

East Fremantle Primary School



‘25-‘28 Business Plan

Go Forward

Established 1898

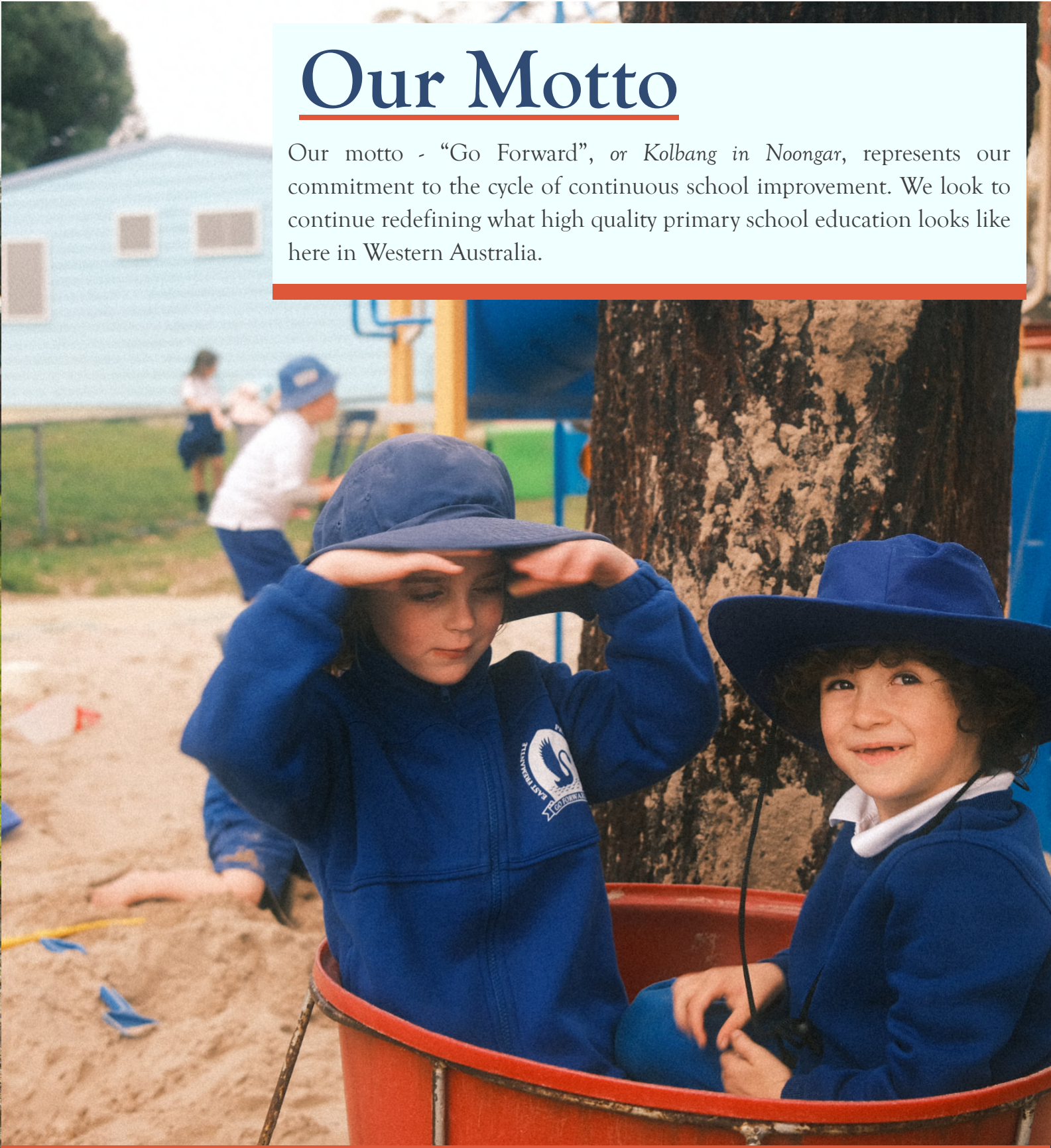


Our Moral Purpose

With over one-hundred years of history, our school forms the bedrock of our community; its buildings, location, people and their relationships make it a special place of excellence, inclusion, learning and achievement. We exist to deliver high quality learning and unique opportunities for all students in ways that our school’s history is remembered and enhanced.

Our Motto

Our motto - “Go Forward”, or *Kolbang in Noongar*, represents our commitment to the cycle of continuous school improvement. We look to continue redefining what high quality primary school education looks like here in Western Australia.



Our Vision

Picture a hill with its top obscured by the clouds. It's impossible to know exactly how high it reaches. It probably goes on forever.

At the top of that hill, we collectively hold a vision of our ideal school.

It is an inclusive school that provides our students with high quality instruction and unique opportunities. It is a school where children keep their natural curiosity and love of learning.

Each year, we aim to "Go Forward" and climb that hill further than before.

Responsive Teaching

Key performance indicators;

- Endeavour and achievement
- Multi-tier systems of support
- High quality teaching
- Cultural responsiveness

We strive for excellence. We show responsibility, honesty and self-discipline.

Unique Opportunities

Key performance indicators;

- Reconciliation
- History
- Inclusiveness
- Engagement

We are understanding. We show empathy, generosity and loyalty.

Our People

Key performance indicators;

- Staff, students and community voice
- Inclusiveness
- Togetherness

We are caring and kind. We show respect and friendliness.

O.U.R. Way

OUR way to the top of the hill is one of continuous improvement through our three guiding principles; building and supporting our people, delivering unique opportunities that draw on the rich history of East Fremantle, and high quality, responsive teaching.

From the moment families join our school until long after their children's final day, we guide them on their journey to the top of the hill.

Our impact extends far beyond the classroom walls. Through our daily actions and commitment to excellence, we nurture the leaders, innovators and citizens who will define our town for years to come.

MANY ROADS...



A SHARED JOURNEY...

OUR SUCCESSFUL STUDENTS WILL BE...

Achieving

- An average NAPLAN score at or above the average of like schools across domains.
- In the top 20% of all Western Australian public school students in the areas of Reading, Writing and Numeracy on average.
- Improved or maintained proficiency bands as they complete successive years of NAPLAN.
- With 0% of students falling into the Needs Additional Support in NAPLAN for Reading, Writing and Mathematics without a pre-existing support network

Progressing

- With year on year improvement by an effect size of 0.4 or above in ACER Progressive Achievement Testing.
- Towards increasingly equitable learning outcomes, taken as a range in PAT scores, through the proactive and earlier support for areas of need.



Empowered Leaders

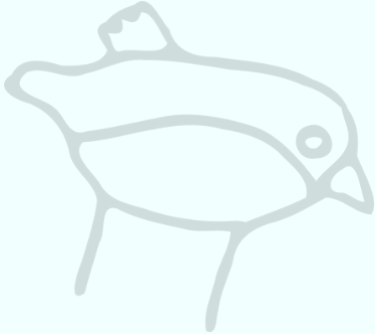
- Confidently taking initiatives and influencing positive change both within and outside the school gates, collectively contributing over 600 hours per year.
- With voices and ideas are visible and acknowledged across all documentation and platforms.
- Actively driving our school's vision, through participation in school improvement initiatives in direct consultation with the leadership team, and active positions on our RAP, Student Council and ministries.

Happy and Healthy Children who are

- Safe, known and cared for, reporting a trust level of 8 or above on iReflect.
- Actively engaged and confident learners, indicating an 8 or above in school enjoyment and engagement on iReflect.
- Physically healthy and active, self-assessing their exercise and sleep habits at 8 or above on iReflect.
- Champions of diversity, equity, and inclusion, with all students reporting scores of 8 or above for happiness and friendships on iReflect.
- Regularly attending school, with over 90% attendance rates for more than 80% of students, showing a year-on-year decrease in unauthorized absences and a return to pre-COVID attendance levels.

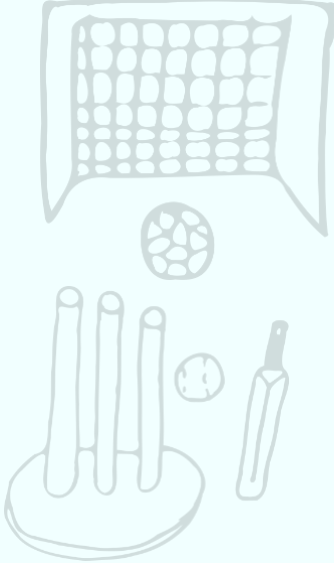
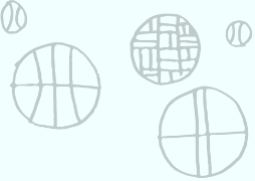


In Focus: High Quality Teaching

We will discover...	OUR design	By 2027 we will deliver
A high-quality, evidence-based curriculum that includes an East Fremantle scope and sequence document for focus areas 	A consistent discussion around high quality teaching and learning, with foundations outlined in the Department's Quality Teaching Strategy A known body of research that is used to inform school-level decisions A shared language around teaching, learning and assessment within the Teaching for Impact resources Thoughtful integration of Aboriginal histories, cultures and languages into learning activities	Comprehensive, step-by-step scope and sequence documents for mathematics, grammar and reading skills Small-step sequences for essential knowledge that includes cognitive task analysis Schedules of teaching and learning for spaced teaching practice Operational plans that embed continuous improvement into teaching and learning A database of annual dates of national significance to improve our capacity to recognise and deliver meaningful reconciliation projects
Data-Informed Practice as the foundation for teaching and learning 	An administrative team that supports multi-faceted data analysis at the school level A data-informed practice committee that supports teachers with crafted resources Increasingly sophisticated use of data to inform instructional practices and interventions Timetabling that allows for more collaborative planning and reflection	An approach to explicit teaching that reinforces contemporary research A documented approach to gap analysis that respects the time of both teacher and student A dashboard that links all student data including OnEntry, NAPLAN, PAT and attendance to create more powerful narratives Multi-tiered systems of support across the English and Mathematics curriculum



In Focus: High Quality Teaching

We will discover...	OUR design	By 2027 we will deliver
Staff who are highly trained and supported to develop areas of strength 	Staff meetings which improve our capacity to deliver effective teaching and learning A systematic approach to performance management that enhances the collective efficacy of staff More opportunities for peer observation and feedback Induction as an ongoing process that creates meaningful growth for staff Regularly updated training materials to reflect current best practices and school initiatives	Comprehensive professional learning allocation to ensure staff induction, upskilling, and refreshing in best practices and school programs are completed in a timely manner At least three external professional development workshops per year Staff induction that includes key information on our programs, lesson structure, expectations and embeds a mentoring process 



IN FOCUS: LEARNING ENVIRONMENT

We will discover...	OUR design	By 2027 we will deliver
A positive, safe, inclusive and caring learning environment for every child 	A Student Behaviour Policy that solidifies our commitment to proactive and restorative approaches A behaviour focus that enhances student engagement with learning, and involvement in service of the community Multiple tiers of support for children  A resourcing profile that targets the wellbeing and safety needs of young people An authentic connection with the Walyalup Aboriginal cultural centre	Improved clarity for Tier 1 behaviour supports for whole school culture including mapped reflections against social capabilities An improved integration of the Friendly Schools curriculum that improves student wellbeing metrics year on year An improved chaplaincy implementation that delivers the Flourish program to 100% of students reporting critically low wellbeing metrics. A strong connection between school and wrap-around services, including OT and Fremantle LDC Improved furnishings and an updated replacement schedule A physical school environment which meets the needs of students through the improvement of whole-school spaces 



We will discover...	OUR design	By 2027 we will deliver
A priority placed on the wellbeing of staff and students	Wellbeing as part of core learning An approach that listens to children and uses measurable insights into student wellbeing A culture of safety that is built upon mutual respect A dedicated staff wellbeing team who advocate for teachers and allied professionals	An explicit and coherent Health curriculum that empowers students in their wellbeing A clear and cohesive communication standards guide that supports staff to maintain a safe working environment At least one wellbeing professional learning for staff each year Published staff wellbeing metrics, including trends over time in our annual report.

In Focus: LEADERSHIP

We will discover...	OUR design	By 2027 we will deliver
A clear vision and direction for school improvement that is consistent and evident in all school documents and communications	The alignment of documents through consistent design, branding and ethos A consistent message of growth and improvement across all aspects of the school that places children at the centre A workforce that is highly trained, flexible and culturally responsive	A school website which captures the efforts of all in creating the school we aspire to be A complete suite of refreshed policies and procedures that uphold our values An improved communication platform through Department of Education sources An implementation of the Aboriginal Cultural Standards Framework through our Reconciliation Action Plan working group

We will discover...	OUR design	By 2027 we will deliver
A leadership strategy that is known and shared	An enhanced role for staff, parents, students and the community in shaping the direction of the school through authentic two-way dialogue Increased transparency of the practices and approaches taken by leadership, including the management of resources An increasingly distributed model of leadership which enables team leaders to contribute to whole-school practices Student voice represented at all levels of the school	A leadership organisation chart, which includes teaching staff as core contributors to the schools leadership A shared evidence-base for best practice in the school's choices for teaching and learning A student leadership continuity plan that supports students taking on larger projects



IN FOCUS: RELATIONSHIPS AND PARTNERSHIPS

We will discover...	OUR design	By 2027 we will deliver
Stronger relationships between the school and community based on a shared understanding of purpose and direction 	An improved communication process through Connect and an updated website Authentic connections with professionals in the wider Fremantle community that improve our school for students, staff and parents. Active participation and acknowledgment of the rich cultural histories that connect each of us 	Consistent, whole-school communications which share teaching and learning experiences to support the connection between school and home A history curriculum which explicitly includes specific history of our school and the Plympton Ward Continued connection with former parents about immigration stories and school history Increased engagement with local Noongar people through Story Telling as part of the City of Fremantle's Truth Telling program A public artwork that demonstrates our shared commitment to our shared histories and restoring oral histories of Walyalup NAIDOC Week whole-school celebrations that actively engage with a local Noongar artist
A school where all students and families experience a sense of connection and belonging	Shared community experiences coordinated by our P&C Outreach into the wider Fremantle community Established connections with best-fit wrap around services that support our children	A vibrant, inclusive school culture strengthened by regular community-building events, partnerships with local organisations, and effective support services tailored to student and family needs. An annual community services initiative, involving senior students in meaningful service projects such as a street kitchen, that fosters empathy, leadership, and social responsibility.



IN FOCUS: RESOURCES

<i>We will discover...</i>	<i>OUR design</i>	<i>By 2027 we will deliver</i>
<i>Alignment of physical and human resources to the needs of children and the school's strategic direction</i> 	<i>A resource allocation that directly aligns with the schools vision and values</i> <i>Purposeful supports that are designed to impact teaching and learning</i> <i>Support for staff to develop their areas of strength and areas for support</i> <i>Tiered support that begins with classroom support and builds to individual interventions</i> <i>A SAER register where the names, numbers and needs of children under our care are known</i>	<i>Trained allied professionals who support in the delivery of support programs for literacy and numeracy</i> <i>The allocation of at least \$4285.00 annually to the replacement and improvement of classroom furnishings</i>
<i>The workforce plan is refined to include ongoing induction plans and staff development portfolios</i>	<i>A balanced approach to hiring practices as positions arise that considers aspirations and experience and stage of life</i> <i>An investment in long-standing staff</i> <i>Pathways for career growth</i>	<i>The allocation of \$4,400 from the Riverside Network Principals each year to support all staff in attending Shaping Minds and the Riverside Network Western Australian Future Leaders Framework initiative</i> <i>The allocation of at least \$8,000 annually to enable at least three professional development workshops each year</i>
<i>A connection between play and learning</i>	<i>Intentional, sequential and scalable upgrades of our school grounds that improve the capacity of teaching, learning and play</i>	<i>A multi-use space which builds upon our existing undercover area</i> <i>An improved nature play and natural shade for our oval</i>