

STRATEGIC DIRECTION

2021 - 2023



**FOCUS AREAS
AND STRATEGIES**
Como Primary

Strong Foundations

Providing a strong start, by building strong foundations to every child's schooling, is vital for future success. At Como Primary students in the early years will be supported on the path towards reaching their full potential.

- Nurture a positive school culture driven by high expectations and clearly articulated high achievement standards. Grow Como Primary school's motto – 'Only Our Best' in academic, behaviour and positive student relationships
- Continue to deliver whole school approaches and explicit teaching in Literacy and Numeracy
- Early childhood practices will align with National Quality Standards and the Early Years Learning Framework (EYLF) and centred around **play based learning**
- Early identification and support for Students at Educational Risk. Use of Allied Services, WARL, Brightpath, On Entry, PAT and NAPLAN data to continue
- Continue providing EAL/D support in Kindergarten, Pre-primary and across the school
- Continue to provide targeted classroom differentiation and extension (Precocious Program) and Literacy intervention programs (PreLit, MiniLit and Reading Tutor, Word Extension)
- Continue Virtues and Values Program promoting healthy relationships and resiliency
- Continue to develop a STEAM platform across all year groups
- Teaching staff use a broad range of student achievement (data packs) and wellbeing data to promote individual and cohort progress

Targets Maintain 7/7 National Quality Standards [meeting] ratings.

The progress of the stable cohort of students across NAPLAN testing will be equal to, or exceed, like school performance.

Future Focused Learning

'Future focused learning is a holistic approach in which learners strive together to find and solve real world problems, with the goal of gaining an interlinked real – world education, to cultivate capabilities to ensure success beyond school' [Watanabe – Crockett 2018]

- Ensure all students have opportunities to engage with, and learn using STEAM and ICT platforms
- Instil in students a sense of civic responsibility
- Engage all students around solving common global issues
- Continue to deliver Science in classrooms through inquiry based opportunities for learning
- Ensure all students have opportunities to engage with 'new work capabilities' (teamwork, critical and creative thinking strategies) and higher order thinking strategies

Targets All students across the grades are given opportunities to participate in STEAM.

Students engaged in the Precocious Program will display improvement and engagement reflected by student voice feedback.

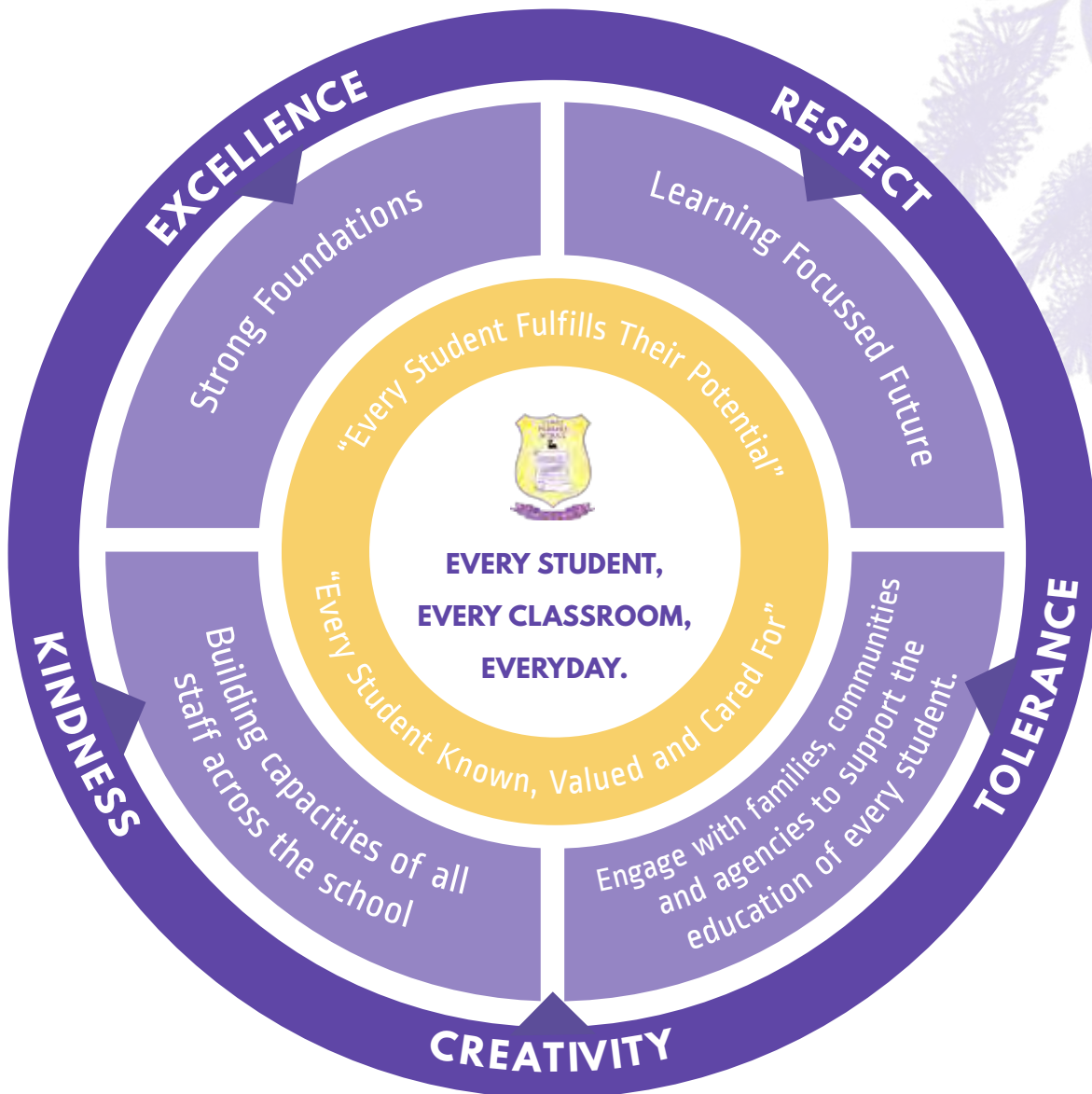
Build Capacity of All Staff

The quality of teaching and learning at Como Primary depends on the motivation and capability of the entire staff. Como Primary needs dedicated and skilled teaching and support staff in classrooms and strong leaders who are capable of delivering a positive impact on practice.

- Continue to provide opportunities for all staff to work collaboratively and with time to collaborate
- Staff to routinely engage in self-reflection and peer and feedback using the AITSL Teacher Standards (at least) as one basis for reflection
- Provide all staff and the Leadership Team with opportunities growth in general
- Ensure staff health and wellbeing strategies are prioritised, consistently implemented and reviewed
- Build capacity of staff as leaders by adhering to a distributed collaboratively leadership model
- Continue Performance Management cycle for all staff across the school year
- Provide a clear induction program (designated peer mentor) and orientation sessions for beginning/graduate teachers
- Como Primary pedagogy reflects current evidence based research and practices
- Implement a sequenced plan for consistent curriculum delivery across all year levels of the school.

Targets Como Primary staff engage in self-reflection – peer feedback cycle – performance management cycle.

Create and implement a distributed leadership model with Como Primary staff.



Como Primary is part of an active and engaged school community. We continue to seek to build strong community partnerships, resulting in a positive and compassionate school culture.

- Continue to promote community engagement in school events
- Partner with local and state-wide services using an integrated approach to assist families and children that require specialist support services
- Draw on the diversity and strengths of our multi-cultural community to further build cultural respect and relationships
- Be consistent with the communication platforms we use to engage and inform our community
- Maintain a strong School Board and school governance process to ensure that Como Primary's strategic direction reflects community expectation that is transparent and inclusive
- Encourage and support an effective and active Parents & Citizens Association
- Continue to strive to meet the educational aspirations of our community
- Seek community feedback through the NSOS biennial survey

Engage with families & the community to support education of every student

Targets

NSOS Surveys reflect positive, student, parent and staff perception of the school. Survey items rated 3.5 or above. School families utilise technologies to communicate with teachers and connect to student progress/achievement.



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