of this program, students and staff use a common language to bring the focus of their actions back to CARE. Each Wednesday our chaplain provides Harmony Hub in the library for students in Years 3-6 where they work in harmony on a variety of activities. We also offer KidsMatter Breakfasts twice per term where all families and students are welcomed to join staff and our Year 6 Student Leaders for a community breakfast in a relaxed and friendly atmosphere.

We offer before school extra-curricular activities including fitness clubs, gardening clubs and STEM clubs. We have community volunteers and parents that form part of our

R-Team Program that is designed to support students with their reading fluency and comprehension. We encourage our fathers to actively engage in their child's learning through our Fathers' Friday initiative.

In 2018, Heathridge Primary School commenced our new journey offering a Specialised Learning Program (SLP) for students with Autism Spectrum Disorder (ASD). The goal of the SLP is to meet the individual needs of students with ASD from K-6 by providing programs to assist the students to achieve positive academic, behavioural, social and emotional outcomes to enhance the skills required for primary education and a transition to full-time mainstream classrooms. The SLP takes up to 25 students with ASD and provides them with an opportunity to access the mainstream curriculum in a way that best suits their needs.

Our school relishes a strong community spirit developed over time and built from continued parent and community involvement. We uphold supportive and collaborative relationships between students, staff and parents enabling us to get to know each student as an individual. These relationships allow us to work together cooperatively to create a positive school environment in which every student feels safe and is able to learn in a friendly and caring atmosphere. We are proud that we have built a reputation for providing a "small country school" atmosphere in a suburban school.

**Denise Jeffs**  
**Principal**





“We pride ourselves on our commitment of high care and high performance and our reputation for inclusivity, values, pastoral care and community engagement. Our P&C and School Board play active and important roles in our school.”

# OUR TARGETS 2018–2020

AREA	TARGETS	STRATEGIES	MONITORING
<b>WRITING</b>	<ul style="list-style-type: none"> <li>Reduce the percentage of students in the bottom 20% in Year 5 NAPLAN currently 29% to that of like schools and all WA schools</li> <li>Maintain the upward trend in Year 3 NAPLAN to keep performance at or above expected levels</li> </ul>	<ul style="list-style-type: none"> <li>Talk 4 Writing (T4W)</li> <li>Target students achieving in the middle bands to move them to higher achievement</li> <li>Words Their Way (WTW)</li> <li>Letters and Sounds</li> </ul>	<ul style="list-style-type: none"> <li>Brightpath</li> <li>NAPLAN</li> <li>South Australian Spelling Test</li> <li>T4W Hot/Cold tasks</li> <li>WTW Assessments</li> <li>Letters &amp; Sounds Assessments</li> </ul>
<b>READING</b>	<ul style="list-style-type: none"> <li>Reduce the number of students achieving in the bottom 20% in Year 5 currently 47%</li> <li>Maintain the upward trend of Year 3 performance in closing the gap in comparison to that of like schools</li> <li>Reduce the number of students making low progress and low achievement from Year 3–Year 5 NAPLAN</li> </ul>	<ul style="list-style-type: none"> <li>Literacy Block</li> <li>Oxford Home Readers</li> <li>PM Readers</li> <li>Guided Reading</li> <li>Bloom's Taxonomy</li> <li>Blank Level questions</li> </ul>	<ul style="list-style-type: none"> <li>Oxford Running Record</li> <li>PAT–R</li> <li>Waddington Reading Assessment</li> <li>KAT</li> <li>RAT</li> <li>NAPLAN</li> </ul>
<b>NUMERACY</b>	<ul style="list-style-type: none"> <li>Increase the percentage of students making high progress and high achievement from Year 3–Year 5 currently 0%</li> <li>Reverse the downward trend of Year 5 NAPLAN to close the gap in comparison to like schools and WA schools</li> </ul>	<ul style="list-style-type: none"> <li>Oxford Maths</li> <li>Numeracy Block</li> <li>RUCSAC</li> <li>Paul Swan Planners, games</li> <li>First Steps</li> </ul>	<ul style="list-style-type: none"> <li>PAT–M</li> <li>One Minute Basic Facts Assessment</li> <li>Oxford Maths assessments</li> <li>NAPLAN</li> <li>Counting principles</li> <li>On–Entry</li> </ul>
<b>ATTENDANCE</b>	<ul style="list-style-type: none"> <li>Reverse the downward trend and achieve an overall attendance rate of like schools or above</li> <li>Decrease the percentage of students in the severe category</li> </ul>	<ul style="list-style-type: none"> <li>IAPs</li> <li>KidsMatter Breakfasts</li> <li>Mindful Mondays</li> <li>Values Assemblies</li> <li>Chaplaincy Program</li> <li>CPFS</li> <li>Big Day In</li> <li>Attendance Policy</li> <li>Class/whole school rewards</li> </ul>	<ul style="list-style-type: none"> <li>Integris</li> <li>SAR</li> </ul>



# FOCUS AREA 1

## SUCCESS FOR ALL STUDENTS

Heathridge Primary School is committed to setting high expectations and standards of **excellence** for all students. We challenge everyone to give their best and believe every child has the capacity to learn. Teachers are committed to giving students increasing accountability for their own learning. We recognise the differing circumstances and needs of our students and are dedicated to giving every child the **opportunity** to achieve their best through providing an environment built on **care**. Staff and students are dedicated to **growth** as lifelong learners. Heathridge Primary school is dedicated to ensuring both the academic and non-academic needs of students are met. Student health and well-being are paramount to our approaches.

### WHOLE SCHOOL APPROACH TO LITERACY & NUMERACY STRATEGIES

- Oxford Maths / Talk 4 Writing (T4W)
- Daily Numeracy and Literacy Blocks K-6 (50% instruction time)
- Targeted Professional Development
- R-Team Volunteers – reading support
- Play-based learning in the early years K-2
- Active learning across K-6

### INCLUSIVE CURRICULUM

- Individual Education Plans (IEPs) and Curriculum Adjustment Plans (CAPs)
- Specialised Learning Program (SLP) for up to 25 students with Autism Spectrum Disorder

### WHOLE SCHOOL APPROACH TO VALUES AND BEHAVIOUR MANAGEMENT

- All staff are trained in the principles of Applied Behaviour Analysis (ABA), Functional Behaviour Analysis (FBA) and Positive Behaviour Support (PBS)
- Weekly Values Assembly with targeted values – 12 over the course of the year
- Emotional regulation ladders
- Values tokens, certificates and badges

### INNOVATION

- Flexible learning spaces
- Coding Club
- iPads / Computer lab
- See-Saw

### PASTORAL CARE / NON- ACADEMIC

- iCARE uCARE weCARE
- Mindful Mondays / Wellness Wednesdays
- Edu-Dance
- KidsMatter Breakfasts
- Before school activities
- Chaplaincy Program
- Annual Welcome BBQ





## FOCUS AREA 2

### HIGH QUALITY TEACHING

Heathridge Primary School is committed to ensuring the skill sets of staff are based on **excellence** and are aligned to the specific needs of students. We believe in a collaborative approach to teaching and learning, placing emphasis on the need for all staff to actively engage with their colleagues when planning, assessing and reporting. Teachers are given the **opportunity to grow** by regularly sharing their expertise. Teachers create caring learning environments that are inclusive and based on tolerance and acceptance of others. Teachers treat all individuals with **care**. Relationships are based on trust and mutual respect and are seen by teachers as being key to student success. Staff well-being is paramount with all staff working together to support each other to ensure a healthy work life balance for all.

#### STRATEGIES

- Teachers implement evidence-based practice and differentiate lessons and provide explicit instruction and authentic opportunities for students
- Teachers engage in self-reflection and goal setting – Performance Development is linked to the Australian Professional Standards for Teachers and school priority areas
- Quality Teaching Time – fortnightly scheduled meetings to discuss school priorities and student progress
- Collaborative DOTT
- Observations & Feedback – Peer to Peer / Performance Development
- Ongoing Professional Learning
- Mental Health and Well-Being Committee & Chaplain support for all staff
- Regular moderation
- Active networks
- Connect groups and sharing of resources
- Specialist Programs – Languages – French / HASS / Physical Education / The Arts



# FOCUS AREA 3

## EFFECTIVE LEADERSHIP

Heathridge Primary School is renowned for its high **care** culture and is committed to developing leadership **opportunities** across the school for both staff and students alike. We are dedicated to the mentorship and **growth** of aspirants by providing individuals opportunities to model **excellence** through a distributed leadership model.

### STRATEGIES

- Joondalup Learning Community Aspirants Program
- Supporting Level 3 Applicants and Senior Teachers
- Level 3 Classroom Teacher – Mental Health and Well-Being Coordinator
- Principal Mindful Leadership (Potential Project) –  
*“To promote mindfulness one must be mindful”*
- Committee Leadership
- Curriculum Leadership
- Quality Teaching Time
- School Captains – leadership roles and responsibilities



# FOCUS AREA 4

## A CAPABLE AND RESPONSIVE SCHOOL

At Heathridge Primary School all resources are used with **care** in order to support school programs. Decisions are made in compliance with Department and Government policy and legislation requirements. The school has detailed plans for the allocation of all funds and these plans are steered and supported by the Finance Committee and School Board. All goals are set to reflect the needs of the whole school community and to promote **excellence**. Every effort is made to ensure that all learning environments are well managed with resources that enable **growth**. We ensure continued positive involvement, connection and collaboration with our students and school community so that **opportunities** to grow and learn are paramount.

### STRATEGIES

- School Self-Assessment – A rigorous and strategic process is in place for the school to make judgements about its performance based on data collected on both academic and non-academic achievement. The three components of the Conceptual Model for School Improvement and Accountability underpin this process. (Assess/Plan/Act)
- Partnerships – Playful Learners Before/After School Care / Foodbank/ Youth Care
- Nature Play
- Flexible and responsive allocation of human and physical resources



*“Student learning and well-being  
is central to our planning”*



# SCHOOL BOARD MESSAGE

**Dear prospective parents, staff and community members.**

Thank you for your interest in Heathridge Primary School!

We pride ourselves in providing a safe environment where students are encouraged to achieve their absolute best, whilst demonstrating the values we hold so close.

As a smaller Independent Public School, we feel more like a family and get to know each other well. Regardless of background or needs, everyone is made to feel their place in our school is valued and their best interest is our primary focus. We respect our environment and promote a positive community spirit. Heathridge Primary School is our oasis in the middle of Heathridge! As a parent of a current student, I'm sure you will also feel you have made the right decision to join our progressive and exciting school.

Kind regards,

**Brad Williams**  
**School Board Chair**

HEATHRIDGE  
PRIMARY SCHOOL



## OUR PILLARS

### CARE

All individuals are treated with care. The relationships we make at Heathridge Primary School are based on trust, respect and acceptance of responsibility. We promote iCARE, uCARE, weCARE

**Compassion**

**Acceptance**

**Respect**

**Empathy**

### GROWTH

All students are expected to grow and reach their full potential. This is achieved via evidence-based programs that are suited to individual learning styles and needs.

### EXCELLENCE

We provide research driven programs for teaching, learning and assessment with high proficiency. We place a strong focus on 21st century skills and capabilities with teachers supporting students to be active citizens who are environmentally responsible. We expect a commitment from all staff to engage in ongoing Professional Learning to ensure quality learning programs.

### OPPORTUNITY

All individuals are given the opportunity to reach their potential through the use of distributed leadership to develop quality teaching and learning programs. Staff and students are seen as lifelong learners. Students are exposed to 21st Century learning that prepares them for their world and their future.



# SCHOOL CREED

*We know we are cool*

*We are from Heathridge Primary School*

*We arrive at school neatly dressed to listen, look and learn*

*And always do our very best*

*Respecting our teachers and classmates too*

*And of course ourselves in all we do*

*We have that special Heathridge pride that stays deep down inside*

*As free as birds we will 'fly high and see far'*



# PLEDGE

*This pledge is my promise to care  
for myself, my school community,  
my family and the environment  
by always being...*

**Compassionate**

*Supportive*

**Positive**

**Helpful**

*Honest*

**Accepting**

**Thankful**

*Responsible*

**Inclusive**

**Respectful**

*Caring*

**Empathetic**



# **HEATHRIDGE PRIMARY SCHOOL**



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