

BULLSBROOK
— COLLEGE —



Bullsbrook College

BUSINESS PLAN

2022—2025



Educating your Children from
Kindergarten to Year 12 to

Engage Contribute Succeed



Message from the Principal

I am proud to present the 2022 – 2025 Business Plan for Bullsbrook College. Over the next three years we will be focusing on the following domains:

- An orderly, safe, inclusive and culturally responsive learning environment.
- Excellence in the classroom: High Impact Teaching and Learning
- Connections and partnerships with our community

We have a strategic plan that will focus our resources and professional learning to achieve these whole school priorities. They have been identified through careful analysis of student and school performance data and compliments the Education Department's Strategic Plan and Public School Review Processes.

Our identified school improvement strategies have been developed with our staff and School Board, as the representatives of the Bullsbrook community. We believe they best position us to strive for excellence across all areas in our school.

As a high quality team, we will:

- Lead the Moral Purpose
- Build productive relationships
- Create enabling conditions
- Promote improved teaching
- Drive data informed practice



Our School

We are a K-12 Independent Public School servicing the community's educational needs across the primary and secondary years. Unique to the public schooling system our "K-12ness" is celebrated. We place high expectations on ourselves because by doing so we believe that we can achieve our stated vision of **"Engaging our students to achieve personal success and contribute positively to our community"**. This vision drives Bullsbrook College to be the outstanding school that our community expects and deserves.

Our motto – engage, contribute, succeed encapsulates our commitment to a strong sense of community, rich pastoral care systems, a safe, caring, inclusive and culturally responsive learning environment and a commitment to every child being provided with an outstanding education - whatever their ability - whatever their personal circumstances - whatever their background.

We strive to create a culture in which every student experiences a sense of belonging to the school, of being known and understood as an individual; and as a staff who care about each student's overall progress and wellbeing. We accept it is our role to provide the highest quality educational experience for our students.

Our Moral Purpose

Engage Contribute Succeed

Engaging our students to achieve personal success and contribute positively to our community.





Our Values

The school community promotes 4 values that have been identified as underpinning everything we do as a school and as individuals. Staff ensure students not only understand them but are provided with opportunities to display them. They are:



SAFE

At Bullsbrook College we ensure a safe and supportive learning environment.



ORGANISED

At Bullsbrook College we are punctual, prepared and independent.



ACTIVE LEARNING

At Bullsbrook College we are focused, engaged and motivated learners.



RELATIONSHIPS

At Bullsbrook College we are respectful, inclusive and positive.

Instructional Model

Our Whole School Instructional Model encompasses:

High Impact
Strategies

Explicit
Instruction

Differentiated
Learning

Cognitive Load
Theory

Evidence Based
Practice

6 Givens for Every Learning Environment

Work
Restoratively

Positive
Relationships

High
Expectation of
Staff and
Students

Positive
Classroom
Tone

Excellent
Classroom
Practice

Pride in the
Physical
Environment



Our Three Focus Areas



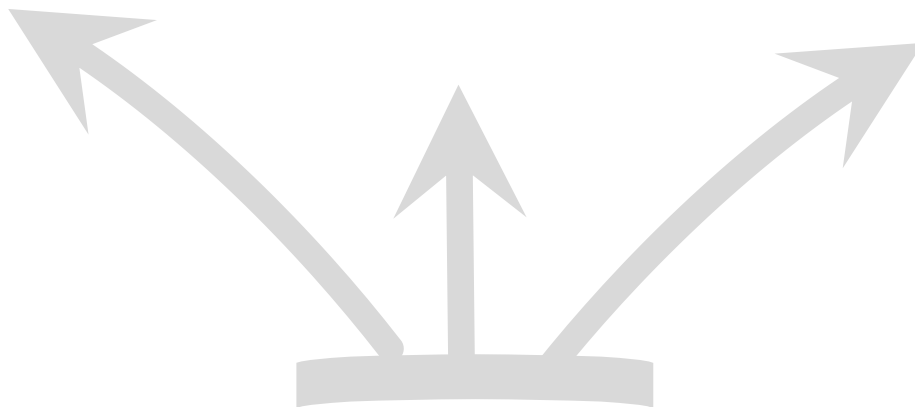
Excellence in the
classroom: High
Impact Teaching
and Learning



An Orderly, Safe,
Caring, Inclusive
and Culturally
Responsive Learning
Environment



Connections and
Partnerships with
our Community



Targeted Use of
Resources

Leadership



Our Targets



1. Excellence in the classroom: High Impact Teaching and Learning

At Bullsbrook College we use a whole school instructional model that will engage students to achieve their personal best.

PERFORMANCE TARGETS

1. **Students in the stable cohorts for Years 3, 5, 7 and 9 will achieve equal to or higher than students in like schools across all NAPLAN tests.**
2. **PAT testing results across PP to Year 10 will show consistent improvement and progress towards the Australian median score.**
3. **Student progress data shows Year on year growth for every student**
4. **Increase WACE attainment rate.**
5. **100% of teachers to implement the Whole School Explicit Teaching Instructional Model.**

STRATEGIES

- Rigorous use of data across the college to plan for continued improvement in student achievement.
- Use of Elastik to ensure effective use of data to identify and close gaps in student learning.
- Whole school assessment data collection plan followed K-12
- Use of data to identify targeted 'push groups' for inclusion in intervention programs, including early intervention (MiniLit).
- Establish effective use of collective data walls to put faces to the data.
- Establish processes for disciplined dialogue around data with teachers.
- Career practitioner for pathway planning.
- Regular tracking and case management of individual student pathways.
- Implement the Bullsbrook College Playbook, which provides a consistent approach to instruction based on explicit instruction and evidence based high impact teaching strategies.
- Use the *Quality Teaching Framework* and *Teaching for Impact* documents to enhance our WSIM.
- Develop a classroom observation, coaching and feedback process to monitor the impact of teachers on improving student outcomes.
- Teachers have exemplary classroom practice and management that caters for and engages all students.
- Teachers set and use clear and consistent expectations and routines to ensure a maximised learning environment.
- Use of circle pedagogy to support student learning.
- Teachers identify and plan for differentiated learning programs using whole school and class assessments that target students' needs with a particular focus on those students who identify low progress.
- Clear digital literacy skills embedded in teaching and learning





Our Targets



2. An Orderly, Safe, Caring , Inclusive and Culturally Responsive

At Bullsbrook College we create a safe and inclusive environment for staff and students that promotes a restorative culture of collaboration and inclusivity.

PERFORMANCE TARGETS

1. In each year group attendance rates will equal or exceed the WA Public Schools Attendance Rates for primary and secondary schools.
2. 80% of students will achieve “consistently” or ‘often’ in the ABE Reporting to Parents.
3. 100% of staff teach restoratively .

STRATEGIES

- Ensure staff, students and families know attendance targets.
- SAER processes track attendance and case manage.
- Implement improvement and intervention strategies that focus on getting students that attend 80 -90%.
- Systematically teach students that hard work and persistence contribute to their learning through Real School Partnership.
- Create a criteria and checklist for a consistent approach to ABEs across K-12.
- Embed the restorative teaching committee, who champion the use of restorative practices across K-12 and are actively involved in creating a toolkit of restorative strategies that staff can use.
- Use the Bullsbrook College restorative teaching toolkit.
- Use the Quality Teacher Strategy and “Teaching for Impact” to enhance our behaviour support processes.
- PBS expectations are clearly articulated, and behaviour expectations are consistently enforced by all staff with a focus on restorative practice. CMIS strategies to be utilised.
- Increased focus on SOAR values being taught, modelled and celebrated.
- Build upon the partnership with Real Schools to embed Restorative Practices that underpins the methodology for transforming school culture.
- Consistent whole school approaches to identifying, monitoring and supporting Tier 2 and 3 students.
- Formulate a Aboriginal Framework committee.
- Staff professional learning.
- Ongoing reflection of how to improve our place on the continuum.



4. Use the Aboriginal Cultural Standard Framework to progress along the Continuum from Emerging to Proficient in cultural responsiveness.



Our Targets



3. Connections and Partnerships with our Community

At Bullsbrook College we seek to enhance our engagement practices with parents and families that are responsive to their needs and concerns and enhance educational outcomes for our students.

PERFORMANCE TARGETS

1. National School Opinion Survey data an average above 4.0 satisfaction rate on student, parent and staff surveys.



STRATEGIES

- Ensure staff ownership of whole school initiative and professional learning through consultative processes.
- Increased communication with parents and the community.
- Relationships – create a welcoming culture.
- Foster and further develop links with network schools.
- Provide regular and relevant parent education workshops and forums on whole school and specialist teaching strategies.
- Building relationships with local businesses based on their ability to contribute to student outcomes.
- School's established communications based on their ability to contribute to improved student outcomes.
- Partnership with outside agencies to establish an onsite Pre-K program.
- Create a culturally responsive school by increasing teacher awareness to embed Aboriginal culture into everyday learning opportunities
- All staff undertake culturally responsive professional learning.
- Have an active School Board who is consulted and engaged in meaningful school improvement initiatives.
- Make the School Board and P&C relevant and visible.





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