



Strategic Plan 2013 to 2015

Purpose

We aim to create a home away from home, with a stress free loving environment that fosters lifelong learning.

Values

- We are caring and friendly. We act out of love.
- We live creatively and joyfully.
- We act with integrity and courage.
- We communicate with trust, honesty and consideration.
- We encourage excellence.
- We foster the growth of wisdom and wonder, mindful of our role as caretakers of the earth and our children.
- We are families who contribute to the daily life and future of our school

Context

Kerry Street Community School is a small independent school that provides an alternative educational experience for children and their families. Low student/teacher ratios, multi-age classes, active parental involvement, and a strong commitment to individual, community and environmental wellbeing provide rich and unique learning opportunities in all aspects of academic, social and personal growth.

GOAL: Deliver a well rounded education program that engages students

Strategies	Measures	By Who	Success Indicators	Timeframe
<p>CELEBRATE INDIVIDUAL STUDENTS' STRENGTHS</p> <ul style="list-style-type: none"> ▪ Newsletter articles ▪ Concert performances ▪ Classroom Documentation ▪ Class Based Projects ▪ Exhibitions of work ▪ Community Partnerships/programs <ul style="list-style-type: none"> ▪ Signage building program ▪ Peer mentoring ▪ Self /group directed projects where students collaborate and communicate their ideas ▪ Behaviour Management professional Development ▪ Non-Violent Communication (Jo Fields) training for staff <p>ENGLISH</p> <ul style="list-style-type: none"> • Collect data from NAPLAN and class based assessments • Implement IEP's • Develop a Whole School Plan with English as a focus • Coordinate monitoring of learning across the school • Research evidence based programs and strategies (Sharp Reading + Phonics) • Staff to attend professional development that targets differentiated learning • Authentic purposes for reading and writing • Author visits, Freo Literature Centre 	<ul style="list-style-type: none"> • Student self - assessments and surveys ▪ Rubrics and feedback to students ▪ Parent Communication + surveys ▪ Engagement observations ▪ Incident Reports ▪ Class based assessments ▪ Naplan data ▪ PIPS ▪ Standardized tests ▪ Individual Education Plans (IEP's) 	<p>Students, Staff</p> <p>Parents, Council</p> <p>Whole community</p> <p>Staff, Karen</p> <p>All Staff</p>	<p>Positive indicators of engagement rated by students</p> <p>Increased achievement of criteria for assessment and goal setting by students</p> <p>Increased satisfaction by parents indicated in surveys, anecdotally</p> <p>Reduction in behavior incidents</p> <p>Differentiated learning evident</p> <p>Consistent gains across year 3,5 and 7 for individual students in NAPLAN</p> <p>Progress for individuals between tests.</p> <p>Quarterly reviews of IEP's</p> <p>Whole School approach to monitoring. Centrally stored records of IEP's, monitoring etc.</p>	<p>Ongoing</p> <p>2013</p> <p>2014</p> <p>2015</p>

GOAL: Deliver a well rounded education program that engages students

Strategies	Measures	By Who	Success Indicators	Timeframe
<p>MATHEMATICS</p> <ul style="list-style-type: none"> ▪ Complete maths interviews (diagnostic tool) across the primary school ▪ Analysis of data from Pre and post tests <p>CURRICULUM</p> <p>Implement Australian Curriculum</p> <ul style="list-style-type: none"> ▪ Commence delivering Geography 2014 ▪ Staff to attend training on Geography, Health and PE, Civics and Citizenship and Economics ▪ Develop reporting templates to include new Australian Curriculum learning areas ▪ Planning to include all Australian Curriculum areas rolled out by 2015 ▪ Pre-Primary reports to include English, Maths, History and Science 2014. <ul style="list-style-type: none"> • Implement Early Years Learning Framework • Early Childhood teachers and EA to attend EYLF training • Coordinator to attend National Quality Standards training • Develop Quality Improvement Plan for Early Childhood • <p>SUSTAINABLE GARDEN</p> <ul style="list-style-type: none"> • Cross curricular opportunities • Focus on sustainability, waterwise programs 	<ul style="list-style-type: none"> ▪ Initial and post test results <ul style="list-style-type: none"> ▪ Planning Documents ▪ End of Semester Reports <ul style="list-style-type: none"> ▪ Audit performed by Coordinator ▪ Roster of class participation ▪ Productive garden ▪ Community involvement 	<p>Rachael to complete the interviews</p> <p>All staff to analyse data</p> <p>All staff</p> <p>Lulu, Tom, Rachael</p> <p>Karen</p> <p>All Staff</p> <p>Community members</p>	<p>Consistent gains between first and second test for all students</p> <p>Differentiated learning</p> <p>Programs include geography and new learning areas in 2015 including excursions, camps</p> <p>New learning areas included on reports</p> <p>Achievement of Quality improvement targets identified in plan</p> <p>Market of produce + Expansion of garden</p> <p>Sustained partnerships with community groups</p>	<p>Ongoing</p> <p>2013</p> <p>2014</p> <p>2015</p>

GOAL: Deliver a well rounded education program that engages students

Strategies	Measures	By Who	Success Indicators	Timeframe
<p>ICT PLAN</p> <ul style="list-style-type: none"> ▪ Develop an ICT plan to fund purchase and replacement of technology including photocopier, printers, laptops for teachers and ipads. ▪ Staff development on use of IT and ipads/tablets ▪ Ongoing ICT support ▪ Annual audit of equipment <p>NATURE PLAYSPACE</p> <ul style="list-style-type: none"> ▪ Develop a plan to transform the front playground into a naturescape ▪ Apply for a grant ▪ Community Consultation during design process 	<ul style="list-style-type: none"> ▪ Budget Allocation ▪ Annual audit of equipment ▪ Community survey 	<p>Bursar, Coordinator, Council</p> <p>Council, Coordinator</p> <p>Staff, students</p> <p>Council, Grants sub-committee, Coordinator, Parent Forum,</p>	<p>ICT resourced appropriately</p> <p>Development and implementation of ICT plan</p> <p>Positive feedback from student surveys</p> <p>Successful grant application</p> <p>Completed Garden</p>	<p>Ongoing</p> <p>2013</p> <p>2014</p> <p>2015</p>

GOAL: Foster Good relationships within the community

Strategies	Measures	By Who	Success Indicators	Timeframe
<ul style="list-style-type: none"> ▪ Parental Involvement in the vision of the school ▪ Whole School Meetings ▪ Parent Forum ▪ NVC workshops ▪ Revise the system of parental involvement ▪ Whole school camps <ul style="list-style-type: none"> a) Timetable parent interest sessions ▪ Class meetings ▪ Utilise complaints management forms consistently ▪ Community partnerships with reciprocal benefits ie. Bike program with F.E.R.N ▪ Tales of Times Past ▪ Volunteer programs ▪ Hall Hire ▪ Class Representatives for each class to welcome new families and keep up with communication 	<ul style="list-style-type: none"> ▪ Parent surveys ▪ Program reflections ▪ Camp feedback forms 	<p>Council, Coordinator</p> <p>Camp Coordinators</p> <p>Staff</p> <p>Coordinator</p> <p>Staff</p> <p>Parent Representatives</p>	<p>Sustained reciprocal benefit programs between the wider community and students/school community</p> <p>Increased attendance and satisfaction of parents at camp</p>	<p>Ongoing</p> <p>2013</p> <p>2014</p> <p>2015</p>

GOAL: To provide opportunities for teaching and support staff to continually improve

Strategies	Measures	By Who	Success Indicators	Timeframe
<ul style="list-style-type: none"> ▪ Allocate and increase the budget for staff professional development and literature ▪ Provide common release time for teachers to plan and develop IEP's ▪ Develop a plan to improve staff wages to match government school teachers award as a priority ▪ Investigate the possibility of providing laptops to staff through fringe benefit tax/lease/rent 	<ul style="list-style-type: none"> ▪ Budget ▪ Staff satisfaction and morale surveys 	Council, Coordinator	Positive morale surveys	Ongoing
<ul style="list-style-type: none"> ▪ Staff attend professional development that relates to the school priorities identified as part of the School Improvement Plan, Whole School Plan ▪ Professional development reflections are shared at staff meetings 	<ul style="list-style-type: none"> ▪ Individual education plan development 	Staff, Coordinator	IEP plan development and timely reviews Quality teaching methods researched, identified and practiced.	2013
<ul style="list-style-type: none"> ▪ Staff identify areas of interest and need for professional development through the performance appraisal process (National Quality Standards for teachers + Principals) ▪ Graduate teachers are mentored to achieve proficient status ▪ Provide opportunities for staff to be involved in action research through other organizations such as AISWA Action research ▪ Purchase texts to support pedagogy 	<ul style="list-style-type: none"> ▪ Staff consolidation and adaptation of teaching strategies ▪ Data collection of student improvement ▪ Staff Performance Appraisal ▪ Data analysis 	Staff, Coordinator	Performance and Development Framework developed and implemented Graduate teachers achieve proficient status	2014
			Kerry Street recognized within the wider community for teaching pedagogy	2015
		Staff, Coordinator	Enrolments	

GOAL: To employ good business practices and sound financial management

Strategies	Measures	By Who	Success Indicators	Timeframe
<ul style="list-style-type: none"> ▪ Increase frequency of financial reporting to board ▪ Convene a finance committee meeting the week before school council meetings to discuss financial position and to generate financial reports for board meetings ▪ Coordinator and admin. assistant complete Financial Software training (MYOB or Quickbooks) ▪ Development of a business plan for expansion ▪ Increased allocation for maintenance within the budget ▪ Development of a plan for increasing staff wages ▪ Decrease aged receivables ▪ Increase fees ▪ Implement enrolment bonds ▪ Purchase Easyschool software to enable direct debit transaction ▪ Activate Paypal account to enable credit card payments ▪ Investigate scholarships sponsors ▪ Reduce fee relief options ▪ Develop criteria for fee relief ▪ Activate additional bank accounts to accrues GST, PAYG tax, Super and LSL Long service leave 	<ul style="list-style-type: none"> ▪ Budget v's variances ▪ Achievement of targetted programs ▪ Budget surplus ▪ Professional Development records ▪ Fees paid on time ▪ Staff performance Appraisal reflections ▪ Community Surveys 	<p>Coordinator, Council, Finance sub-committee</p>	<p>Agenda for financial reporting to board</p> <p>Budget Surplus</p> <p>Secure enrolments</p> <p>Timely payments of fees</p> <p>Transfer of data from admin. software for the annual Financial Questionnaire</p> <p>Staff Wages match Government School counterparts</p> <p>Reductions in Debt Collection and Solicitor fees</p> <p>Fully funded Scholarships available</p> <p>Accrual and simple reconciliation of Grant monies GST, PAYG tax, Super and LSL Long service leave,</p>	<p>Ongoing</p> <p>2013</p> <p>2014</p> <p>2015</p>

GOAL: Manage growth and honour the unique nature of the school

Strategies	Measures	By Who	Success Indicators	Timeframe
<p>GROWTH</p> <ul style="list-style-type: none"> ▪ Improve the financial position of the school to service the investment loan ▪ Add valuation of 20 Forrest Road to Balance Sheet ▪ Acquire 18 Forrest Road for expansion ▪ Prepare vision and models for the future ▪ Coordinator to attend Future Schools conference ▪ Prepare building improvement plans and costing ▪ Increase enrolments ▪ Employ a bursar/registrar to manage increase in financial accountability 	<ul style="list-style-type: none"> ▪ Budget v's Variances ▪ Balance Sheet ▪ Profit and Loss ▪ Audit 	Coordinator, Council	<p>Successful Loan application</p> <p>Increase in Assets</p> <p>Preparation of building at 18 Forrest Road completed</p> <p>Occupation of 18 Forrest Road</p> <p>Re-registration periods that consistently exceed 1 year</p>	<p>Ongoing</p> <p>2013</p> <p>2014</p> <p>2015</p>
<p>PROMOTION</p> <ul style="list-style-type: none"> ▪ Increase visible signage at entrance ▪ Open days to promote to wider community ▪ Advertising ▪ Community Workshops ▪ Guest Speakers ▪ Hall hire ▪ Community partnerships ▪ Fremantle festivals ▪ South Fremantle Farmer's Market ▪ Manning Park community event ▪ Home School network (incursions) ▪ Professional development workshops provided on site for wider community ▪ Budget for website updates 	<ul style="list-style-type: none"> ▪ Enquiries v's enrolment analysis 	Coordinator, Council, Parent Forum	<p>Capacity enrolments and waiting list</p> <p>Hall Hire increase and profit</p> <p>Reputation within wider community</p>	