

**Newman**  
PRIMARY SCHOOL



# 2024-2026 BUSINESS PLAN





## **Our School**

Newman Primary School is a vibrant learning community located in the Pilbara mining town of Newman. Our school provides endless opportunities for its students to experience variety and success. Through the diversity of our programs, the enthusiasm of our staff and the support of our wider community, we strive to fulfil the goals outlined in our Business Plan to deliver quality learning outcomes for students.

Our school strives to develop the "Whole Child" and to empower students to reach their full potential. We place a strong focus on Literacy and Numeracy programs that support the achievement of success for all students. Our academic focus is supplemented with programs that develop the social, emotional and personal attributes of our students.

## **Vision**

Newman Primary school fosters resilient learners, embraces diversity and cultivates a collaborative school community for lifelong learning and personal growth.

## **Our Values**

### **Be Responsible**

- Be organised and prepared for learning
- Keep all learning areas tidy
- We use equipment safely

### **Show Respect**

- Treat others with kindness
- Respect others right to learn
- We use our manners

### **Strive for Success**

- We strive to achieve our personal best
- We actively participate in activities and share ideas
- We ask questions

## **Our Motto**

'Together we Grow'

## Our Logo

Our School Logo is comprised of a round element that signifies the setting sun and the earth.

In the centre, three figures connect symbolising the coming together of different cultures, community, and school.

It also symbolises the three collaborative elements necessary to realise the potential of every student: the child, parent or carer and teacher.



## OUR BELIEFS

- Foster an inclusive culture where students, staff and parents feel welcomed, valued, appreciated, supported and cared for.
- Create a school-wide culture that values collaborative practice, is calm and orderly, builds a sense of belonging and engages all learners.
- Build effective school leadership that leads by example, develops a culture of trust and high-quality relationships.
- Ensure a commitment to developing and applying the school's available resources in ways that maximise teaching and learning.
- Embed a culture of collaboration, reflection and learning so that every student can make progress and achieve.
- Maintain an unrelenting focus on improving student outcomes through effective classroom teaching, assessment and reporting.



## ACADEMIC TARGETS

- By 2026, 80% of regular attending Pre-Primary students will be at the expected level or above in On-Entry assessment Module 1
- By 2026, 65% of Year 3 students will achieve results at expected level in NAPLAN Literacy and Numeracy
- By 2026, 20% of Year 3 students will achieve results above like schools in NAPLAN Literacy and Numeracy
- By 2026, 80% of Year 5 students will achieve results at or above like schools in NAPLAN Literacy and Numeracy
- By 2026, the NAPLAN Numeracy and Literacy results of Year 3 and Year 5 achievement will be above like schools

## NON-ACADEMIC TARGETS

- By 2026, all identified SAER students will have achieved their individual learning goals
- Maintain our 'Regular Attendance' category above 50% of our student population
- Strengthen staff mental health and overall wellbeing
- Engage staff professional growth process on an annual basis
- Maintain and increase all stake holders rating of 80% or above in Newman Primary School Culture Survey

## MEASURING SUCCESS

- On-Entry, NAPLAN and PAT data
- Student attendance data
- Classroom Observations
- Spelling Mastery Placement Tests and End-of-Level assessments
- InitialLit Comprehension and Spelling Assessments
- InitialLit Cumulative Review assessments
- Dibels assessment- Reading Fluency
- Brightpath writing assessment and moderation
- Teacher Performance and Development
- Newman Primary School Culture Survey
- School Annual Report







# Priority Area 1 Growth for Students

What we will do	What you will see
<p><b>Implement evidence-based teaching Instruction in Literacy</b></p>	<ul style="list-style-type: none"> <li>• Common language and approaches across phases of learning</li> <li>• Implement High Impact Instructional Model, including daily review, Explicit Direct Instruction (EDI) including the structure of the Literacy Block</li> <li>• Maintain Reading fluency teaching and processes across K-6</li> <li>• Implement Reading Comprehension Scope and Sequence curriculum document</li> <li>• Utilising a core reading spine of quality fiction, poetry and non-fiction that all students experience and draw upon</li> <li>• Strengthen implementation of Talk For Writing, ensuring effective practice is embedded into Literacy blocks across the school</li> <li>• Continue the delivery of Initialit to support oral language, phonological awareness, phonics, reading fluency, reading comprehension, spelling and writing</li> <li>• Continue a developmentally appropriate, systematic approach to the teaching of Spelling (Years 3-6) using Spelling Mastery Program</li> </ul>
<p><b>Implement evidence-based teaching Instruction in Numeracy</b></p>	<ul style="list-style-type: none"> <li>• Implement Newman Primary School Numeracy scope and sequence</li> <li>• Fully implement and embed a guaranteed and viable curriculum that underpins the Numeracy block</li> <li>• Utilise Numero Resource Program to enhance mental Maths</li> <li>• Implement High Impact Instructional Model, including daily review, Explicit Direct Instruction (EDI) including the structure of the Numeracy Block</li> </ul>
<p><b>Support all SAER students to achieve their Individualised Educational Goals</b></p>	<ul style="list-style-type: none"> <li>• Maintain specialist trained staff to support students at educational risk</li> <li>• Continue the delivery of Minilit and/or Macqlit intervention classes</li> <li>• Implement Numero Resource Program to support students at educational risk</li> <li>• School Psychology Service</li> <li>• Liaise with External Services</li> </ul>

What we will do	What you will see
<b>Differentiate for SAER students in the classroom</b>	<ul style="list-style-type: none"> <li>• Education Assistant support in class</li> <li>• Differentiated individualised work catering for students' abilities</li> <li>• Curriculum differentiation</li> <li>• Enrichment and extension program (STEAM) for years 4-6</li> <li>• Liaise with External Services</li> <li>• School Psychology Service</li> </ul>
<b>Implement a consistent positive behaviour approach across the school linked to our School Values</b>	<ul style="list-style-type: none"> <li>• Train staff in restorative practice</li> <li>• Teachers modelling positive behaviour using consistent PBS language</li> <li>• Implement Positive Behaviour Support (PBS) initiatives across the school</li> <li>• Continue with Therapeutic Crisis Intervention in schools</li> <li>• Positive Behaviour Management tokens to encourage good behaviour</li> </ul>
<b>Embed Resilience Program across the school</b>	<ul style="list-style-type: none"> <li>• Maintain The Resilience Project</li> <li>• Integrate a whole school approach to Zones of Regulation</li> <li>• Collect and analyse data to monitor health and well-being using NPS Culture survey</li> <li>• Resilience Survey</li> <li>• Student voice</li> </ul>
<b>Strengthen current attendance policy, processes and procedures</b>	<ul style="list-style-type: none"> <li>• Support students and families to achieve regular attendance updates</li> <li>• Bring awareness to parents of attendance data</li> <li>• Acknowledgement and celebration of regular attendance</li> <li>• Support meetings with parents of low attendance</li> <li>• Letters home to inform of students with at risk attendance</li> <li>• Clontarf &amp; Stars Foundation</li> <li>• Remote School Attendance Strategy Newman</li> <li>• Aboriginal and Islander Education Officer (AIEO)</li> </ul>
<b>Maintain Students Leadership</b>	<ul style="list-style-type: none"> <li>• Engaging student representatives in school events</li> <li>• Maintain student leadership policy encompassing student voice and feedback which provides a range of authentic students' leadership opportunities</li> <li>• Implement 'Young Leaders' program for effective student leadership</li> </ul>



# Priority Area 2

## Growth for Staff

What we will do	What you will see
<p><b>Develop a culture of collaboration across the school</b></p>	<ul style="list-style-type: none"> <li>• Staff engaged in professional learning to build knowledge and skills</li> <li>• School leaders and colleagues facilitate reflective conversations and support in classrooms with teachers about their classroom practice</li> <li>• Train support staff in school intervention programs</li> <li>• Sharing best practices through peer observations and moderation</li> </ul>
<p><b>Implement high quality data collection and analysis to inform our teaching and learning</b></p>	<ul style="list-style-type: none"> <li>• A clear, whole school assessment framework schedule, outlining expectations and support for making fair and valid judgements</li> <li>• Teachers utilise a variety of quality assessment tools to ensure the consistency of judgements and evaluate the appropriateness of teaching and learning programs</li> <li>• Moderation to ensure fair and valid teacher judgements</li> <li>• Collective understanding and shared ownership of assessing student progress</li> <li>• Rigorous analysis of data to develop informed future planning</li> </ul>
<p><b>Review processes/ practices that promote a culture of wellbeing throughout the staff</b></p>	<ul style="list-style-type: none"> <li>• Ongoing Staff Wellbeing Committee- events</li> <li>• Implement wellbeing initiatives</li> <li>• Engage all staff in wellbeing professional learning</li> </ul>
<p><b>Provide targeted professional learning that caters to staff and school priorities</b></p>	<ul style="list-style-type: none"> <li>• Staff experience and expertise developed and utilised to best support students</li> <li>• Teacher Performance and Development cycle to support best classroom practice</li> <li>• On-going, relevant, and timely professional learning and development</li> <li>• Develop practices that promote cultural awareness through the Cultural Responsive Framework</li> </ul>
<p><b>Promote leadership development throughout the school</b></p>	<ul style="list-style-type: none"> <li>• Distributed leadership opportunities for aspiring staff:             <ul style="list-style-type: none"> <li>◊ Phase of School leaders</li> <li>◊ Committee leaders</li> <li>◊ Future leader programs</li> <li>◊ Level 3/Senior Teacher</li> <li>◊ Professional Learning relevant to leadership opportunities and positions</li> </ul> </li> </ul>



# Priority Area 3

## Growth for Community Partnerships

What we will do	What you will see
<p><b>Strengthen processes and practices to further enhance and embrace parents as partners in their child's education</b></p>	<ul style="list-style-type: none"> <li>• Parent education of whole school priorities- parent night/workshop. Communication to inform parents through newsletter, school social media</li> <li>• Encourage parents to take on roles in the school and help out in classrooms. Volunteer opportunities</li> <li>• Strong sense of belonging for all: open, honest and timely communication</li> <li>• Formal parent conferences scheduled as part of school routines. Individual Education Plan (IEP) meetings and/or case conferences</li> <li>• Regular consultations as needed to support ALL students</li> </ul>
<p><b>Cultivate and nurture relationships between the school and wider community</b></p>	<ul style="list-style-type: none"> <li>• Review feedback through surveys academic and non-academic activities</li> <li>• Purposeful feedback is implemented to strengthen relationships</li> <li>• Opportunities to build and maintain relationships with prospective families in our community</li> <li>• Strengthening partnerships through school and community based special events</li> </ul>
<p><b>Strengthen networks across the Newman schools</b></p>	<ul style="list-style-type: none"> <li>• Moderation with other primary schools and between other schools in the Karijini Network (Brightpath)</li> <li>• Shared resources (Newman Schools shared drive)</li> <li>• Collaborations of the schools in planning/organising/hosting events</li> </ul>
<p><b>Maintain and build strong governance</b></p>	<ul style="list-style-type: none"> <li>• Highly functional School Board with a lead role in the accountability and decision-making processes in the school</li> <li>• An active and dynamic P&amp;C providing an opportunity for all parents to proactively engage with initiatives to support the school</li> </ul>



## **School Song**

**We grow together that's  
our creed**

**Having the knowledge  
that we need**

**I go to .... Newman  
Primary**

**Going to be all that I can  
be**

### **Chorus**

**Boom boom boom Dah  
dah dah dah - clap clap**

**Dah dah dah dah  
- clap clap**

**Dah dah dah dah  
- clap clap**

**Dah dah dah dah**

**We live and learn as  
best as we can**

**Respecting the rights of  
our fellow man**

**I go to .... Newman  
Primary**

**Going to be all that  
I can be**

### **Chorus**

**This school will give to  
me**

**Every opportunity**

**To show what I can be**

**With my teacher helping  
me**

### **Chorus**







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PRIMARY SCHOOL

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# Together we grow



**Newman**  
PRIMARY SCHOOL



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Thank you for your partnership



Government of Western Australia  
Department of Health

**BHP**



Crunch&Sip



Shire of EAST  
**Pilbara**  
THE HEART OF THE PILBARA

