

TAMBREY PRIMARY SCHOOL



BUSINESS PLAN 2023-2027



Nurture Inspire Achieve

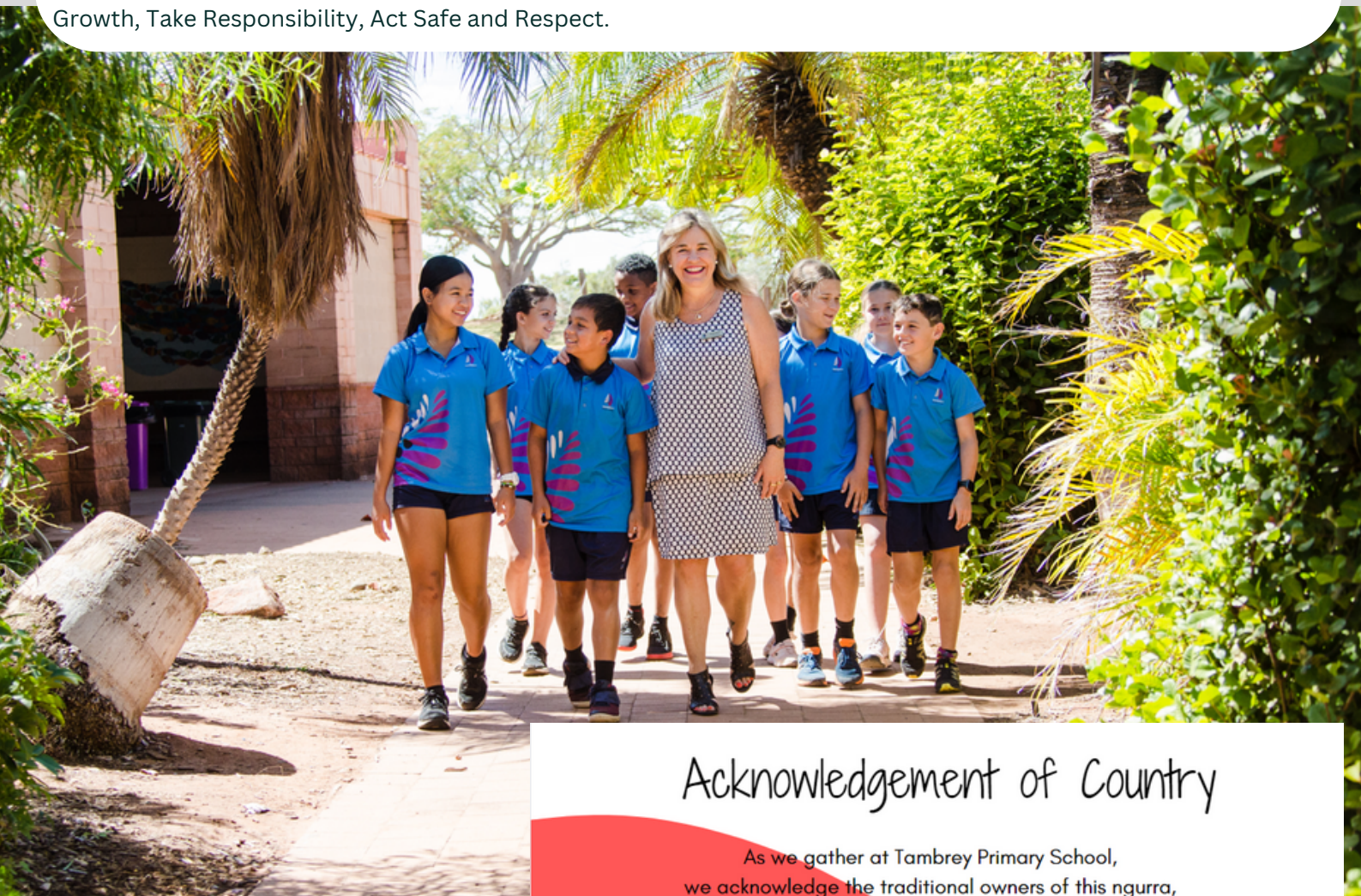
OUR SCHOOL

Tambrey Primary School, founded in 1989, derives its name from Tambrey Station, an early cattle station in the Karratha district. Our school warmly welcomes students from the surrounding neighbourhoods of Tambrey, Jingari, Nickol and Nickol West. With a focus on inclusivity, we cater to an approximate student population of 680, representing a rich tapestry of social and cultural backgrounds.

At Tambrey, we embrace our vision of Nurture, Inspire, Achieve. As educators, **we hold ourselves and our students to high expectations**. Our institution thrives as a professional learning community, fostering a culture of continual growth, collaboration, and evidence-based practices. Our well-rounded curriculum offers specialised programs in the arts, physical education, languages, digital technologies, science, talented and gifted education, and intervention. Additionally, we implement evidence-based, school-wide literacy and numeracy programs to ensure consistent, high-quality teaching that minimizes variation within year levels.

We take great pride in our school's **strong community focus**. Actively engaging with the Karratha schools education network, we foster a supportive environment where **student learning flourishes**. Through **collaborative partnerships** with parent groups, local businesses, industry leaders, government agencies, non-profit organizations, and Aboriginal corporations, we **work collectively** to ensure a **high-quality education** for every child. These valuable alliances enrich the educational experience and contribute to the holistic development of our students.

The staff at Tambrey Primary School are committed to providing an **inclusive learning environment** in which all members of the school community can thrive. Our Positive Behaviour Support focuses on: Strive for Personal Growth, Take Responsibility, Act Safe and Respect.



Acknowledgement of Country

As we gather at Tambrey Primary School,
we acknowledge the traditional owners of this ngurra,
the Ngarluma people.

We value their culture, knowledge and spiritual connection to land,
waterways and the sky on this beautiful part of the country.

We work, learn and play together.

We pay our respects to Ngarluma Elders past and present
as we walk together towards reconciliation,
sharing the responsibility of shaping future
Aboriginal and Torres Strait Islander leaders.



Our Vision

Nurture Inspire Achieve

Our Values

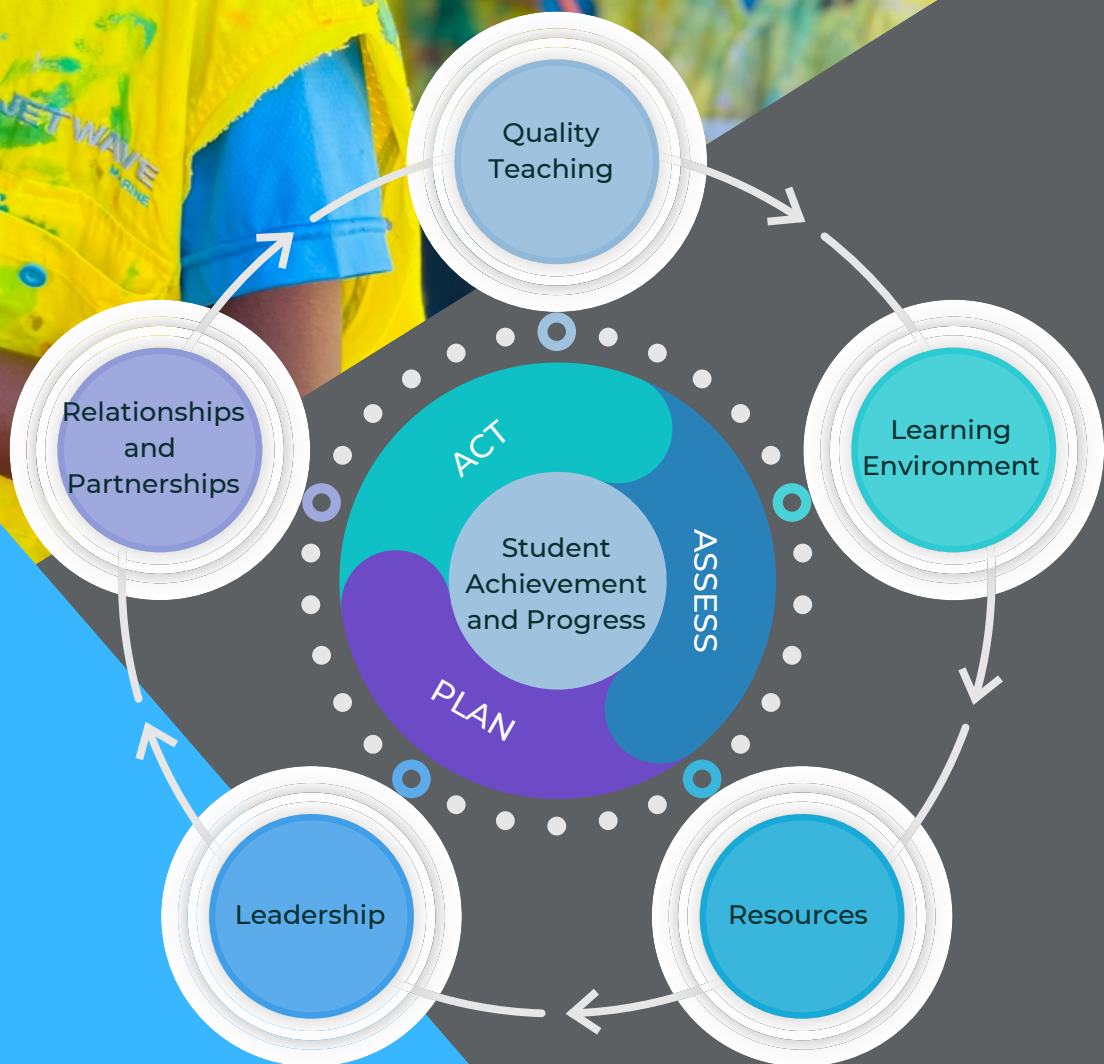
Integrity
Equity
Voice
Learning
Teamwork
Care
Truth-telling

The Tambrey Way

At Tambrey students and staff succeed when our vision is clearly articulated and shared in our school and across our community.

Our staff commit to ensuring that we work as a cohesive team to ensure **all students thrive**.

Self-assessment and review practices inform our decision making processes and drive strategic planning across the school.



COMMITMENTS

Staff who work at Tambrey Primary School demonstrate ongoing commitment to the vision and values of our school and its community. They agree to work, as a cohesive team, towards the targets outlined in our Business Plan and aspire to **Nurture, Inspire, Achieve** through a continual cycle of improvement.

Nurture

At Tambrey, everyone is seen and everyone's needs are met through:

Consistent use of social and emotional strategies to support the wellbeing of students and staff

Culturally responsive practices of teaching, learning and connections

Reciprocal relationships and partnerships

Inspire

At Tambrey, everyone has high expectations; we are motivated by:

Connection, challenge and celebration

Genuine collaboration

High quality teaching and learning

Achieve

At Tambrey, everyone experiences growth when:

Whole school, evidence based programs are embedded with fidelity

Data is tracked, monitored and actioned

Observations and feedback are actively sought and acted upon



INTRODUCTION

This Business Plan sets the direction for Tambrey Primary School for 2023-2027 and will provide a roadmap to allow us to continue to be a highly effective school who continuously works to achieve its goals.

To develop the Tambrey Primary School Business Plan 2023-2027, the school has conducted a comprehensive self-review process involving the School Board, teaching and support staff, leadership, students and our community.

We regularly seek feedback through surveys of our staff, students and community to monitor our progress towards targets set against the strategic direction of our school.

The Tambrey Primary School Board has endorsed the Business Plan 2023-2027.

Whole school programs and approaches including PBS, NQS, the Aboriginal Cultural Standards Framework and use of trauma informed practices inform every aspect our core business.

STRATEGIC FOCUS AREAS

These three strategic focus areas will guide and strengthen our whole school approaches to ensure that at Tambrey Primary School **all students thrive**.

Trauma informed
High quality
Respectful
Inclusive
Visible
Education

**QUALITY
TEACHING,
LEARNING & LEADING**

**ALL
STUDENTS
THRIVE**

**SAFE &
INCLUSIVE
LEARNING
ENVIRONMENT**

**ENRICHING
RELATIONSHIPS
&
PARTNERSHIPS**



Nurture Inspire Achieve

FOCUS AREA 1

Quality teaching, learning and leading

Effective pedagogical practices and whole school approaches inform our strong collegial culture. With a focus on developing and supporting emerging leaders, we aim to continue to improve outcomes for our students.



QUALITY TEACHING

- Attraction and retention of high quality, committed staff
- Outside experts provide targeted, quality professional learning as identified by staff surveys and professional development
- Staff routinely engage in peer observation and feedback with a culture of continuous professional improvement evident
- Staff health and wellbeing is prioritised
- High quality, whole school planning and programs support student achievement
- Tambrey Lesson Design and explicit instruction pedagogy implemented in every classroom to deliver consistent, high quality teaching

QUALITY LEARNING

- Quality, low variation instruction is supported through observations and feedback
- Student health and wellbeing is prioritised through whole school approaches
- Evidence based Intervention and Extension programs are offered to ensure all students thrive
- Year level benchmarks in English and Maths are created to measure year on year student progress and achievement
- Effective teaching practices for Aboriginal and Torres Strait Islander students are evident in all classrooms
- Daily Learning Reviews are embedded in all learning areas to support academic progress

QUALITY LEADING

- Authentic distributed leadership model with opportunities for career progression
- Support offered to aspiring Level 3 Classroom and Senior Teachers
- Level 3 Classroom Teachers lead major school initiatives in Student Voice
- Data analysis and moderation are led in and across year levels by experienced educators and coaches
- Allocated teacher mentors support graduate and early career teachers
- Staff participate in Karratha Education Network initiatives aimed at improving student outcomes across the region
- Staff are supported and developed through access to pedagogical coaches, Level 3 and Senior teachers

FOCUS AREA 2

Enriching relationships and partnerships

Fostering and embracing every opportunity to create partnerships and relationships that support our students, their families and our staff; we acknowledge that the best student outcomes are a result of collective efficacy.



RELATIONSHIPS WITH PARENTS AND CAREGIVERS

- Clear and consistent communication with families through Facebook, SeeSaw and Tambrey School website
- Transition to Kindy, PP, Year 1 and High School supports students and their families to progress successfully through their primary schooling
- Staff establish and maintain positive relationships with all students and their families including Aboriginal students, their parents and families, providing opportunities to be involved in the classroom
- Regular community events offer families opportunities to engage with the school and the community
- Feedback is regularly sought through surveys to gauge community perception
- Engage with families to draw on the strength of our diverse and multicultural community

ENHANCING OUTCOMES THROUGH STUDENT VOICE

- Year 6 Student Leaders/Faction Captains leadership program designed to enhance leadership skills
- Year 6 PBS leaders to embed PBS practices and work with the PBS committee to ensure student voice is evident
- Student voice program from PP-6 provides termly feedback from students
- Student surveys completed annually and reflected upon and revisited as a whole staff
- Leadership opportunities in Year 5 through Vice Faction Captain program and Playground Buddies initiative
- Happy Zone and Assembly alternatives for students with additional needs

PARTNERSHIPS THAT ENHANCE STUDENT OUTCOMES

- Strong School Board processes ensure school direction reflects community expectation
- An effective and active P&C engage with and support the school community
- External agencies are engaged to assist students and their families that require specialist support
- Partnerships with Clontarf, STARS Foundation and Polly Farmer Foundation to support the engagement of ATSI students and their families
- Development of partnerships with local business and industry to support and fund community events and initiatives

FOCUS AREA 3

Safe and inclusive learning environment

To enable students at Tambrey to thrive, staff foster a strong sense of community and belonging. Student voice is consistently considered allowing students to influence decision making around the school. We value an environment where all students are seen, heard and feel connected.



OUR SCHOOL

- PBS and 6Rs whole school behaviour process ensure a consistent positive approach
- Staff receive ongoing support to embed Trauma Informed Practice
- Continue to be verified as an NQS school, making NQS a priority
- SAER resourcing, continues to place support with high needs students
- Student well-being with a focus on student voice
- Staff well-being with a focus on positive staff culture development
- School psychologist and student services processes are streamlined
- Learning Support Coordinator and Coaching to ensure effective differentiation is offered
- EALD coach supports staff with planning and assessing
- Mini assemblies on Mondays and Fridays provide opportunities for whole school student 'check-ins'
- Budget and resource management practices support school planning
- Prioritise school resources to enable upgrades of outdoor environment
- All new staff take part in Cultural Awareness training involving local traditional owners, as provided by Karratha Education Network

OUR CLASSROOMS & OUR STUDENTS

- Culture and diversity is acknowledged through environmental print in all classrooms
- Trauma informed practices ensure all students are supported to thrive
- Ready to Learn plans create a common language across the school
- A replacement schedule of furnishings and technology ensures our school provides modern learning environments
- Morning Circles encourage ongoing positive interactions between staff and students and students and students
- Our AIEO, Clontarf and STARS continue to support students through delivery of engaging programs while also connecting with families and building meaningful relationships
- Termly class meetings with selected Class Representatives attending Student Voice meeting

“

The school has a great sense of community and my children love coming to school every day. There's always something to look forward to at Tambrey!"- Parent survey

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SCHOOL BUSINESS PLAN

ACHIEVEMENT TARGETS

FOCUS AREA 1

Quality teaching, learning and leading

- Ensure all students at Tambrey achieve year on year progress
- Stable cohort consistently perform at or above Like Schools in all areas of NAPLAN Years 3, 5 & 7
- Increase the percentage of students in Pre primary to Year 6 making at least one years growth on Progressive Achievement Tests in Reading & Maths
- Increase the percentage of students in the stable cohort achieving above 375 for Reading & 350 for Maths in On-Entry testing in Pre Primary
- The QTS School Culture Staff Survey will score above 4.2 for the Leadership domain 'school leaders identify, develop & support leaders at every level of distributed leadership structures'

FOCUS AREA 2

Enriching relationships and partnerships

- Increase the number of families in each year level that complete the National Opinion Survey to ensure community voice is heard and acted upon.
- In the QTS School Culture Staff Survey 'parents and families are valued as partners in student learning' scores above 4.5
- Increase *agree* and *strongly agree* responses in the Parent NSOS survey to 'This school has a strong relationship with the community' to above 50%
- Increase the rating of students to above 4 of students who agree 'my school takes students opinions seriously' in the National Opinion Survey

FOCUS AREA 3

Safe and inclusive learning environment

- Increase the percentage of schools resourcing from buildings, property & equipment to be spent on school revitalisation and improving outdoor learning environments
- Staff NSOS survey to score above 4.3 for Students learning needs are met at this school.
- Annually utilise the ACER Social-Emotional Well-being survey for students in PP-Year 6, to identify the social & emotional needs of students & report on well-being to the school community
- Develop a community 0-4 playgroup for Dads and alternative carers' in our Early Childhood space





TAMBREY PRIMARY SCHOOL

LOT 4225
TAMBREY DRIVE
NICKOL