





# PERTH MODERN SCHOOL BUSINESS PLAN 2020–2024



*Savoir  
c'est  
pouvoir*

The 2020–2024 Business Plan is a dynamic document that provides a strategic direction for Perth Modern School for the next five years and builds upon our previous highly effective business plans in order to strengthen our capacity to be forward looking.

In the successful Independent Public School (IPS) review conducted in August 2019, Perth Modern School's performance was deemed **Effective** with the school demonstrating effective practices in creating the conditions required for student success. The following was noted by the reviewers:

- The Electronic School Assessment Tool submission and feedback provided during the validation visit delivered an in-depth account of the school context and operations in addressing its improvement agenda.
- A targeted scope of performance evidence was selected for the review to illustrate planned actions aligned to judgements made.
- Staff engagement and collaboration in the school assessment process is evidence of an embedded culture of reflection and improvement.
- Staff demonstrate individual and collective ownership for student success with professional and personal responsibilities and expectations understood.
- School assessment is underpinned by consistent reference to the two key focus areas (KFAs) of the Business Plan as the foundation for effective planning, action and review.
- The school's self-assessment was enhanced significantly by conversations held with members of the school community during the validation visit.

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Our Commitment:  
we are committed  
to providing high  
quality student care  
and excellence in  
academic, cultural  
and sporting  
achievements.

ACHIEVEMENT

LEARNING

WELLBEING







## Student well-being and Academic Success: seen as being highly interrelated and mutually supportive

- Trusting, harmonious, engaging and productive relationships have been established with members of the School Board. Processes to engage parents and community members in partnerships are considered, strategic and effective.
- The high priority given to supporting the social and emotional wellbeing and resilience of gifted learners is evident in the development of a proactive Student Services team and the provision of essential processes. Leaders and staff are deeply committed to the 'whole child'.
- Leaders have created a highly organised, structured and engaging environment founded on the development of students' 'love of learning'. Targeted planning and policy documentation is built on a strong research base and articulates school operations effectively.
- Resource deployment for this unique school is reflective of its context. This results from the astute approach to planning, monitoring and deployment. Timetabling structures provide optimal opportunities for student needs and capacities.
- Exceptional teaching, based on contemporary research, to meet the needs of gifted students, underpins school-wide curriculum approaches. Students are successfully prepared with the skills and understandings to achieve their personal best and collective excellence.
- The analysis of data is used to drive meaningful change and create a responsive self-reflective culture to inform curriculum initiatives and practice. Curriculum structures and the use of digital learning options motivate, enrich, differentiate and accelerate student learning to enable outstanding levels of achievement.
- The review panel recommended the school continue to investigate ways to reflect, innovate and respond, as an established leader in the field of gifted education, to the needs of gifted students.



In developing the Perth Modern School Business Plan 2020–2024, the School has conducted a comprehensive self-review process engaging the School Board, teaching and support staff, leadership groups, student representatives and parents. Students, staff and parents had further input through the whole school survey conducted in 2016 and 2018. The staff have reviewed the plan and are committed to the achievement of the strategic directions. The Perth Modern School Board has endorsed the Business Plan 2020–2024.



## A Sense of Place: Perth Modern School ensures Connection and Belonging



## THE HOLISTIC YOUNG ADULT

We aspire for every student in our care to become a sophisticated graduate and a global citizen with the following attributes:

- Self-determining young adult
- Thinker – computational, critical, creative, entrepreneur, researcher
- Confident, robust, optimistic, compassionate, culturally aware, cultured, soundly skilled, leader, team player, confident public speaker
- Achieve academic excellence, knowledge, context and content
- Caring contributor to the community and society.

## VISION

Personal best and collective excellence are developed through our vision. Perth Modern School's purpose is to nurture a love of learning so as to develop academically gifted and talented students to their full academic, social and physical potential. We aspire to develop engaged, creative, independent, lifelong learners who will be contributing and responsible members of the global community.

## CONTEXT

Perth Modern School is Western Australia's only fully selective school and is a public, **coeducational school for academically gifted secondary students**. We are the leader in the provision of gifted education for secondary students and believe in high standards of achievement for all. We are delighted with our students' record of achievements in all areas which we believe reflects the exceptional secondary schooling experience that students enjoy. Whilst our students do achieve academic excellence they focus on more than league tables and an ATAR. As we move into the next exciting phase of our journey, **student welfare and learning continue to be central to our planning** whilst maintaining this focus on excellence. This is to ensure a balanced education nurturing the holistic person.

Perth Modern School focuses on the development of each student as a well-rounded member of the global community which enables us to respond effectively and plan for the future needs of students. Our school has strong academic, music, sporting, cultural, leadership and community service programs and our students achieve outstanding results at the state, national and international level. Students hail from city, regional, national and international locations and must sit an entrance test and satisfy Australian residency requirements before being offered a place at Perth Modern School. The diverse socio-cultural background of students represents more than 30 nationalities. Students come from more than one hundred contributory primary schools. Many of the rural students who are accepted into Perth Modern School board at the Department's residential facility at City Beach.

The school provides a differentiated and compacted curriculum which focuses on and develops the individual skills and abilities of academically gifted students. Each student, through the fostering of individual talents and interests, is encouraged to realise his or her full potential and achieve success and fulfilment in a rapidly changing world. Students are stimulated to engage in the love of learning, develop creativity and critical thinking skills and aim for their personal best, leading to collective excellence in all endeavours (see Curriculum Opportunities available on [www.perthmodernschool.wa.edu.au](http://www.perthmodernschool.wa.edu.au)).

Perth Modern School creates a supportive environment of high expectations where students can become resilient, robust, well-rounded high achievers with a keen community spirit, a social conscience and a desire to enrich or make a difference in society in the future. We offer extensive co-curricular activities in the areas of sport, the arts and technology, as well as national and international cultural and language tours. The Perth Modern School Music program began in 1968 and continues to go from strength to strength. Students engage and excel in a variety of choirs, orchestras, bands and ensembles. The school currently has relationships with local universities and international schools.

Our professional and enthusiastic teaching staff are selected by merit and have a deep subject knowledge and understanding of the needs of highly able students. All staff contribute to a caring school community and are responsive to a changing education landscape to meet the needs of gifted learners. The school is well supported by involved parents and community members. Our past students and staff, known as Modernians, provide an extensive range of activities to support the heritage of the school and incoming students through scholarships.

The School's students, parents and staff express high levels of satisfaction with Perth Modern School as evidenced by the 2016 and 2018 community survey. In particular, they cite the range of opportunities available and the individual care provided as key factors.





Members of the school community share, model and promote the following core values:

## RESPECT YOURSELF

This can be demonstrated by:

- Reaching for personal best
- Setting high ethical standards
- Engaging in the love of learning
- Self-acceptance
- Self-responsibility
- Making the most of opportunities
- Celebrating success

## RESPECT OTHERS

This can be demonstrated by:

- Care of others
- Valuing individuality and diversity
- Displaying manners
- Celebrating the success of others
- Community mindedness
- Social and civic responsibility
- Being a global citizen

## RESPECT THE SPACE

This can be demonstrated by:

- Care of the environment
- Care of the facilities
- Sustainable practices
- Conservation
- Conduct appropriate to the environment

## OVERVIEW OF SELF-ASSESSMENT

**Student welfare and learning is central to our planning.**

We measure our performance against the extent to which our students are engaged and enjoy their school experience, and reach their academic goals. The school's planning and self-review cycle is rigorous and documentation is explicit. The self-assessment focuses on gathering appropriate data within agreed timelines and making judgements about our performance. This then informs our strategies for improvement in the indicated focus areas of this document. Progress in meeting the targets of the key focus areas in the Business Plan are routinely discussed with staff and reported to the School Board as part of formative self-evaluation and this underpins a summative self-review. Our processes equip us to respond to the evolving needs of the school in a planned and sustainable manner.

Quantitative data from the annual report forms the basis for planning each year's strategies within the key focus areas. The discussion of data, in the context of working with gifted students, and the implications of this information for the school and classroom practices occur at every level: Principal, Associate Principals, Executive Team, Deputy Principal, Area Directors, Student Services Team, Heads of Year, Learning Area Teams and individual Teachers. The school-wide analysis of data on student learning and school performance is an integral part of an explicit agenda on maintaining or improving the high level of school performance.

Qualitative data such as the biennial Student, Parent and Staff Survey and individual classroom engagement surveys are examined in detail by the school community as the school seeks and compares the perspectives of parents, staff and students. Small group meetings with Year 7 and Year 12 students are used to complement quantitative data. Year 12 students also provide feedback on their school experience through a survey. Areas of consensus and dissent are identified and analysed. Strategies are then enacted to effect improvement or gather more detailed information to inform conclusions. Student are encouraged to provide input to the Business Plan through the Student Council. The School Executive meets regularly with a range of student groups including the Student Council, and undertake student surveys for student voice and feedback.

This five-year Business Plan reflects feedback from the Business Plan review process and, along with the outcomes of the analysis of the data, is translated to 12 month operational plans in all learning and priority areas. These priority and learning area plans are implemented and reviewed each year.

**OVERARCHING OUTCOME**

Students who feel valued and connected are more likely to achieve their personal best. Perth Modern School aims to provide a supportive learning environment where everyone is respected within a caring school community and demonstrates commitment to the school values, welcomes the community and encourages the development of **well-rounded, resilient, optimistic students.**

**The broad strategies are to continue to plan for, develop or enhance:**

1. Student connectedness to the school, staff and each other to encourage wellbeing, optimism and resilience to support the 'holistic student' through:
  - Embedded sustainable programs that focus on a wellbeing framework incorporating emotional, social, mental and physical fitness, healthy lifestyles as well as meaning and purpose.
  - Opportunities beyond the classroom that promote co-curricular, vocational and personal development.
2. A comprehensive framework for student leadership, relationships, collaboration and teamwork, based on research and best practice, is mapped and implemented.
3. Sustainable community partnerships which contribute to the ethos of the school.
  - Partnerships with community-based organisations.
  - An action-based marketing plan to promote the school to a wider audience.
  - Promotion of the alumni and in particular the Perth Modernian Society.
4. Outstanding facilities and resources to support student wellbeing and learning.
  - Multi-Purpose Auditorium project.
  - Action-based strategies to build on **sustainability** through both individual and collective endeavours.
  - A Buildings, Grounds and Facilities Master Plan to guide renewal of essential infrastructure and refurbishment.

Measurement tools	Targets for Successful Students
<b>Quantitative Measures</b>	
Student voice – Wellbeing Survey <ul style="list-style-type: none"> <li>• Year 7/8 Wellbeing longitudinal survey, surveyed every second year – same cohort</li> </ul>	Establish baseline data Improvement trend Issues identified and responded where appropriate
National School Survey 2020, 2022 and 2024.	The extent to which parents and students are satisfied with the Perth Modern School learning environment: <ul style="list-style-type: none"> <li>• 75 per cent high and very high level of satisfaction on relevant items.</li> </ul>
<b>Qualitative Measures</b>	
<b>Middle Years – Student Participation</b> <ul style="list-style-type: none"> <li>• House awards and badges</li> <li>• Pegasus award for Middle Years</li> <li>• Mod Diplomas (measuring participation in extracurricular activities, Community Service hours, competitions, leadership opportunities for students)</li> </ul>	Levels of participation and performance in co-curricular activities.  Student leadership opportunities monitored and measured for effectiveness.
<b>Senior Years – Student Participation</b> <ul style="list-style-type: none"> <li>• House awards and badges</li> <li>• Mod diplomas (measuring participation in extracurricular activities, Community Service hours, competitions, leadership opportunities for students)</li> </ul>	Levels of participation and performance in co-curricular activities Student leadership opportunities monitored and measured for effectiveness
School-based exit satisfaction and intentions survey from Year 12 students	Summary of feedback from students Issues identified and responded where appropriate
Implementation of relevant plans described above	Progress review of plans

## OVERARCHING OUTCOME

Student learning is the core of school planning. Perth Modern School aims to ensure challenge and immersion in every classroom through rigour to engage students in the love of learning. Exceptional teaching based on current research, which meets the learning needs of **academically gifted and talented students** and prepares them with the skills and understandings to reach their **personal and collective best**, is the essence of this focus area.

The broad strategies are to continue to plan for, develop or enhance:

1. **School-wide curriculum** to meet the needs of academically gifted learners.
  - Implement the **Modern Innovations Curriculum**.
  - Explicitly embed **Aboriginal and Torres Strait Islander** histories and cultures as part of the cross-curricular priorities.
2. Classroom **pedagogical practice** which reflects the needs of gifted learners.
  - Teaching and learning strategies for academically **Gifted and Talented** learners.
  - Explicitly embedding **21st Century Learning Design** including **metacognitive strategies** and **study skills**.
  - The application of **information technologies** within the classroom to enrich student learning.
  - Effective strategies to **support all learners** in the classroom.
  - Extended learning opportunities for students **beyond the classroom**.
  - **Community partnerships** to enhance student learning.

Measurement tools	Targets for Successful Students
<b>Quantitative Measures</b>	
<b>Progress</b> Annual school and student performance NAPLAN Sphinx Society membership data AITSL standards ICT progress mapping (Staff)	Monitor and report on relevant items and respond Maintain high levels of Sphinx membership Demonstrated improvement trend in proficiency of AITSL standards and integration of technology in teaching and learning programs
<b>Senior Years – Achievement</b> Year 12 data as reported in the Perth Modern School Annual Report <ul style="list-style-type: none"> <li>• Median ATAR</li> <li>• number of general exhibitions</li> <li>• number of subject exhibitions</li> </ul>	Perth Modern School to maintain its position in the top five of all high schools in Western Australia
<b>Middle Years – Love of Learning</b> National School Survey 2020, 2022 and 2024	The extent to which parents and students are satisfied with the Perth Modern School learning environment: <ul style="list-style-type: none"> <li>• 75 per cent high and very high level of satisfaction on relevant items</li> </ul>
<b>Qualitative Measures</b>	
<b>Middle Years – Love of Learning</b> Student voice: Student measures around the love of learning for the Middle Years (in class survey)	Summary of feedback from students Issues identified and response where appropriate
<b>Senior Years – Achievement</b> Student self-report: destination data and scholarship data for university	Report on outcomes and response where appropriate

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**Our Success:** is maintained by a shared commitment to excellence and opportunity for all students

## KEY FOCUS AREA 3:

## COLLABORATIVE, PROFESSIONAL LEARNING CULTURE FOR STAFF

### OVERARCHING OUTCOME

Perth Modern School encourages a strong professional ethos. Our purpose is to advance a collaborative learning culture in which staff are leaders in their field and embrace change and innovation. Staff are provided with opportunities to work together to achieve the school's vision and direction through collaborative decision making. We aim to support the wellbeing of staff through an effective wellbeing program.

The broad strategies are to continue to plan for, develop or enhance:

1. Empower staff at all levels to strive for excellence by:
  - Using a research based approach to delivering gifted and talented education.
  - Undertaking reflective activities using academic and non-academic performance data to inform future planning through a growth mindset.
  - Embracing opportunities to actively participate in decision making.
2. Targeting professional learning for staff to enhance their capacity and effectiveness through:
  - Providing support and opportunities for staff to advance their professional expertise.
  - Building capacity through a variety of opportunities and support with the aim of facilitating staff aspirant development, leadership and innovation.
3. Support programs and activities that promote the wellbeing of staff.

Data collection and reporting in this Focus Area is for the purpose of providing an overview of staff, tracking and giving feedback to the school and not about staff performance and feedback to individual staff.

Measurement tools	Outcomes
Quantitative Measures	
National School Survey 2020, 2022 and 2024	The extent to which staff are satisfied with the Perth Modern School learning environment: <ul style="list-style-type: none"><li>• 75 per cent high and very high level of satisfaction on relevant items</li></ul>
Qualitative Measures	
Exit survey data	Summary data presented 2020, 2022, 2024 Issues identified and responded to where appropriate
Staff survey – 2019, 2021, 2023 to determine: <ul style="list-style-type: none"><li>• Professional learning commitment</li><li>• Engaged, collaborative and productive staff</li><li>• Effectiveness of wellbeing strategies</li></ul>	Baseline data gathered and issues identified and responded to where appropriate



# PERTH MODERN SCHOOL

Exceptional schooling. Exceptional students.

INDEPENDENT PUBLIC SCHOOL

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