

Lance Holt School

Strategic Plan

2021 – 2025



Acknowledgement of Country

We acknowledge the traditional custodians of this land on which we work, live, learn and play, the Whadjuk Nyungar. We recognise their traditional and continuous connection to the land and water and pay our respect to their elders past, present and emerging.

Forward

This Strategic Plan focuses on longer-term priorities of our school and sets ambitions for the future of the school that will make a real difference for our students and the school community.

Lance Holt School has high expectations for each of its students, building their resilience, knowledge and a love of learning and life, developed through quality teaching and leadership that allows the child to flourish. These qualities improve learning outcomes, which lead to improved wellbeing, personal relationships, health, and a sense of purpose for the future.

To this end we have Identified four key strategic priorities: Governance, Learning and Wellbeing, Community and Sustainable Future to focus our attention and actions. These priorities have been developed in collaboration with our staff and key stakeholders. We will continue to work in partnership to deliver the Strategic Plan and ensure that our priorities are transformed into outcomes. We are confident that this Strategic Plan will contribute to a brighter future for our students and the school community.

Ian Watson
Chair of the School Council
March 2021

School Purpose

Lance Holt School provides a supportive and caring learning environment where children are valued and provided with an enriching learning program in order to achieve their potential. We work hand in hand with families to devise learning experiences that are based on a strong image of children as competent learners and researchers, while engaging with evidence based educational best practices. We value differences, interconnectedness, and encounters in learning and in community relationships.

School Context

Lance Holt School, an independent primary school, has been operating since 1970 in the historic West End of Fremantle. It is uniquely located in the midst of Western Australia's largest port precinct, a strong and vibrant hub of cultural, tourist, business and educational activity. The school is accommodated in a large heritage-listed building, which has been adapted and improved for use as a primary school. Families travel from surrounding suburbs to form our school community with students from Pre-Kindergarten to Year 6.

School Vision

Our vision for Lance Holt School is to construct a community of learners who are recognised as compassionate community members and innovative thinkers.

School Values

The shared core values of Lance Holt School guide our teaching and learning programs, our relationships with others and the management and governance of the school.

We are committed to developing a wonder of the natural world and encouraging a care of the environment, which reflects a global stewardship.

We recognise the importance of learning as a life-long process.

We actively pursue cooperation and the peaceful resolution of conflict.

We recognise the special vulnerability of children and their need for a safe and healthy environment.

We see the education of children encompassing their social, emotional, academic and physical development.

We promote shared responsibility with regard to the relationship between self and community.

We understand the diversity and uniqueness of the Fremantle community and respect the special relationship between ourselves and that community.

We affirm the equal worth and basic right of all persons. In doing so we recognise individual differences and the uniqueness of the individual.

Our Strategic Priorities 2021 to 2025

Governance

To govern, set and consolidate school strategic direction and policies in a responsible, sustainable and caring manner.

Learning and Wellbeing

To ensure that learning and wellbeing go hand in hand, by nurturing the whole child.

Community

To cultivate and sustain a positive and connected school community for students, families and staff.

Sustainable Future

To maintain and secure a sustainable future for our current and future students.

Strategic Priorities		Objectives	Strategies	Actions
Governance To govern, set and consolidate school strategic direction and policies in a responsible, sustainable and caring manner.	To maintain and improve all aspects of student learning, student wellbeing and the learning environment.	Appoint the School Coordinator as the Administrative and Educational Leader of the school	School Coordinator reports monthly to the School Council Monthly meetings between School Coordinator and the Chair of Council Conduct the performance appraisal of School Coordinator in relation to the National Professional Standards for Principals and make resources available for Professional Learning. Develop a succession plan or strategy for appointing a new School Coordinator	
	To maintain sound financial management of the school taking into consideration the economic environment, government regulation, and industry standards.	Appoint a Treasurer to oversee finances Appoint an Auditor for annual audit	Oversee the financial performance and ensure financial sustainability and solvency The review and approval of the annual Financial Audit and implementation of the recommendations Review and approve the annual budget and monitor at monthly Council Meetings Negotiate an Enterprise Bargaining Agreement with the school staff representatives	
	To ensure a high standard of ongoing governance for the school	Plan for succession within School Council membership to minimise loss of experience. Engage in professional learning and building governance skills as a board and as individuals Monitor the performance of the School Council	Recruit and induct new members to the School Council with reference to the governance skills matrix Annual representation at Briefing the Board (AISWA) Strategic planning workshops for School Council Annual review of the School Council	
	To set the strategic direction and priorities for the school	Communicate the strategic direction of the school to the school community	Develop the Strategic Plan and review annually Make visible the Strategic Plan on the school website	

Strategic Priorities		Objectives	Strategies	Actions
Learning & Wellbeing	To ensure that learning and wellbeing go hand in hand, by nurturing the whole child	To engage student learning and continuously improve student outcomes	Develop a Curriculum Plan that is dynamic, exciting, rewarding and responsive to student needs	A comprehensive curriculum plan with an emphasis on strong pedagogy, reflective practices and a focus on creative and critical thinking
		To promote student wellbeing so that children are 'ready to learn'	Ensure school is a safe place for learning, for playing, making friends and working together Maintain a focus on the social and emotional wellbeing of students	Use a Positive Education as a school strategy to build positive mental health All staff complete training in Be You (Beyond Blue) an Australian mental health initiative for children and young people Develop transition and onboarding plans for students at key points in their journey through the school Teach Social and Emotional Learning curriculum including a Protective Behaviours Program
		To create an environment that supports student learning	Maintain a quality learning environment with high quality resources.	Annual review of the budget to ensure adequate allocation of resources A Maintenance Plan with a plan for renewal and improvements Cleaning schedule to maintain a healthy and safe environment
		To support staff learning and wellbeing	Maintain a collegial environment to support staff learning and wellbeing	Promote a culture of learning by encouraging and supporting staff to undertake professional learning A focus of staff wellbeing through Positive Education and Be You training Provide access to an Employee Assistance Program Recognition of staff achievements throughout the community

Strategic Priorities		Objectives	Strategies	Actions
Community	To cultivate and sustain a positive and connected school community for students, families and staff	To build school connectedness	Promote a culture of belonging and connectedness where students feel welcomed, safe, secure and supported	<p>Focus on providing an environment and activities where students feel welcome, comfortable and engage in their classes and at whole school level</p> <p>Continue to build on school traditions such as Morning Meetings, buddy programs and park visits that build connections between peers and different cohorts</p> <p>Onboarding for new students to the school and moving between classes</p>
		To communicate efficiently and effectively to the school community	Communication is key to developing a positive and connected school community	<p>Whole school communication through newsletters, emails and Educa Posts</p> <p>Teachers communicate information and learning through Educa Posts, parent teacher interviews and school reports.</p> <p>School office is adequately staffed be able to respond and communicate in a timely manner to parents</p> <p>School website with readily available information for families</p>
		To build community connections, cohesiveness and respect for each other	Plan and implement community building activities that grow a sense of belonging and connection	<p>Create and welcome opportunities for families to be involved in classroom activities and school meetings</p> <p>Support the participation of families to attend and engage in school excursions and camps</p> <p>Hold an annual whole school event</p>
		To develop and foster lifelong learners	Promote a culture of learning for all with an emphasis on 'love of learning' and 'growth mindset'	<p>Ensure the delivery of the curriculum supports students to love their learning</p> <p>School staff share their learning and expertise with families</p> <p>Hold information evenings for parents with guest speakers</p> <p>Provide links on the school website to parenting information and courses external to the school</p>

Strategic Priorities		Objectives	Strategies	Actions
Sustainable Future	To ensure a sustainable future for our current and future students.	To maintain enrolment numbers to ensure ongoing financial viability of the school.	School Coordinator monitors student numbers and enrolls new students	School Marketing and Promotions Plan is reviewed annually Regular School Tours to showcase our programs and facilities School Coordinator or Deputy conduct interviews for prospective families
		To maintain sound financial management of the school	School Coordinator oversees the financial management of the school	School Coordinator keeps the Treasurer informed of the monthly financial situation. Treasurer reports on the financial situation to the School Council at Council Meetings Review current staffing allocation and structure of the school office Annual financial audit and enact recommendations
		To investigate and explore opportunities for growth of the school	School Council develops a growth strategy	Develop a Growth Strategy Plan Develop a savings strategy to accumulate funds for capital expenditure Monitor opportunities for collaborations with other stakeholders Monitor the availability of additional space in West End of Fremantle and surrounds Monitor opportunities for additional funding and fundraising.
		To maintain and expand current school practices to decrease the environmental footprint of the school	School Coordinator consults with the Sustainability Committee to set priorities reducing environmental impact School Coordinator ensures Sustainable Education is part of the Curriculum Plan	Building and Maintenance Plan prioritises environmentally sustainable improvements Monitor opportunities to access funding for improving sustainable practices Purchasing Policy to consider environmentally sustainable goods and services Sustainability Education integrated across the school curriculum