



Allendale Primary School

AN INDEPENDENT PUBLIC SCHOOL

2026/2027 BUSINESS PLAN

Words Matter. Systems Drive Success.

Strategic Objective - Embed the Steplab Instructional Coaching platform to strengthen teaching quality and improve student outcomes.



Teaching Quality

OPERATIONAL OBJECTIVE:

What do we want to achieve?

Use group professional development to promote the importance of rehearsal in teacher improvement cycles.

TARGET:

How will we know we are successful?

By April 2027, a whole-school plan will be developed with targeted goals and associated steps for group professional development sessions.

CHECK POINTS:

How will we get there?

- Build APS context best practice teaching videos into the Steplab platform.
- Use Targeted Team Time (TTT) sessions to provide professional learning on the focus goal and opportunities for teachers to rehearse.

TO CONSIDER:

What do we need to continue to consider?

How could group professional development with rehearsal opportunities build the capacity of support staff?

Learning Environment

OPERATIONAL OBJECTIVE:

What do we want to achieve?

Use FrontRow Juno Soundfield Systems to improve instructional clarity and engage all students when using “Secure Attention” and “Optimise Communication” StepLab teaching strategies.

TARGET:

How will we know we are successful?

By April 2027, three junior primary classrooms will have classroom Frontrow Juno soundfield systems installed.

CHECK POINTS:

How will we get there?

- Develop the capacity of the Fundraising Committee under the Finance Committee’s guidance to raise funds for the purchase of the systems.
- Provide professional learning/rationale for teachers using the system.

TO CONSIDER:

What do we need to continue to consider?

What impact has the soundfield systems had on teacher voice fatigue during high impact instruction?

Leadership

OPERATIONAL OBJECTIVE:

What do we want to achieve?

Build staff capacity to coordinate in-school coaching through the one-day intensive course and certificate in coaching leadership training.

TARGET:

How will we know we are successful?

By April 2027, all teaching Team Leaders will have completed the Steplab one day intensive instructional coaching training and/or the Steplab’s Certificate in Coaching Leadership.

CHECK POINTS:

How will we get there?

- Take advantage of Steplab visiting the Midwest to have staff trained.
- Use Team Leader meetings to discuss the implementation of the Steplab Coaching Roadmap at APS.
- Support nominated teacher to complete Steplab Certificate in Coaching Leadership (CCL).

TO CONSIDER:

What do we need to continue to consider?

What impact would having our Lead Education Assistants trained in Steplab have on the development of support staff instruction, especially literacy and numeracy intervention?

Student Achievement and Progress

OPERATIONAL OBJECTIVE:

What do we want to achieve?

Independently and collaboratively analyse student data to evaluate the impact of high-quality teaching practice in English and the implementation of a support program for students working well below level in Mathematics.

TARGET:

How will we know we are successful?

By April 2027, we will reduce students in the “intensive support” category in DIBELS screening from the Beginning to End assessments for Nonsense Word Fluency (WRC) for Pre-Primary to Year 3 and Oral Reading Fluency (Words Correct) for Year 4 to Year 6.

By April 2027, we will increase the average annual growth per student using PAT Maths Adaptive Assessment for Yr 3-6 students working in the mainstream classroom (not in Maths Mastery).

CHECK POINTS:

How will we get there?

- Continue to use our school developed “Grade Expert Student Maps” to record and analyse school wide assessment data.
- Explore the use of AI to identify and explore student data trends.
- Encourage and promote Reading Rockets to improve decoding accuracy (Yr 1-3) and reading fluency (Yr 4-6).

TO CONSIDER:

What do we need to continue to consider?

What impact has the implementation of Maths Mastery had on the progress of students in the mainstream classroom, where differentiation is not as wide?

Relationships and Partnerships

OPERATIONAL OBJECTIVE:

What do we want to achieve?

Provide structured, psychologically safe opportunities for staff to practise giving and receiving feedback.

TARGET:

How will we know we are successful?

By April 2027, fortnightly ‘drop-ins’ will be conducted and received by all teaching staff.

CHECK POINTS:

How will we get there?

- During TTT, teachers will commit to giving and receiving drop-ins with their team members.
- Develop our APS Steplab platform to clearly illustrate criteria of a high-quality drop-in.
- Utilise the “Shoutout” function to develop a positive culture around giving and receiving feedback.

TO CONSIDER:

What do we need to continue to consider?

What will have the biggest impact in our school this year: drop-ins or instructional coaching cycles?

Use of Resources

OPERATIONAL OBJECTIVE:

What do we want to achieve?

Investigate the sustainability of instructional coaching as a whole-school program.

TARGET:

How will we know we are successful?

By April 2027, a resource management plan will clearly outline financial and human resource requirements for a whole-school instructional coaching program using the Steplab platform.

CHECK POINTS:

How will we get there?

- Consider the use of TTT sessions, school development days and staff meetings for instructional coaching as well as other school priorities.
- Plan for the likely absence of a designated coach.

TO CONSIDER:

What do we need to continue to consider?

What role will middle leaders (Team Leaders) play in the management and success of an established whole-school coaching program?