



Auburn Grove
PRIMARY SCHOOL

Business Plan 2025-2027



Learn • **Enjoy** • **Aspire** • **Focus**

Our Vision

We have a clear, shared vision in which all students and staff exhibit, and are committed to, the four LEAF Principles.

- **Learn**
- **Enjoy**
- **Aspire**
- **Focus**

Our Vision is reflected every day in the way staff and students interact with each other, challenge themselves to continuously improve and work in a positive environment of fun and play.

Aubin Grove staff and students set high standards for themselves and adopt a growth mindset to teaching and learning, adhering to our Aubin Grove Learner Qualities. This includes an emphasis on: explicit instruction so that students know what they are learning and what success looks like; reflecting on progress, and inquiry. Staff and students set challenging goals, work collaboratively and both seek and act on feedback.

Our teaching and learning approach is reflected in the Aubin Grove learner qualities which are grounded in our commitment to the Visible Learning principles and practices.

At Aubin Grove, we prioritise building of positive relationships and fostering respectful behaviour and establishing positive behaviours, guided by the principles of the FiSH Philosophy.



All staff and students are dedicated to embracing this philosophy as the foundation for our behaviour and interactions. By embodying the four key principles of the FiSH Philosophy, we create an enjoyable, caring, and positive environment that supports effective learning for everyone.



Thriving Culture/ Excellent Outcomes

By the end of 2027 we will:

- Reinvigorate and embed the FISH Philosophy to include measurable outcomes against the 4 principles
- Continue to re-publish our Reconciliation Action Plan every 12 months with Narragunnawalli
- Attract new enrolments and promote a positive public image of our school through a marketing and branding strategy
- Formalise ongoing induction processes to be consistent for all staff including those returning from long absences
- Conduct semesterly audits that are contextual and measure school culture and staff morale
- Ensure the School Board has completed training to enhance understanding of roles, responsibilities, governance obligations and enhanced data literacy
- Host and conduct annual community events to attract families into our school and be a local hub for our families
- Develop strong partnerships with universities, health agencies and community services to collaborate and provide services on site

How we will know

- The School Opinion Survey for parents will show positive ratings of 4.0 or above
- 800 children will be enrolled at Aubin Grove Primary School
- Offer at least 4 streams of Kindergarten classes
- The overall staff school culture survey rating will score above 4.2





We are Exceptional

By the end of 2027 we will:

- As a staff, utilise the 'Teaching for Impact' document to develop a Pedagogical Framework that identifies what exemplary teaching looks like at Aubin Grove Primary School
- Utilise the pedagogical framework as a tool for self-reflection in performance management
- Adopt a shared vision for a quality classroom learning environment that is print-rich and consistent across the school
- Utilise modern technology in ICT and STEAM to provide innovative learning resources that are research-based and purposeful
- Promote the school using consistent AGPS branding with attention to detail across all new initiatives
- Plan major infrastructure upgrades based on priority and budgeting requirements
- Maintain school facilities and grounds to present a positive first impression of the school
- Develop and improve opportunities for staff to access targeted professional learning to ensure consistent high expectations of student achievement
- Provide leadership opportunities to staff including, but not limited to, the Future Leaders Learning Framework, MLT, mentoring, and Curriculum Leadership
- Ensure every voice is heard with equitable representation of staff from all phases of learning across the school
- Support all students to grow into flourishing individuals using a whole school wellbeing program (PEEC Curriculum) based on the PERMAH Model

How we will know

- 80% of students will be above the 50th percentile in all areas tested of PAT Testing
- AGPS is one standard deviation above the expected standard in all areas tested of NAPLAN
- The School Opinion Survey for parents has an average score above 4.2 under 'this school is well-led'
- In our School Culture Survey, questions pertaining to the leadership team average above 4.2
- A junior wellbeing data collection tool will be developed to monitor the wellbeing of our P-2 students

Cultivating a Resilient Community

By the end of 2027 we will:

- Use a Positive Behaviour Support (PBS) approach that is firmly embedded into the school culture that enables staff to develop and consolidate our whole school model
- Provide opportunities for staff to refine their awareness of the high expectations of student behaviour
- Analyse annual student wellbeing data with resources targeted towards students at greatest risk
- Implement a student attendance policy monitored by classroom teachers and deputies, and identify specific strategies
- Utilise the National Quality Standard (NQS) tool to assess the effectiveness of our early childhood program
- Develop clear and consistent management of intervention plans for all Tier 3 students
- Provide targeted professional development for staff managing student with complex and challenging behaviours

How we will know

- An external NQS verification will indicate that we are meeting all seven Quality Areas
- School support staff to monitor and follow up unexplained absences to decrease unauthorised absences to below 20%
- Student regular attendance to be above 75%





Accountability & Responsibility Breeds Success

By the end of 2027 we will:

- Clearly articulate a low variance curriculum that ensures consistency across all year levels
- Utilise research-based approaches that are systematically measured in their effectiveness to ensure school objectives are met
- Actively involve curriculum teams in the planning and implementation of literacy and numeracy projects
- Collaboratively develop clear scope and sequence documents for the teaching of literacy and numeracy to which all staff adhere
- Maintain a rigorous, consistent whole school data analysis process that specifically identifies Tier 3 students and tracks their progress
- Maintain an assessment and moderation schedule that is rigorous, visible and transparent
- Provide learning support processes using high level case management strategies and clear communication processes to support at-risk students
- Timetable collaborative DOTT with the purpose of planning, assessing, evaluating and reviewing learning programs to develop consistent teacher judgements (is this also referring to limiting DoTT in English Block)
- Undertake transition processes across year levels to ensure students are adequately prepared
- Enhance exceptional practice through an observation process involving peers, coaches, line managers and network schools following clear protocols

How we will know

- Achieve one standard deviation above the expected standard in all tested areas of NAPLAN in both Year 3 & 5



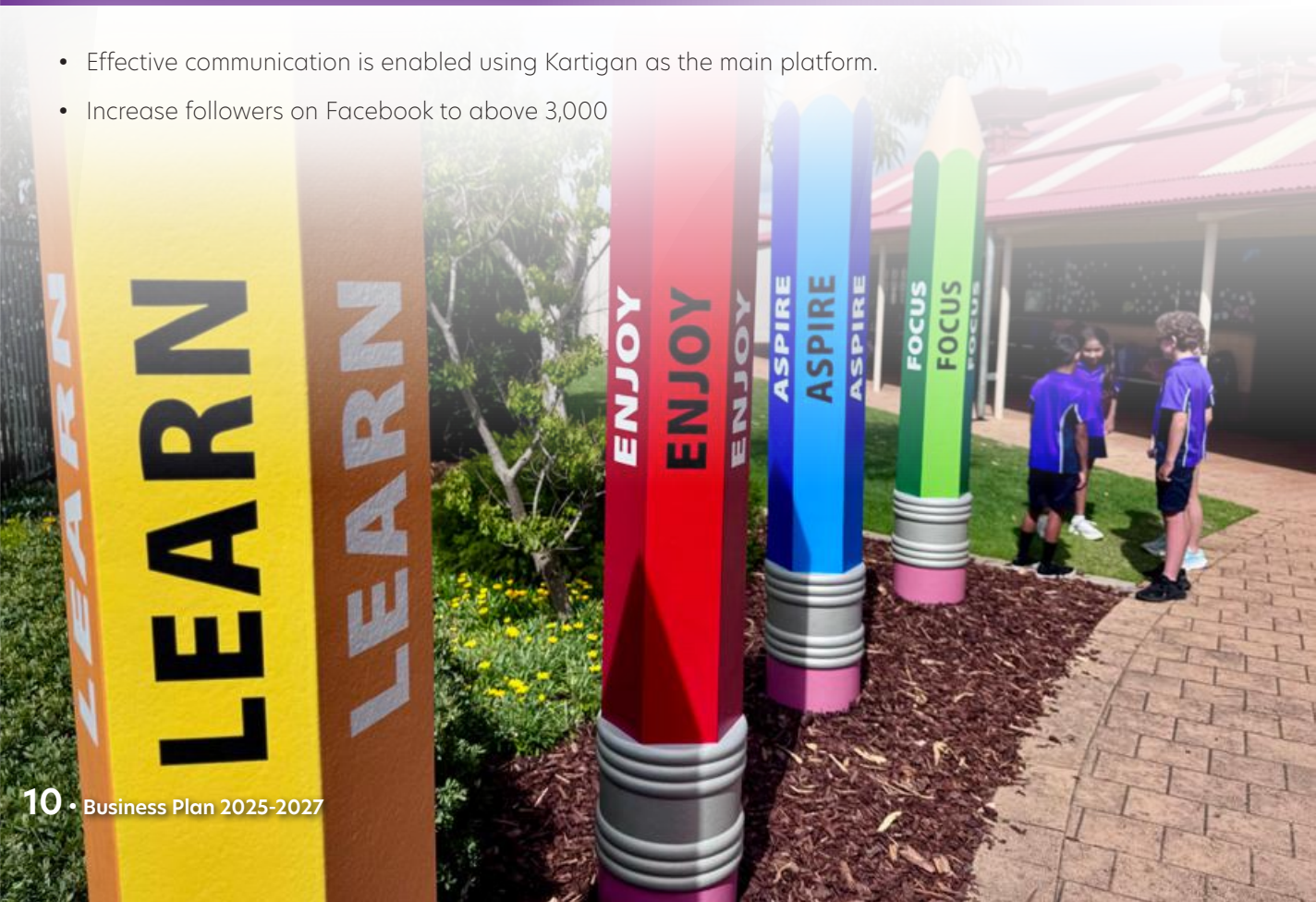
Communication is Key

By the end of 2027 we will:

- Utilise a streamlined approach to regularly communicate with parents/carers
- Strengthen communication and promotion of the school through the School Board and P&C
- Use social media as a tool to market school successes and news to the wider community
- Build a closer connection with our local Aboriginal community and elders through a targeted approach
- Value, measure and act upon feedback from Student Voice
- Develop community partnerships that enhance students learning
- Support and market P&C fundraising events throughout the school and wider community
- Communicate openly, honestly and respectfully amongst staff, students and the community
- Streamline staff communication to provide key information in a timely manner to all stakeholders
- Build a strong network presence across all portfolios to encourage more participation from staff

How we will know

- Effective communication is enabled using Kartigan as the main platform.
- Increase followers on Facebook to above 3,000







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