School plan 2015 –2017
East Hills Public School is an inclusive learning community where students, staff and parents/caregivers are enabled to become successful lifelong learners in a tolerant and harmonious environment.

We endeavour to develop literate and numerate lifelong active learners who are creative and critical problem solvers in becoming responsible global citizens.

To encourage risk taking by fostering a safe and meaningful environment valuing and respecting each individual’s academic social and emotional growth.

We are committed to building and sustaining school and wider community learning partnerships achieved through open and honest communication, collaboration and effective engagement of our school vision.

All staff will engage in professional learning to enhance their capacity to improve student learning outcomes. The leadership team at East Hills Public School are committed to making evidence based decisions.

East Hills Public School is located in South Western Sydney. The school provides educational services to a diverse and vibrant community. There are 172 students currently enrolled at East Hills Public School with 55.81% from a Non-English speaking background (NESB) and 5.8% of Aboriginal and Torres Strait Islander descent (ATSI). Currently there are three support classes at East Hills Public School catering for students with Autism. Our families come from a diverse range of socio-economic backgrounds and our cultural demographic is key in driving a dynamic, stimulating and an inclusive learning environment for all students. The school supports our onsite before and after school provider “Cubbyhouse.”

The school is part of the East Hills Community of Schools which promotes professional networks with both East Hills Girls Technology High School and East Hills Boys High School. We engage in a variety of programs including dance, science, sport, exploring early childhood, Belonging program and the INSPIRE program, as well as participation in a wide variety of performance based activities.

The school has a relentless focus on students learning and building the capacity of every staff member. It is expected that a quality teacher will lead every student to reach their individual goals. Teachers at East Hills Public School will be experts in literacy and numeracy. The school community has access to a range of technologies which enhance learning programs.

Professional Dialogue

During administration and TPL meetings staff has been engaged in workshops and professional dialogue working towards aligning our visions to drive improvement in student learning. The whole staff participated in workshops that promoted thought around what the strengths, opportunities and challenges at East Hills Public School were.

Student, Staff and Parent/Caregiver Surveys

The surveys were completed by the whole school community via Survey Monkey. The community were given access to a range of technologies to complete the surveys. All students completed the survey in class groups. Teaching staff completed the surveys as part of TPL. The survey data was collated and analysed by the leadership team.
School strategic directions 2015 - 2017

STRATEGIC DIRECTION 1
Outstanding Attainment

Embedding a culture of high expectations through a relentless focus on quality teaching and learning and rigorous school based programs that align with the national curriculum.

STRATEGIC DIRECTION 2
Excellence in Teaching and Learning

Promoting quality pedagogy that is evidence based and implemented through Community of Schools.

STRATEGIC DIRECTION 3
Robust Educational Foundation

Developing respectful, resilient, knowledgeable active citizens with the educational foundation to become lifelong learners.
Strategic direction 1: Outstanding Attainment

PURPOSE
To improve educational outcomes for all students at East Hills Public School. To ensure that every student achieves his/her potential through rigorous educational programs that generates an environment of high expectations from teachers, students and the community.

PEOPLE
Students: Build the capacity and change mind set where high educational expectations becomes the norm
Staff: provide outstanding educational programs that promote quality teaching and set high educational expectations for all students.
Parents: Develop a shared understanding of expectations for all students by holding parent information sessions, interviews and forums.
Community partners: Maintain and expand on community partnerships with other schools with the view to share, collaborate and innovate.
Leaders: Establish mentors, team teaching and collaborative practices to promote best teaching pedagogy.

PROCESSSES
- Ongoing professional learning for all teachers to continually reflect on teaching practices and pedagogy.
- Establish teaching and learning scope and sequence for all Key Learning Areas including sub strands in mathematics and English. Implement well-structured and sequenced assessment procedures across K-6.
- Establish a data collection system that can track student learning in English and mathematics
- Establish school systems such as planning days for cooperative planning, data discussions and analysis, formal assessments of learning and teaching.

PRODUCTS AND PRACTICES
Products:
- Differentiated curriculum to meet the needs of students learning needs
- Core program across the school
- K-6 phonics program
- Spelling Mastery across the school
- Evidence based teaching practices and innovative programs across K-6
- 100% of Kindergarten have access to high quality transition to school program

Practices:
- Detailed essential agreements, policies and processes that identify, implement and evaluate student learning needs
- Direct instruction implemented to improve automaticity in reading, spelling, grammar and number.
- Structured assessments across the school
- Differentiated learning experiences for every student
- Targeted intervention for students who are achieving below grade level

IMPROVEMENT MEASURE/S
- 75% growth in students regulating and taking responsibility for their learning as prescribed by success criteria
- 75% of students achieving stage appropriate outcomes in writing outcomes based on school writing assessments
- 20% increase in students achieving proficiency in literacy and numeracy in NAPLAN

Evaluation plan:
- Data collection every term to track students’ progress. Meetings with teachers and supervisors to evaluate data for the term.
- Student assessment each term to track attainment
- Implementation of the Performance and Development framework for every teacher

Public Schools NSW | School plan 2015 - 2017 | East Hills Public School
## Strategic direction 2: Excellence in Teaching and Learning

### PURPOSE

To ensure that teaching pedagogies are research and evidenced based and that best teaching practices are implemented at East Hills Public School. Quality teaching through quality teachers leads to quality learning and improved student outcomes.

### PEOPLE

**Students:** Demonstrate increased participation and self-regulate their learning by developing a good understating of teacher and school expectations

**Staff:**
- Develop and continually review professional learning plans
- Actively engage in East Hills Community of Schools (ECHoS)
- Develop their knowledge and skills of best teaching practices
- Implement effective teaching and learning plans

**Parents**
- Support their child/children with his/her/their learning.
- Attend information sessions and forums provided by school so they are well informed of the school’s educational program and priorities and are therefore equipped to support their child/children

**Community partners:** Engage experts from outside of the school staff in professional discussions and forums

**Leaders:** Provide professional learning and support to ensure sustainability among teachers. To develop teachers as future leaders

### PROCESSES

- Targeted professional learning that aligns with the school’s priorities
- Individualised professional learning
- Engage experts to provide professional training to teachers
- Collaborative planning day every term
- Professional learning for all teachers align with the performance and development framework
- Increase staff participation in ECHoS where every teacher has equal rights and responsibilities and makes valid contributions towards refining school practices

### PRODUCTS AND PRACTICES

**Products:**
- Successful implementation of East Hills PS Core Program across the school
- Increased leadership capacity in teachers

**Practices:**
- Targeted professional learning that aligns with the school’s vision
- Individualised Professional Development Plans
- Professional learning experiences targeted to improve theoretical knowledge and understanding and pedagogical practice
- Refined and transparent Performance and Development process that is comprehensive and adds value to teachers professional development
- Quarterly review of professional development plans to measure against the national standards and quality teaching framework

### IMPROVEMENT MEASURE/S

- Improved student outcomes in all Key Learning Areas
- 100% of teachers are confident in their ability to create, foster and sustain an outstanding learning environment
- 100% of teachers are confident in implementing formative and summative assessment strategies across the whole school in all areas of learning
- 100% of teachers are confident in implementing the school’s Core programs

**Evaluation plan:**
- Classroom observation to monitor teachers’ skills in implementing a differentiated curriculum
- Book collection and review along with review of teaching and learning programs
- Ongoing evaluation of individual teacher’s targets
- Rigorous evaluation of teachers performance and development plans to identify areas of strengths and needs
- Classroom walkthroughs to maintain consistency in standard of delivery, expectations and structure
Strategic direction 3: Robust Educational Foundations

PURPOSE
To provide a rich and balanced educational foundation to all students that will enable them to be well informed and productive global citizens.
To ensure that all students who attend East Hills Public School are provided with a robust curricula that paves a path for a successful life.

PEOPLE
Students: Invest in programs and activities that develop the child as a whole
Staff: Provide training and develop teachers’ skills to be able to provide enriched teaching and learning programs
Provide training and development on writing success criteria and learning intentions for teachers’ to be able to provide enriched teaching and learning programs
Parents: Develop a shared understanding, belief and expectations for our students through parent workshops, open days, information sessions and forums
Get involved in the planning of programs such as Individual Education Programs and Personalised Learning Plans for their child/children
Community partners: Engage outside experts to provide insight and expertise
Inviting schools both private and public sectors to visit, share programs and provide feedback
Leaders: Develop and refine self and others in teaching pedagogies that are researched and evidenced based

IMPROVEMENT MEASURE/S
✓ Surveys and evaluations about core values to indicate that 100% students, staff and community support and believe in our core values
✓ 5% increase in attendance and punctuality
✓ Decrease in the number of negative behaviours across the school
✓ Increased contributions by our students to charities in Australia

PROCESSES
- Effective use of school, community and expert resources to plan and support student learning and outcomes
- Explicit teaching of positive behaviours, expectations to improve students’ resilience and build their capacity to be community contributors
- Recognise, respect and teach the significance of cultural identity, disabilities and diversity in our society
- Effective teaching of science, technology, history, geography and personal development, health and physical education.
- Scope and sequence for the above KLAs to ensure consistency across the school

Evaluation plan:
- Effective use of the data ensuring that individual learning needs are catered for within the school’s systems
- Students take pride in their school and demonstrate a sense of civics and citizenship
- Consistent review of student welfare plans to evaluate effectiveness and impact

PRODUCTS AND PRACTICES
Products:
- Structured process to assess, collect, analyse and report student learning outcomes
- Extracurricular activities that strongly align with the school’s vision and values (i.e. 6C’s)
- School initiatives and programs that broaden students’ understanding of being a community member and consequently a global citizen

Practices:
- Transparent and consistent assessment schedule that align clearly with the core program
- Provide students with clear success criteria and learning intentions
- Provide students with timely, effective and relevant feedback with the aim to improve their learning
- Range of systematic performance data collection that aligns with the Core Program
- Routines and learning program structures that are consistent across the school
- Regular follow up and support to students with attendance concerns