



BUSINESS PLAN

2025-2027

SPENCER PARK PRIMARY SCHOOL

~ *Always Striving* to Achieve our Best ~



“Having heard excellent things about SPPS throughout the Albany Community, we felt comfortable and confident sending our two children to the school and it has more than lived up to our high expectations. Whenever we visit the school, we are always impressed with the warm and welcoming atmosphere and sense of community. Both our children thoroughly enjoy their time at school and we love that they are being encouraged to develop a passion for learning, as well as a strong set of values that complement our own family beliefs. Staff are exceptional at what they do, providing for a wide variety of educational needs and nurturing all students to achieve their best.”

Gemma and Malcolm Ellis, Parents





Happy engaged students and **quality teaching programs**, we always strive for student wellbeing and success. As a dynamic Independent Public School, we provide all students with a quality education program within a safe and caring environment. Opened in 1959, Spencer Park Primary School is situated in the picturesque city of Albany, on the south coast of Western Australia. The school has grown to share a site with Spencer Park Education Support Centre, which provides wonderful **integration** opportunities for our students and a working environment that is collaborative and harmonious.

Our school caters for Kindy to Y6 students on site and has an off-site Kindergarten, Coolangarras Barmah. Our motto "**Always Strive**" epitomises the approach of students and staff.

Our School Board provides support and advice on the direction of the school. The board members represent staff, parent and community interests in ensuring the school maintains its relevance, direction and standards. The school P&C provides financial assistance to the school through the operations of the canteen and other fundraising activities.

Our teaching and learning approaches encompass a range of successful and **evidence-based** practices, but also capture new and developing initiatives like the Quality Teaching Strategy. This **flexibility** and adaption to our teaching and learning practices is essential to maintain the best possible education for all students.

Specialist programs form an important part of the school's rich curriculum delivery. A specialist music, science and health and physical education program provide opportunities for students to develop and extend their skills, knowledge and talents in diverse areas of interest.

Spencer Park Primary School students are provided with every opportunity to develop **life skills** which will enable them to cope with the changing world. It is our belief that personal, cognitive and social development can be achieved through **high standards** of behaviour, courtesy, good manners and behaviour, and pride in achievement.

To support the **pastoral care** needs of our students, a comprehensive student services team work closely with community-based agencies to support the health, social and emotional needs of our students. The team of administrators, school psychologist, school health nurse, chaplain, Education Assistants and teachers works **collaboratively** to provide **proactive** and point of need support for all students.

Spencer Park Primary School welcomes **diversity**, a mirror of the world we live in, is a great strength of this school. Tolerance, acceptance and the ability to get along well with all around us are crucial values and skills in today's world. This school has developed an ethos that seeks to understand each child as an individual and nurture them in a way that gives them confidence and develops their talents, enabling them to achieve to their full potential.

Our Vision

Spencer Park Primary School is a dynamic learning community, working together to help students succeed and become responsible citizens.

We strive to provide a safe school environment that is respectful, positive, inclusive and welcoming.

Our Values

Spencer Park Primary School is committed to fostering values to help our students grow as successful citizens.

Respect

Show care and consideration.

Accept

Others can have different ideas, opinions, likes and dislikes to you.

Strive

Have a go, make an effort and try.

Encourage

Work together to make our school even better.



Our Motto

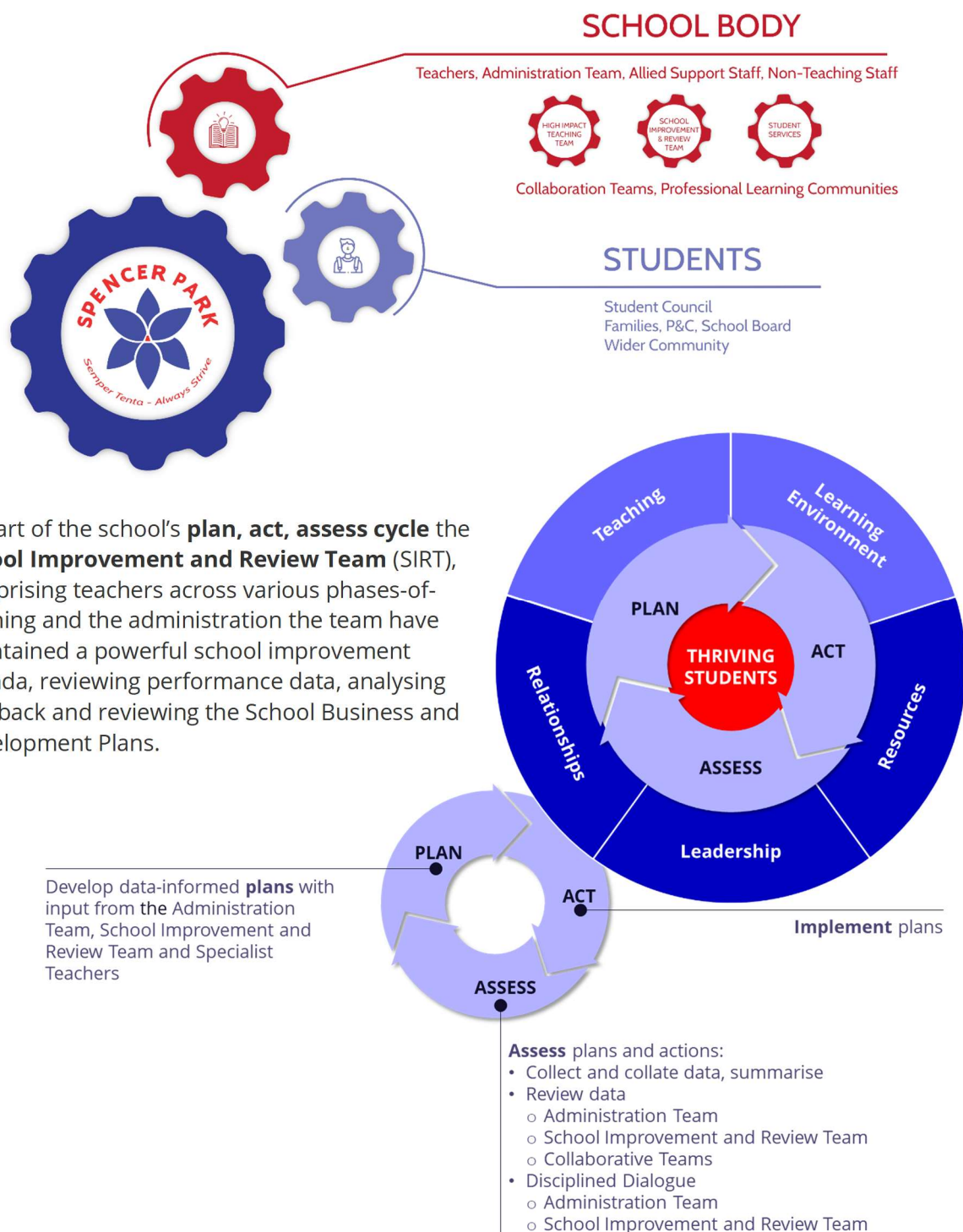
Always Strive





Our Self-Assessment Process

The school's Business Plan sets explicit and clear school wide targets for improvement, formed in consultation and collaboration with School Board, staff and school community and is aligned with Department of Education requirements.







Our Key Priorities

Following on from our 2022-2024 Business Plan and a successful school review, our 2025-2027 Business Plan provides clear direction for the future of Spencer Park Primary School, maintaining focus on four key priority areas. They are:



Thriving Students



High Impact Teaching



Building Leadership



Relationships and Partnerships

These priorities work together to ensure that our school community succeeds.

Thriving Students

Providing every student with the capacity to attain a successful future. In the context of Spencer Park Primary School, we will best achieve this by focusing on the following goals:

- Improve standards of achievement in literacy and numeracy
- Value inclusivity and diversity
- Foster social and emotional development
- Maximise opportunities that provide breadth and depth and engagement in our curriculum
- Support students at risk
- Extend the abilities of our students
- Support for indigenous students
- Pursue and celebrate personal success

High Impact Teaching

The school will continue to strengthen support for teaching and learning excellence in every classroom. We will ensure staff to be involved in regular opportunities to build their capacity across all areas, leading to improved teaching and learning experiences of students.

- Build staff capacity and expertise
- Foster and nurture reflective practice
- Implement the West Australian Curriculum
- Provide quality resources
- Conduct data informed planning
- Implement QTS initiative

Building Leadership

Building the capacity of all staff across a variety of situations, whilst maintaining staff wellbeing and a safe culture is the focus of this priority. Maintaining a consultative and distributed leadership model ensures all internal stakeholders have a voice. We will:

- Maintain effective school leadership
- Maintain distributed leadership model
- Develop student leadership
- Ensure governance

Relationships and Partnerships

Building strong partnerships with all stakeholders for the support and advocacy of our students is the focus of this priority, alongside building a positive image that promotes SPPS as the school of choice for our local community. We will:

- Develop partnerships to set school directions
- Develop mutually beneficial partnerships with groups from the wider community, businesses, government and non-government
- Foster community supports
- Encourage community engagement
- Support community development



Priority Area 1

Thriving Students



At Spencer Park Primary School, our commitment to **support our students** to *always strive* is embedded in our practice. In 2025-2027, we will continue to implement quality, **whole-school evidence-based literacy and numeracy programs** and resources. Celebrating our school **values** and **monitoring** the **learning** and **attendance** of our students, particularly those at risk, will continue to be a strong focus, providing them with **social, emotional and learning programs** and **supports**. We will strengthen our **relationships with parents** (through case management), **community bodies** and **chaplaincy mentor volunteers**. We will work to promote a **culture of personal success**, provide opportunities to **celebrate culture, showcase students' talents** and **highlight and celebrate their achievements**.

TARGETS AND MILESTONES

2025

NAPLAN Targets:

- For every area tested, and in every year level, results are at or better than the performance of like schools.
- For each year 2025 – 2027, the average score is at or above 360 for Y3 and 450 for Y5.
- Where, by 2027, increase the trend of less than 30% of our students being in the bottom 20% and more than 15% of our students in the top 20%.

For each year, 2025 to 2027, our **attendance** rates in each of 3 categories (At Risk – Moderate, At Risk – Indicated, Regular) to be better than like schools.

Implement a **numeracy** block containing common elements across the school and implements SCSA Maths Curriculum materials, **Learning Through Doing** and **Bond Blocks**. **Introduce termly check-up tests** using LTD and the **Westwood Basic Number Facts Tests**.

Develop a continuum of, and explicitly teach, social skills to support **Cooperative Learning**, and provide opportunities for students to practise these skills.

Explore and implement **learning engagement strategies**, including **teaching critical thinking skills** and questioning **techniques** to support students to critically engage with their learning. Provide **extension opportunities** in all learning areas for students.

Introduce Talk for **Writing** across Y3-6.

2027

Priority Area 2

High Impact Teaching



At Spencer Park Primary School, we are committed to supporting our staff and providing opportunity for **collaborative** and **collegial discussion, professional learning, classroom observation, self-reflection** and **coaching** is embedded in our practice. The **High Impact Teaching Team (HITT)** is well established and will continue to explore and implement strategies that further enhances **staff expertise** of our **instructional framework, whole-school programs** and **curriculum delivery**. Our **plan, act, assess cycle** is embedded practice: we regularly collect, collate and analyse data based on **systemic testing and data, screening, learning area assessments** and **moderation**, surveys and feedback, to determine program effectiveness and measure the ongoing progress of students. Our practice ensures **data-informed planning** at school, classroom and individual levels and supports our **strategic direction**.

TARGETS AND MILESTONES

2025

Implementation of the Quality Teaching Strategy

Build staff capacity and knowledge of the Learning Through Doing math program and develop links with the YUMI resources.

Develop opportunities for **professional learning** in relation to **curriculum delivery** with **high levels of engagement** and **moderating** judgements for **STEM** learning areas and **HASS**.

Develop a continuum of, and explicitly teach, social skills to support **Cooperative Learning**, and provide opportunities for students to practise these skills.

Explore and implement **learning engagement strategies**, including **teaching critical thinking skills** and questioning **techniques** to support students to critically engage with their learning. Provide **extension opportunities** in all learning areas for students.

2027





“We are very happy and proud to be part of the Spencer Park Primary School community. All three of our children attend this wonderful inclusive school. We have found all staff to be very approachable and accommodating; we are able to express our children's needs openly and know that measures will be put in place to provide the very best of care to our children. It is a lovely peace of mind, having children with ASD and ADHD diagnoses. Great care and respect is provided by their loving and caring teachers, backed wonderfully by a great leadership team.”

Jamie-lee and Michael Lembo, Parents



Priority Area 3

Building Leadership



Building leadership is a key focus at Spencer Park Primary School and is built on the premise that all staff are leaders and have a **collective responsibility** to ensure that, like our motto, we are *always striving* to achieve our best. We will continue to **develop leadership skills amongst staff at all levels**, maintaining a **culture and tone where staff are prepared and willing** to take on leadership roles; our staff embody the norm that all staff can **take on leadership roles in achieving school goals** and are supported to do so. Additionally, we will continue our work to provide opportunities for **students to develop leadership qualities**, including Student Councillors and our Year 6 leaders programs.

TARGETS AND MILESTONES

● 2025

Continue to build a **culture of trust**, where all staff have the opportunity and capacity to build upon their leadership roles.

Provide regular **leadership meetings** and **ongoing mentorship**.

Further develop **student agency and voice**; work to embed in school culture.

Collect school performance information during the period covering this Business Plan to support the 3-year independent audit, due in 2027.

● 2027

Priority Area 4

Relationships and Partnerships



Building positive relationships and partnerships is a key focus area for Spencer Park Primary School, and **establishing effective 'student centred' links between our school and our parents and community** will continue to be a key priority. We will maintain our positive relationships through **parent/teacher interviews, case conferences**, our annual **open night** and other **special events**. Our **Student Services model** incorporating ongoing monitoring of student case management (learning supports and progress) and case conferencing is embedded. We will continue to **promote our school as a school of choice**, highlighting **explicit teaching** and student services model as our point of difference. We will ensure school communications, including our **website** and **Facebook** page is a positive and vibrant window into our school and expand our promotion to include **newspaper articles** and **other online mediums**.

TARGETS AND MILESTONES

● 2025

Develop a **culture of participation** of students and parents. Develop with parents and share with the school community a set of parent expectations and commitments.

Provide opportunities for the **Your Move team**, comprising student, staff and parent membership, to promote an active and healthy lifestyle.

Ensure the school **maximises promotional opportunities** and has a **positive presence** in the wider community via online and local media (news, radio) platforms. Invite the wider community to events such as performances, art exhibitions, sporting events. Continue to plan opportunities for school outreach, such as excursions to Clarence Estate, exhibitions at the Albany Show.

Continued **development and renewal of the outdoor environment** to create a bright and engaging setting.

Invite Mentors and Volunteers to participate in meeting the needs of students and the school.

● 2027





SPENCER PARK PRIMARY SCHOOL

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