

School vision	School values	Context and challenges
<p><i>BPS = Believe, Persevere, Succeed.</i></p> <p>Blackburn Primary School's mission is to develop and nurture a community of learners who confidently believe in their ability to be successful citizens in the 21st Century.</p>	<p>Responsibility Co-operation Celebrate Diversity Manners and Respect Fairness and Honesty Friendship</p>	<p>Context</p> <ul style="list-style-type: none"> - Enrolment numbers in 2017 are up to 520 students from the steady 440 students of the past 5 years. - Increasing numbers of EAL students are enrolling at the school. This includes a higher percentage of students with very little or no English. - Property developments are occurring in surrounding streets. - The community continues to hire facilities with the Gymnasium and Tennis Courts regularly used. - Three Graduate teachers have been employed for 2017. - In 2016 Mini-Lit and Macq-Lit programs replaced Reading Recovery as Literacy Support. This change was made to address the higher need for support. <p>Challenges</p> <ul style="list-style-type: none"> - Two portable classrooms will arrive for the 2017 school year. - EAL groups and support are limited and will need to be monitored. Classroom teachers will need PL in EAL strategies and resources. - The school is investigating ways to better support students requiring extension. - The school's leadership team consists of Principal, AP and 5 classroom teachers, four of whom are released one day per fortnight to assist with work in school priority areas. More support is need for these staff members. - Each year the number of families in the community that require support of some kind, is increasing. - There is a significant difference in attitudes to school data between girls and boys in areas of Student Safety and Stimulating Learning. - There continues to be inconsistencies between Teacher Judgements and NAPLAN scores.

Four-year goals (for improving student achievement, engagement and wellbeing)	Improvement Priorities, Initiatives and/or Dimensions	Key improvement strategies
<p>Goal 1:</p> <ul style="list-style-type: none"> • To optimise every student's achievement and learning growth across all curriculum areas and year levels. 	<p>Excellence in teaching and learning</p> <ul style="list-style-type: none"> - Building practice excellence 	<p>a) Build teacher practice excellence and capacity to consistently use evidence-based, high impact teaching strategies based on the Blackburn PS teaching and learning framework.</p>
		<p>b) Strengthen teacher data literacy to target every individual student learning needs and their ability to triangulate data in order to make more consistent judgements so that every student is supported, challenged and achieves the expected progress or better than the expected progress.</p>
		<p>c) Establish a community of reflective practitioners focused on continuous school improvement by:</p> <ul style="list-style-type: none"> • developing a strengthened culture of collaboration, shared responsibility, challenge and collective accountability by teachers teams. • embedding a peer observational practice program to give teacher

		b) Provide a stimulating learning environment where both boys and girls are active learners who collaborate, explore and connect with the school and the wider community.
		c) Enhance student's resilience, social and emotional wellbeing through the implementation of a whole school wellbeing program that promotes growth mindsets.
		d) Strengthen three-way partnerships between students, parents and teachers.
<p>Goal 3:</p> <ul style="list-style-type: none"> Design and implement a leadership structure that supports continuous school improvement and embeds the school's high performance culture. 	<p>Professional Leadership</p> <ul style="list-style-type: none"> Building Leadership Teams Vision, Values and Culture 	<p>a) Build leadership capacity, including the knowledge and capabilities of emerging/aspirant leaders, so that all leaders are enabled to lead change and contribute their full potential to school improvement efforts.</p>
		b) Develop a culture of trust, empowerment, responsibility and opportunities for growth.