

School Strategic Plan 2023-2027

Birralee Primary School (4991)



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School vision	<p>Birralee Primary School's vision is:</p> <p>to empower students to be confident, curious learners who can meet challenges at school and beyond, and</p> <p>to provide students with the skills, abilities, and attributes to sustain ongoing learning to be successful and effective contributors to society as happy, healthy, and productive adults.</p>
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School values	<p>Birralee Primary School's values are:</p> <ul style="list-style-type: none">Endeavour,Cooperation,ResponsibilityCareKindness. <p>Our values are reinforced at every Monday morning assembly when we recite our School Declaration:</p> <p>"At Birralee we learn to live and work together,</p> <p>To be responsible and think of others,</p> <p>To respect our community,</p> <p>To care for the environment,</p> <p>And strive to achieve our goals."</p>
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Context challenges

Birralee Primary School was established in 1970 on its current site (originally orchards) in Doncaster, Manningham. From 2008 to 2013 enrolments remained in the low 160s but since 2014/15, growth has been rapid. We now have an enrolment of 599 students. An enormous amount of building construction has occurred and is continuing in our neighbourhood zone, with single homes being replaced by multiple dwellings. The high growth rate has placed strains on the school in many ways. We expect to have more than 600 students in 2024. The Department of Education’s Long-Term Enrolment (LTE) figure for Birralee PS is 700 to 725. As a result of this new LTE, the government has provided capital works funding (\$4.663million) to construct modern permanent classrooms, a library, teacher preparation and staff room, student and staff toilets, and a server room for computer equipment. This building will open at the beginning of the 2024 school year.

The school has an increasing number of EAL students. In the 2022 August census, overall, the school had 235 (38%) EAL students, however, 50% of the 2022 Foundation enrolments were EAL – a trend that has continued this year in 2023. Our students come from a wide variety of family nationalities and religions.

Enrolments at the time of the review were approximately 599 students. From 2019 to 2023, enrolments increased by 68 students. The previous 4 years, 2015 to 2018 saw a rapid growth of 262 students – in 2016, 2017 and 2018 our enrolments increased by 88, 89, and 85 respectively – 4 new classes and 4 new classroom teachers each year.

The Student Family Occupation (SFO) index was 0.2215 in 2019 and has decreased each year to 0.2102 in 2022. The Student Family Occupation Education (SFOE) index was 0.1483 in 2019 and has decreased each year to 0.1321 in 2022 - a high socio-economic demographic, in which 88% of our parents hold a bachelor’s degree or higher, whilst only 4.4% of our families qualify for the CSEF.

The staffing profile of Birralee Primary School includes 1 principal, 2 assistant principals, 1 leading teacher, 2 learning specialists, 31.3 full-time equivalent teachers, 6.8 full-time equivalent education support (ES) staff, 2 full-time office administration staff, 1 x 0.6 EFT gardener and 1 x 0.8 EFT maintenance person. The school has a very strong focus on delivering a comprehensive, detailed, and challenging English and Mathematics curriculum from Prep to Year 6, and beyond for highly capable students. Programs such as VHAP and Maths Olympiads are run by teachers for students who are highly able.

The specialist subjects for all students at Birralee PS are Mandarin, Visual Arts, Music, Physical Education and STEM. Humanities subjects such as civics, geography, history, and economics, and elements of science to complement our STEM specialist subject are incorporated into integrated studies in all year levels. The school's annual concert involving students from Prep to Year 6 incorporates dance drama, and music, and is a highlight in the school calendar each year.

The school's Out of School Hours Care Program is run by TeamKids, with care also provided by them for curriculum days and vacations. Many extracurricular programs such as coding club, bricks for kids, chess club, dance club, tennis, and basketball lessons are run before school, at lunchtime, and after school. The school also has eight basketball teams trained by parents at school after school. We run a public speaking competition at school for our senior students, two of whom are chosen to represent Birralee at a local competition involving students from other primary schools.

Private lessons for band, piano, and strings take place during school hours. The school has a band, 3 string orchestras, and a senior and junior choir. A junior and senior musical soiree in Term 4 each year offers an opportunity for students to perform in front of an appreciative and supportive audience.

Our key challenges over the course of this Strategic Plan are, firstly, to ensure the great work we have been doing at Birralee is built upon and sustained across the next 4 years. This will be strengthened by building further upon collaboration, increasing knowledge and confidence in the use of data, forms of assessment, and moderation, across teams to improve school-wide consistency. We need to continue to support a reflective/learning mindset for staff and continue opportunities for participation in peer observation and mentoring, which has proven very successful since our Peer Observation and Learning Specialist introduced this program.

Students indicated through the school review process that they want a greater challenge with their work, motivating and encouraging them to learn and explore things they do not know. To do this we need to continue to build the capacity of both staff and students to be successful partners in learning and understanding more deeply the concept of voice and agency.

**Intent, rationale,
and focus**

INTENT: Over the next 4 years, our intent is to build a consistent approach to teaching and learning, accurate assessment of student achievement, and a focus on differentiation and challenge for high-ability students. We intend to enhance student well-being, and resilience, and further strengthen a growth mindset in all students.

Our work will be to ensure every element of the Birralee Instructional Model is embedded with consistency, at a high level across all classrooms and learning areas, and that the PLC model is entrenched throughout the school.

RATIONALE: As highlighted throughout the review process, it is important for our school to continue to focus on the following areas in our new School Strategic Plan:

Learning

It is important for us to document the curriculum and embed an agreed pedagogical approach and assessment methods across all areas of learning and classrooms. There is an opportunity to improve the use of data to inform point-of-need teaching, to differentiate and sufficiently challenge and extend students in their learning. We also need to develop and embed processes to reflect the PLC Inquiry Cycle.

Over the life of this plan, we commit to:

Improving the learning growth of every student.

Building knowledge of and capabilities of staff to deliver evidence-based differentiated classroom practices.

Building capabilities for accurate data analysis and understanding across the school, to drive whole-school improvement.

Reviewing and embedding school processes for students to set goals and monitor their own progress in learning.

Student Wellbeing

Ours is a school comprised of a diverse student, teacher, and parent community, as such we remain committed to diversity and inclusion throughout all aspects of school life.

Our work in this area will be to establish and embed an agreed schoolwide approach to student well-being and behaviour management, based on the introduction of the School Wide Positive Behaviour Program across the school, beginning in 2024.

Over the life of this plan, we commit to:

Developing resilient students who display a growth mindset, and exhibit behaviours, and attitudes that reflect the school values.

Developing, implementing, and embedding a school-wide positive behaviour program.

Enhancing teacher capabilities to implement High Impact Wellbeing Strategies (HIWS).

Strengthening learning partnerships through the provision of quality feedback mechanisms with all stakeholders.

FOCUS: The school will prioritise improving the following key directions for the next School Strategic Plan:

- Learning,
- Student Wellbeing.

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Goal 1	To improve the learning growth of every student.
Target 1.1	<p>By 2027 increase the percentage of Year 3 students in the NAPLAN exceeding proficiency levels in:</p> <ul style="list-style-type: none">• Reading from 43% in 2023 to 47%.• Writing from 26% in 2023 to 34%.• Numeracy from 35 % in 2023 to 39%. <p>By 2027 increase the percentage of Year 5 students in the NAPLAN exceeding proficiency levels in:</p> <ul style="list-style-type: none">• Reading from 48% in 2023 to 52%.• Writing from 43% in 2023 to 47%.• Numeracy 34% in 2023 to 38%.
Target 1.2	<p>By 2027 increase the average percentage of students making one (1) band growth in PAT adaptive testing in reading and mathematics Years 4-6 from 2023 benchmarks:</p> <ul style="list-style-type: none">• Reading from 44% in 2023 to 56%.• Mathematics from 48% in 2023 to 60%.
Target 1.3	<p>By 2027 increase the percentage of Year F –6 students assessed above expected level against the Victorian Curriculum (VC) Levels F–10:</p> <ul style="list-style-type: none">• Writing will increase from 14% in 2022 to 40% or above.• Reading from 44% in 2022 to 50% or above.• Number and Algebra from 54% in 2022 to 56% or above.

<p>Key Improvement Strategy 1.a <i>For Goal 1: To improve the learning growth of every student.</i></p> <p>Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricular programs.</p>	<p>Build knowledge of and capabilities of staff to deliver evidence based differentiated classroom practices.</p>
<p>Key Improvement Strategy 1.b <i>For Goal 1: To improve the learning growth of every student.</i></p> <p>Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment, and wellbeing capabilities.</p>	<p>Build capabilities for accurate data analysis and understanding across the school to drive whole school improvement.</p>
<p>Key Improvement Strategy 1.c <i>For Goal 1: To improve the learning growth of every student.</i></p> <p>Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school.</p>	<p>Review and embed school processes for students setting goals and monitoring their progress in learning.</p>

Goal 2	To develop resilient students who display growth mindsets, behaviours, and attitudes that reflect the school values.
Target 2.1	By 2027, the percentage of students with 20+ days absent F-6 students will decrease from 32% in 2022 to at or below 20%.
Target 2.2	<p>By 2027, increase the percentage of Year 4-6 students reporting positive endorsement in the following student Attitudes to School Survey measures:</p> <ul style="list-style-type: none"> • Student voice and agency from 61% in 2023 to 66%. • Motivation and Interest from 76% in 2023 to 81%. • Sense of connectedness factor from 82% in 2023 to 86%.
Target 2.3	<p>By 2027, increase the percentage of parents reporting positive endorsement (Strongly agree) in school developed parent survey measures:</p> <ol style="list-style-type: none"> 1. 'Do you feel that your child's health and mental wellbeing is nurtured and cared for at Birralee?' <ul style="list-style-type: none"> • From 35% in 2023 to 45%. 2. How confident are you in understanding how your child is progressing and assessed? <ul style="list-style-type: none"> • From 21% in 2023 to 40%.

<p>Key Improvement Strategy 2.a</p> <p><i>Goal 2 To develop resilient students who display growth mindsets, behaviours, and attitudes that reflect the school values.</i></p> <p>Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school.</p>	<p>Develop, implement, and embed a school wide positive behaviour program.</p>
<p>Key Improvement Strategy 2.b</p> <p><i>Goal 2 To develop resilient students who display growth mindsets, behaviours, and attitudes that reflect the school values.</i></p> <p>Responsive, tiered, and contextualised approaches and strong relationships to support student learning, wellbeing, and inclusion.</p>	<p>Enhance teacher capabilities to implement High Impact Wellbeing Strategies (HIWS).</p>
<p>Key Improvement Strategy 2.c</p> <p><i>Goal 2 To develop resilient students who display growth mindsets, behaviours, and attitudes that reflect the school values.</i></p> <p>Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school.</p>	<p>Strengthen learning partnerships through the provision of quality feedback mechanisms with all stakeholders.</p>