



BUSINESS PLAN

2023-2025

-  **Respect**
-  **Integrity**
-  **Excellence**



OUR VALUES

- *Respect*
- *Integrity*
- *Excellence*



OUR VISION

The Leeming Primary School Community has high expectations for the future. The community wants to see bravery, flexibility, and a willingness to embrace the best new innovations. The community wants to use a continuous improvement cycle to capture every opportunity for development.

In the future every aspect of the school should be better than it is now. This vision will move Leeming Primary School from a great school to an outstanding school.

This Business Plan is comprised of two “**Commitments**”



OUR PLAN

This Business Plan provides the strategic directions for Leeming Primary School for the years 2023-2025.

It has been developed through a lengthy consultation period with the school staff, the school board, and the wider school community.

COMMITMENT TO LEARN

Analysis of annual NAPLAN testing results has highlighted key patterns and trends at Leeming Primary School.

NAPLAN testing assesses the students’ skills across the five curriculum areas of: Reading, Numeracy, Writing, Grammar and Punctuation and Spelling.

NAPLAN analysis has highlighted a downward performance trend in Year Three Numeracy, Reading and Grammar and Punctuation across a five-year period. Although other data analysis (Oars/Pat testing) does not replicate these results, this trend highlights the need for school focus and improvement of student outcomes. The Business Plan sets challenging but attainable targets for 2025, as well as milestones to assess and reflect upon whether the school is on track to meet these targets. This Business Plan explains the school’s ‘Commitment to Learn’ across three levels.

There are targets for the **staff**, under the implementation of the Science of Learning/Reading. The Science of Learning and its subset the Science of Reading is a growing movement that is driven by using evidence based educational practices in schools.

2023 Milestone	2024 Milestone	2025 Target
Science of Learning strategies and processes introduced to every class in school	Science of Learning strategies and processes implemented in every class in school	Science of Learning strategies and processes embedded in every class in school



The annual 'Operational Plan' will clarify the expectations around the terms 'introduction, implementation and embedding'. This will develop an assessment framework to clearly see whether these Milestones and Targets have been reached.

There are targets for the **school** in our data comparisons to 'like schools.'

2023 Milestone	2024 Milestone	2025 Target
NAPLAN Comparative performance in Year Three Data to exceed 'like schools' in 2 out of 5 curriculum areas.	NAPLAN Comparative performance in Year Three Data to exceed 'like schools' in 3 out of 5 curriculum areas.	NAPLAN Comparative performance in Year Three Data to exceed 'like schools' in 5 out of 5 curriculum areas.

'Like schools' are determined by the National testing authority ACARA. Our 'like schools' are in every State and include Government, Independent and Religious schools. We are compared against schools by comparing information such as parental education levels, English as a second language etc. As the data has highlighted that other schools are doing better in the Year Three testing, we will target several initiatives across Kindergarten to Year Three. These will be highlighted in annual Operational Plans but will include introductions of Scopes and Sequences documents in Numeracy and Literacy.

There are targets focusing upon the **students** the Year Three Cohort testing compared to previous years.

2023 Milestone	2024 Milestone	2025 Target
NAPLAN Mean score is at level or higher than 2022 score in 2 out of 5 curriculum areas.	NAPLAN Mean score is at level or higher than 2022 score in 3 out of 5 curriculum areas.	NAPLAN Mean score is at level or higher than 2022 score in 5 out of 5 curriculum areas.

Strategies to improve these outcomes will be highlighted in the annual Operational Plan but will include the introduction of more highly targeted intervention programmes.

They are all tools and levers designed to improve student performance.

OPERATIONAL STRATEGIES *(Detailed in annual Operational Plans)*

- Introduce Scope and Sequences
- Targeted teaching based on detailed analysis of students performance
- Maths support intervention group
- 'Balance' resourcing/time/ focus between Literacy and Numeracy





COMMITMENT TO CARE

Student wellbeing remains a focus of the Department of Education and Leeming Primary School. Students are continuing to live in a stressful world (impacts of Covid, seeing international conflicts in the media). The Leeming Primary School community acknowledges this and is committed to prioritising proactive positive mental health for our students.

Leeming Primary School collects and analyses data from a range of sources. Some data relates to academic performance, and some relates to mental wellbeing. We survey the community and Year Six students annually to see how they are coping. This data collection survey tool is a part of the 'BeYou' suite of resources. Longitudinal analysis has shown that students results were at their poorest during 2020.

The survey addresses different 'domains' including looking at the family school relationship under the 'Family Partnership' domain. This domain includes specific questions such as:

"My teacher often talks to my family about what I am good at."

In 2022 this domain scored the lowest of the results with an average score of 3.6 out of 5.0.



2023 Milestone	2024 Milestone	2025 Target
Family Partnership Domain to score 3.8	Family Partnership Domain to score 4.0	Family Partnership Domain to score 4.2







Leeming Primary School is committed to implementing strategies and process to improve and they are highlighted and detailed in the annual Operational Plan.

The Domain with the second lowest response was in the area of 'Early Support'. This Domain includes specific questions such as:

"I feel comfortable speaking to my teacher if I am sad or upset."

The average score in this domain was 4.0 out of 5.0.

2023 Milestone	2024 Milestone	2025 Target
Early Support Domain to score 4.2	Early Support Domain to score 4.4	Early Support Domain to score 4.6

By targeting strategies in the annual Operational Plan, the school aims to improve the level of perceived support for the students.

OPERATIONAL STRATEGIES *(Detailed in annual Operational Plans)*

- Collect baseline data to understand where students are at.
- Review use and impact of mindfulness across school.
- Implement new programmes.





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