CONTINUOUS IMPROVEMENT POLICY

PURPOSE:

Our school's continued aim is to provide the best education it can for our students. As such, we subscribe and commit to a workplace of continuous and sustained self-improvement.

OBJECTIVES:

- To establish a workplace where continuous improvement is embedded in the school's ethos and culture.
- To provide the best education that we can for our students by constantly and strategically identifying and implementing improvements in all facets of our school.

GUIDELINES FOR IMPLEMENTATION:

- Continuous improvement is as much about attitude as it is about process.
- All staff at our school have demonstrated a commitment to continuous improvement, and understand that a high performing school is to the benefit of everybody.
- Our school values and relies upon robust, authentic and valid performance data.
- Discussions relating to continuous improvement data will focus on opportunities for development and enhancement.
- The School's Improvement Team (SIT) will analyse whole school data and develop strategic plans to improve performance in identified areas of need. These plans will be reflected in Tecoma Primary School's Strategic Plan and the Annual Implementation Plan. This team will set high and realistic expectations, and clearly articulate expected levels of performance by students and staff.
- Individual staff members will, in consultation with others, analyse their own performance related data and propose strategic plans to the principal class, through their Performance and Development Plans (PDP's), with the aim to improve their own performance levels in targeted areas.
- Targeted whole school and personal professional development will provide significant support in the achievement of identified improvement goals.
- All staff will work as members of Professional Learning Communities (PLC's), with staff all working together, using an Inquiry Learning Cycle approach, to ensure learning and growth in all.
- Achievement progress will be closely monitored and constructive and precise feedback based on data will feature prominently.
- Achievements will be publicly and enthusiastically celebrated, and will set benchmarks for new improvements.

REVIEW CYCLE

This policy was last updated on **21st July, 2020** and is scheduled for review in **June 2023**.