



Every Child is Special

2021 BUSINESS PLAN 2024



ENDEAVOUR
SCHOOLS

Our Vision and Values

Vision

Endeavour Schools provides an inclusive and supportive school environment where there is a focus on developing the whole child to achieve their personal best.



Moral Purpose

Shared responsibility for improving academic outcomes and life skills for all students

Values

The positive school culture of Endeavour Schools is built upon our four school values which are described by our student leaders as:

Respect - to treat someone fairly and with kindness

Responsibility - taking ownership for your actions

Resilience - being able to bounce back when something may go wrong

Reconciliation - to share with others and solve any differences



Message from the Principals

Endeavour Schools provide a truly inclusive school setting where the primary school and education support centre work together for the benefit of all students. We take pride in our inclusive practices across all year levels and our ability to provide diverse learning opportunities for students and staff.

We use research-based learning programs to cater for the needs of all our students within a safe, caring and supportive learning environment. Our staff are fully committed to a continual process of curriculum improvement, with a focus on raising student standards and achievement across all learning areas.

Our parents and community are actively engaged in supporting our Schools, ensuring success for all students.

We are very proud to present the 2021 -2024 Business Plan for Endeavour Schools. Over the next three years we will be focusing on three main areas for development and implementation;

- Student Achievement and Progress
- Student Engagement
- Teaching Quality and Leadership

*Jennette Maxfield and Jayne Gorbould
Principals*

“
I am really loving the learning in my school because my teachers are making it a safe and happy place to be.
”

Student



Student achievement & progress



Implement whole-school approaches to support improving student achievement

We will:

- > Refine and implement a whole school instructional model
- > Review and refine a whole-school approach, based on evidence-based practices, to address students' oral language and reading needs
- > Review and refine the structure and implementation of the Literacy and Numeracy blocks to ensure practice is consistent and effective
- > Review and refine differentiation practices to support individual student's target achievement and progress in literacy and numeracy



“

I like that I have good friends and good teachers. When I get confused my teachers help me understand.

Student

”

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Student engagement



Students are engaged and motivated to learn.

We will:

- > Implement Positive Behaviour Support (PBS) as a whole-school approach.
- > Implement Classroom Management Strategies (CMS) as a whole-school approach
- > Refine current attendance plan and processes to include a greater focus on case-management approaches
- > Establish a model for collecting student feedback and opportunities for student voice in relation to the schools' operations
- > Build processes to further develop relationships, communication and engagement with parents

Teaching quality & leadership

Build and strengthen teaching quality and staff capability across the Schools.

We will:

- > Review and refine a whole school approach to data analysis so it is fully embedded in school/class practice and planning
- > Develop a model of distributed leadership with a focus on implementing whole-school practices
- > Develop observation, coaching and feedback processes to support staff growth and development
- > Enhance processes to build collaborative practices across the school





Student Achievement and Progress

- > Improve the level of student achievement in NAPLAN to above “like schools”
- > Increase the percentage of students in the stable cohort (PP- Yr 3 & Yr 3-Yr5) achieving moderate or higher progress in NAPLAN
- > Improve students’ achievement towards targeted levels in literacy and numeracy (PM/ Probe & PAT-M)
- > For ESC students to improve achievement towards targeted levels in literacy and numeracy (SOC/ York and Maths placement)
- > Increase the percentage of students in the top 20% for NAPLAN to above “like” schools



Student Engagement

- > Reduce incidents of negative behaviour within the classroom and playground
- > Improve regular attendance to be above both “like schools” and the “state average”
- > Students to have a positive sense of belonging and are interested and motivated
- > Greater parent engagement in their child's education

Teaching quality & leadership

- > Staff effectively collect and analyse data to inform their teaching practice
- > Effective in-school support is established to support implementing and monitoring whole-school instructional practices
- > Build a culture of professional growth and shared ownership based on collaboration and observation processes



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