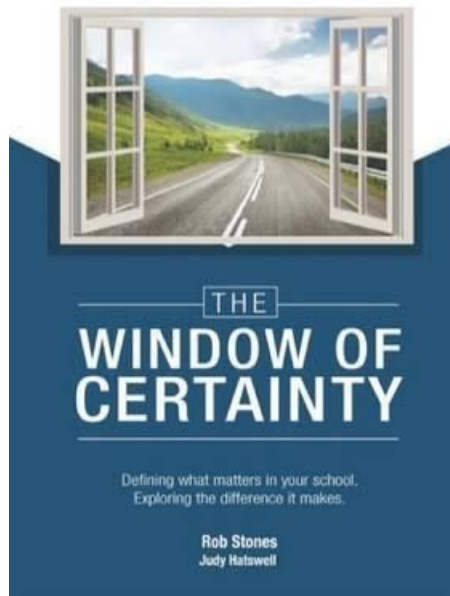


## Our Vision:

- To foster community members who are empathetic, social, resilient, critical thinkers. To inspire and prepare the community for their dynamic and digital future.

## We Value:

- empathy by accepting and embracing diversity
- a positive school community
- respectful interactions
- striving for excellence and providing opportunities for growth
- the sharing of ideas
- constructive feedback
- resilience
- partnerships
- people taking responsibility for their actions
- innovation and problem-solving.



## Outcomes:

- Leaders make and communicate informed and fair decisions.
- All community members report when surveyed that they feel a sense of belonging, demonstrate resilience, empathy and social skills and can think critically.
- Community members are civic minded.
- Data shows increased positive feedback from students, teachers and parents and decreased negative feedback.
- Long term community projects are established and sustained.
- Students, teachers and parents are social, mentoring programs are entrenched and everyone has an opportunity to be a mentor or to be mentored.

## Our Beliefs:

- It is necessary and important to make mistakes when learning.
- Internal motivation and responsibility is a learning journey.
- Students can become independent learners by self evaluating their work, effectively using success criteria and applying teacher feedback.
- It is paramount that teachers and students critically reflect and evaluate their learning/teaching.
- All people can learn, and value learning and change.
- We all have an important leadership role at WPPS.
- Overcoming challenges to find meaning or solve problems allows us to learn resilience.
- Creating positive relationships and having a friendly/warm approach is essential.
- Disagreements will occur but it is important to be open, respectful and two-way when addressing them effectively.
- Formative assessment is vital and takes place on a regular basis.
- Teachers and parents are partners in their children's learning.
- Strong relationships are the foundation of effective teaching and learning.
- We all have a responsibility to act kindly towards one another.

## **Explanatory notes for WPPS 'Window'**

### **Vision:**

Our vision grew out of discussions that centred around the complex, dynamic, rapidly-changing world that we help shape and how best we could prepare students and the wider community to thrive in a future that is unclear. We want to maintain and further develop community ties and focus on belonging to something that is bigger than the individual. Creating social community members that interact positively and empathetically with one another is paramount to ensuring that no one feels lonely. We want every community member to think critically and make discerning, well-informed decisions about the choices they make. Our dream is to prepare **all** students, teachers, parents and the wider community to flourish in the foreseeable future!

### **Outcomes:**

We have chosen 6 outcomes: a mixture of results data, surveys, programs and anecdotal evidence.

### **Values:**

Our 'values in action' are:

#### Empathy

We expect that everyone will demonstrate empathy by accepting and embracing diversity. Leaders, teachers and parents will always look after the well-being of their students, colleagues, children and wider community in the same way that they care for themselves. Whenever a student, teacher or parent is facing difficulty or is distressed, help will be available to enable them to meet the challenge.

#### A positive school community

We value open mindedness and constructive communication/feedback as this is the key to a positive school community.

#### Respectful interactions

We value students, parents, teachers and the wider community showing mutual respect, acknowledging and listening to others, in order to make informed choices and decisions. Warm, respectful and courteous behaviour is extended to each other in words and actions. In particular, as teachers and parents we are committed to model this in the way we behave with young children.

#### Excellence

Striving for excellence and providing opportunities for growth are paramount to continual improvement. Goal setting, experiencing success and having a positive learning mindset help us achieve excellence. The evidence that there are effective and ineffective teaching strategies is compelling. As leaders and teachers, we are committed to draw from reliable research in order to continually extend our skills and capabilities.

## Sharing of ideas

We value sharing of ideas within teams, across the school and with the wider community. Making time to share, plan and learn together is a priority for teachers and leaders. The more freely and frequently we share our strengths, the more capable we will be. Peer observations is one vehicle that allows for effective sharing of ideas.

## Constructive feedback

We value constructive feedback and understand that it helps provide opportunities for personal growth. We know that we can improve our teaching practices when we are honest with colleagues and share our strengths.

## Resilience

We value a resilient community that perseveres to overcome and flourish from challenges. We don't just want community members to cope with challenges. Truly valuing and instilling resilience requires all community members to view challenges as opportunities that will create long lasting benefits (will allow them to flourish because no challenge is too big).

## Partnerships

We are committed to our local area and our wider community. We value partnerships that provide students with opportunities beyond the four walls of the classroom or the school grounds. Teachers and parents are partners in their child's learning, just as teachers and students are.

## Taking responsibility for your actions

Students, teachers and parents are stakeholders in the learning environment and are responsible for their individual actions and choices. We value positive choices that demonstrate taking responsibility for learning and behaviour that will help develop independence.

## Innovation and problem solving

We value innovation from teachers and students so that we can problem solve. Innovation and problem solving thrive when autonomy is encouraged and can be stunted by expectations of conformity. As teachers, we allow our students freedom to demonstrate learning in distinctive ways.

## **Beliefs:**

Not all of our beliefs require explanation: the strategies they drive are self explanatory in most cases. However, a few points are highlighted:

### Journey from external to internal motivation

We believe it is important that students experience a journey from external to internal motivation. This assists them in feeling a sense of purpose, autonomy, personal satisfaction and mastery.

### Feedback, self-evaluation, criteria

When students know what they need to do to succeed, have opportunities to improve, can evaluate their own work and have access to explicit teaching and supportive coaching, they are empowered to take responsibility for their own achievements. This is pivotal to life-long resilience and success!

### Disagreements

On occasions disagreements will occur but it is important to be open, respectful and two-way when addressing them effectively. Leaders have a responsibility to listen carefully to concerns and ensure the disagreement or grievance is respectfully settled with clarity for both parties (two-way).