



Allendale
Primary School
AN INDEPENDENT PUBLIC SCHOOL

2025 BUSINESS PLAN

STRIVE TO SUCCEED

What do you need? How can I help?



Student Achievement and Progress

Goal: Reduce the number of students unable to access year level English/Mathematics content.

Target: By the end of 2025, the Connecting Math Concepts intervention program will be fully implemented for Years 3 to 6.

Check Points:

- Progress monitoring and assessment data must inform structural/pedagogical change.
- Introduce Drill and Skill and Mental Set in Maths intervention lessons.

Monitor/Future Attention: What are the attendance trends for students participating in daily Maths/English intervention?

"Driven by high expectations, there is a clear commitment to building a culture of evidence-based decision making and ensuring a sense of collective accountability for student achievement"

Relationships and Partnerships

Goal: Identify key attributes of ongoing positive school culture. Explore how external partnerships can support students to improve attendance.

Target: By the end of 2025, 'The Allendale Way' school culture document will be completed and used for staff inductions and performance accountability.

Check Points:

- Gather feedback from staff regarding positive and developing aspects of current school culture.
- Whole school goal of 85% student attendance annually.

Monitor/Future Attention: Where can we find unique approaches to motivate staff and ensure an ongoing commitment to positive school culture?

"The school has established a strong culture of positive and respectful staff, student and family relationships underpinned by the shared belief that students are at the centre of all decision making"

Leadership

Goal: Build the leadership capacity of teachers and support staff to perform higher duties and accept promotional roles.

Target: By the end of 2025, the two Lead EA portfolios will align with academic and social/behavioral intervention respectively.

Check Points:

- Reinstate the Curriculum Executive Team (CET) to support administrators in monitoring whole school teaching and learning approaches.
- Provide opportunities for professional learning and on job experience for emerging and aspirant leaders.

Monitor/Future Attention: How might a change in school leadership affect student performance?

"Led by the Principal and the cohesive leadership team, the school has established a compelling vision for student success. This is driven by clear strategic directions, high expectations for staff and students and a commitment to innovation and evidence-based practice aligned to the needs of students"

Teaching Quality

Goal: Solidify instructional coaching as a whole school practice.

Target: By the end of 2025, the APS Instructional Coaching Handbook will underpin teaching improvement cycles.

Check Points:

- Each teacher participates in at least one coaching cycle per year.
- Expand video library of best practice teaching at APS.
- Seek feedback regarding the impact of coaching cycles.

Monitor/Future Attention: How does instructional coaching evolve into effective peer mentoring?

"A passionate and skilled staff exhibit a strong commitment to excellence in teaching and the delivery of a connected curriculum linked to student's needs. Shared beliefs about quality teaching underpin consistent school wide practices and the optimising of student learning through explicit teaching and targeted intervention"

Learning Environment

Goal: Improve students' ability to self-regulate and make positive choices.

Target: By the end of 2025, APS will implement Zones of Regulation (ZOR) as its whole school Social Emotional Learning program.

Check Points:

- Identify data sets to monitor the impact of ZOR on student behaviour.
- Include Health on APS Connected Curriculum document, link concepts from ZOR, PBS and the Personal, Social and Community Health curriculum.

Monitor/Future Attention: Will we need to repeat the 2025 ZOR scope and sequence in 2026 to establish a strong base understanding of concepts?

"Driven by a strong moral purpose, staff are attuned to the individual needs of their students and work collaboratively to provide pastoral care and wrap-around support ensuring the conditions for students to thrive"

Use of Resources

Goal: Restructure support staff allocation to limit transitions and meet students and teachers at their point of need.

Target: By the end of 2025, a trial of the 'teams' approach to resource allocation will be appraised as a sustainable/effective whole school approach.

Check Points:

- Use Microsoft Planner to organise tasks for support staff.
- Introduce team leader role to streamline communication and monitor fair allocation of resources.

Monitor/Future Attention: Can we retain high quality support staff in the current economic climate?

"Decision making is underpinned by an unrelenting focus on maximising student outcomes and ensuring resources are deployed to realise strategic goals and ensure student success"