

Use of Resources

Human, Physical and Financial

Background

Since the introduction of Student Centred Funding and Independent Public Schools the opportunity to flexibly deploy financial, human and physical resources to best meet student needs has been enthusiastically taken up by the community of Craigie Heights Primary School.

The focus for all processes involving resources is on ensuring that the resource will be used most effectively to create successful students.

How are we going?

- Evidence suggests that performance is more than expected.

How do we know?

- We strategically line up Business, Operational, classroom plans and school review processes to follow the Assess-Plan-Act model and link them to resource planning.
- A distributed leadership is used to drive curriculum improvement with leadership days funded through the 1346 plan.
- The Budget Process and Cost Centre Management Process works through the Finance Committee, resulting in an “Excellent” rating for the latest Compliance Audit 2017/18.
- Getting the best people and developing them is an imperative. A plan for a balanced Staffing Profile/ Performance Management/Professional Development has been developed to support the Business and Operational plans.
- Multitit Minilit - training has been provided for all Education Assistants to maximise the impact of the program. Flexible staff deployment and the use of amazing volunteers optimises the money spent and has resulted in greatly improved student outcomes.
- Money spent on ensuring student success is considerable and targeted. There is an identified, clear link between Student Characteristics, Aboriginality and Targeted Initiative funding and annual Operational Plans.
- Funds are used flexibly to support students or groups in special circumstances. E.g. extreme behaviour, hospital school, transition, large classes or students with no English.
- A range of grants and P&C funding have enabled physical/financial resources to promote creative play, well being, pastoral care, Chaplain, sports skills (tennis Sporting Schools), a wide range of music, choir, performance and visual arts.
- Funds spent collecting data to identify academic concerns early, has allowed us to plan for and provide timely and appropriate interventions. E.g. Kindy Language Screening, On-entry, Acer PAT, NAPLAN
- There has been a sequential plan for the upgrading of the various play areas in the school with numerous grants and contributions from the P&C and volunteers providing improved facilities. E.g. ECE

Playground for Robbie

- Major projects in the ICT area such as iPads, Promethean Boards and Chromebooks has ensured all students have access to contemporary hardware and useful software. 0.2 FTE teacher time has been allocated to support teachers with Digital Technologies.
- Working with Programmed and BMW the school has embarked on several upgrades to facilities e.g. Toilets and playground soft fall.
- Staff are being trained and encouraged to manage data use and manage records according to policy. Time has been spent ensuring that data on Integris is correct in readiness for WebSIS
- Front Office staff have been resourced to enable them to take over administrative roles to free teachers to teach.
- The Music program has been significantly enhanced through the provision of exciting resources eg Djembe drums class set for Drumbeat and Boomwackers.



- **What are we doing to improve?**
- Continue to fund cost centres based on student need, engagement and interest.
- Continue to provide information and training for staff and the School Board to ensure processes around compliance are up to date.
- Continue to seek opportunities to build revenue to support student achievement.
- Continue to robustly fund staff development linked to the Business Plan and Performance Management of individuals.
- Continue to monitor staff roles and skillsets to ensure that students get the best deal.
- Continue to develop records management processes for all staff.
- Continue to revise resource and asset improvement and replacement plans to monitor use and replacement.