



## About Our School

### School context

Pembroke Primary School opened on 1st November 1965. It is located in the township of Mooroolbark, on a 2.6 hectare treed site. Pembroke is a multicultural community, with students from a range of backgrounds. Pembroke Primary School aims to provide a *welcoming, safe and engaging learning environment* for all members of the school community. In 2018, a school building program was completed, including modernised classroom and sporting facilities.

*Student learning is at the centre of everything that we do.* We work together to identify and support the needs of each student as an individual, to recognise and celebrate their unique talents and abilities, and support them to reach their potential as learners. At Pembroke Primary School, we want all of our students to become highly proficient in literacy and numeracy, as well as possess the knowledge, behaviours and dispositions towards learning to be successful in the future.

Pembroke Primary School's motto is *'Learning Together with Pride, Passion, Purpose and Persistence.'* Through this motto, we aim to develop our students' capacity to demonstrate:

#### Pride:

- in themselves, their school and their community
- in their achievements and contributions
- to always strive for their personal best

#### Passion:

- to become curious, confident and independent learners
- to discover new interests and strengths by participating in a broad range of learning experiences
- to believe that their actions can affect positive change in both local and global contexts

#### Purpose:

- by understanding the importance and value of learning
- by demonstrating agency in, and ownership of, their learning
- by being an active and engaged learner

#### Persistence:

- to set goals and work hard to achieve them
- to show resilience when challenged
- to accept and respond to feedback to continually improve

In 2020, Pembroke's workforce consists of 1 Principal, 5.0 EFT teachers, including a learning specialist, and 5 Education Support staff members. Our ES team includes a Business Manager, support for students with additional learning needs, Literacy Support, a Multicultural Education Aide and school Chaplain.

*At Pembroke Primary School, we believe that all students can learn and be successful.*

Teachers use student achievement data to identify the individual learning needs for their students and create differentiated programs to address them. We strive to build an environment where excellence is promoted and celebrated across all areas of the curriculum. Specialist programs are provided in STEM (Science, Technology Engineering and Mathematics), The Arts (Visual and Performing), AUSLAN (Australian Sign Language) and Physical Education.

## Framework for Improving Student Outcomes (FISO)

Pembroke Primary School is committed to the ongoing development of all staff through the provision of high quality professional learning opportunities. Our *passionate and committed staff* continually strive to implement evidence-based teaching strategies, aligned with our school strategic focus, which results in improved student outcomes.

In 2019, a whole school approach to the teaching of reading, using the Four Resources Model, was implemented. This was further enhanced by the development of reading menus which aligned this approach to the Victorian Curriculum and enabled students to easily identify and work towards the achievement of personalised reading goals. SPA (Student Performance Analyser) software was introduced as a way for teachers to effectively track and analyse student progress across a range of curriculum areas. Essential Assessments was also implemented as a tool for teachers to gather pre-test data, formulate teaching programs to suit and then assess student progress following the unit of work. This was supported by our school's participation in the Professional Learning Communities program. Through a focus of formative assessment and feedback strategies, as well as personalised learning goals, student voice and agency in learning was further enhanced.

A comprehensive review of our school's achievements using the FISO Continua of Practice self evaluation at the end of 2019 clearly demonstrated the progress of our school, with strengths in the areas of 'Excellence in Teaching and Learning' and 'Professional Leadership'.

## Achievement

Analysis of a range of data, including student achievement data as well as staff, student and parent opinion surveys, strongly supports the overall success of Pembroke Primary School. Compared to similar schools, our students demonstrate expected levels of achievement. Care should always be taken when looking at whole school data, as it can vary from year to year with small cohort numbers. In 2019 Naplan assessments, 44% of students demonstrated high growth in the area of writing, which is well above similar schools, network and state results. Retention of achievement in the top three bands from year 3 to 5 was very strong in both reading and writing.

Our student achievement data demonstrates that our *individualised approach towards teaching and learning, differentiated programs and personalised learning goals* help students to improve and reach their potential as learners, no matter where they are on the learning continuum. This includes programs for support and extension such as Language Intervention and point of need teaching groups in spelling. Teachers create learning tasks which are assessed and shared with parents through student portfolios twice each year. They also utilise the online learning management platform Sentral to track student achievement against the content descriptors across all key learning areas of the Victorian Curriculum.

## Engagement

Excellent attendance data and a strongly articulated message that attendance is invaluable to learning has continued to lead to high student engagement levels. In 2019, our attendance data continued to be well above similar schools, network and state results. We implement a range of strategies to promote student attendance through positive engagement, as well as follow up daily with parents/carers in response to non-attendance.

Whole school participation in a range of curricula and extra-curricula activities help foster 'pride, passion, purpose and persistence', which are the cornerstones of Pembroke's school motto. As a small school, we work hard to offer a broad range of opportunities for students such as: Celebrate Mooroolbark parade and performances, school production, swimming program, choir, Yarra Valley FM School's In radio program, interschool and representative sports, the Rotary Speech Competition, an Anzac Day Commemorative Visit to the Shrine, Leadership Programs and our Year 3-6 Camping Program.

In 2019, our Student Opinion Survey data demonstrated that students are *connected to school and highly engaged in their learning*, with 85% or greater positive endorsement in the following domains: advocate at school, attitudes towards attendance, effective teaching time, high expectations for success, managing bullying, motivation and interest, respect for diversity, sense of connectedness and inclusion. We believe that all students can be leaders and demonstrate agency in their learning.

## Wellbeing

The Pembroke Primary School community is guided by our behaviour values of **Responsibility, Respect and Trustworthiness**.

The school actively seeks to engage with parents and the community to ensure a positive and inclusive school culture in which every student has the opportunity to succeed, feel connected to the school and their peers, and has voice and agency in their learning. The school works collaboratively with students and parents/carers to establish fair and respectful policies and practices, based on the school's values. In 2019, 100% of our parents were satisfied with the school overall on the Parent Opinion Survey.

We are focused on promoting wellbeing in our school community to substantially improve social and emotional outcomes for our students, using the School-Wide Positive Behaviour Support (SWPBS) approach. This evidence-based framework provides effective ways to create **a positive and engaging learning environment**, and has research to show its success in promoting positive behaviour, improving school culture, and increasing academic performance. In 2019, we worked alongside a SWPBS coach, to help our school progress towards achieving the required elements of the framework, implemented consistently across the school. Our work in this area was recently recognised at the regional level, through the launch of our school wide behaviour reward system.

Personnel such as the School Chaplain, Kids Hope mentors, School Psychologist and Speech Therapist provide a structure and process for referrals and additional assistance. The school also continues to connect with external agencies such as the Migrant Information Centre, local council and community service providers to access a range of programs and assistance for families and students in need. Staff are trained in Level 2 First Aid and have attended Anaphylaxis training. In 2019, our ES staff also attended Mental Health First Aid training. The employment of a MEA (Multicultural Aide) also provides opportunities to ensure that the wellbeing of those with English as an Additional Language can be addressed.

Pembroke Primary School **embraces and celebrates its diverse community**, and works proactively to ensure all students enjoy equitable access to the school's curriculum and co-curricular programs.

## Financial performance and position

In recent years, substantial funds have been expended on maintenance of school grounds and facilities to ensure a safe school environment. An Occupational Health and Safety audit conducted in 2019 demonstrated very high levels of compliance. The school utilises Equity, EAL and Refugee funding to employ additional staff members including a Learning Specialist (teacher), Literacy Support and Multicultural Education Aides, to support the diverse needs of our students. Additionally, this funding enables all students to participate in a range of learning experiences including camps and excursions, purchase of high quality learning resources, including library and take home books, hands-on Mathematics resources, and ICT devices such as laptops and iPads.

In 2019, Pembroke Primary School received additional funding from a range of sources to improve teaching and learning and school facilities. These included:

- Professional Learning Communities program grant for \$4 000 to enable teachers to attend training and implement the program
- Cultural Understanding and Safety Training grant for \$1 000 to support the inclusion of Aboriginal and Torres Strait Islander perspectives in our school curriculum
- Yarra Ranges Council School Focused Youth grant to enable ES staff to attend Mental Health First Aid training
- Bendigo Bank Community grant for \$11 000 to construct fencing and signage for our traditional Chin Farm tent and community garden space
- Local Schools Community Funds grant for \$12 000 to construct retaining walls and pathways to enable safe and equitable access to our playground area.

**For more detailed information regarding our school please visit our website at**  
<https://www.pemprim.vic.edu.au/>