

### **WA Primary Principal of the Year written statement**

Intuitive, informed, innovative and involved describes Rebecca Bope's leadership style. She inspires the Kalgoorlie Primary School community to aspire to the highest standards. Rebecca mentors school leaders and is active in the Goldfields Principal Network. A contemporary leader, she champions the rights of students, lives by the mantra "What is in the best interest of our students?" and believes that every child is capable of successful learning. *"Rebecca is a strong and passionate leader with a clear vision for KPS. She empowers others as she successfully leads the school to fulfil that vision,"* [REDACTED]

[REDACTED] Rebecca is one of only twenty principals in the Western Australian Public School Principal's Fellowship Program 2018-19. This is testament to her expert leadership and management.

Rebecca drives an explicit improvement agenda outlined in the school business plan. The plan is a genuine blueprint for action, developed in consultation with stakeholders to embody High Performance, High Care. Staff and the functional school board analyse progress towards targets and share results. The 2016 DES Review commends Rebecca's rigorous school review process. Rebecca leads methodical monitoring and review of whole school data. A comprehensive assessment schedule guides data collection from across the curriculum. Rebecca leads a case management approach to student learning. She supports teachers to set and review SMART targets for student achievement. She guides disciplined dialogue around assessment data. Rebecca collaborates with teachers to identify effective teaching strategies and programs. Notable improvements in NAPLAN data in 2017 are a direct result of Rebecca's leadership.

Rebecca maintains and enhances the heritage listed school through expert financial management. Her targeted allocation of resources provides students with an engaging, modern learning environment. Rebecca allocates every classroom from K-6 an education assistant to maximise student outcomes. She timetables extra time for teachers to meet in professional learning communities. Rebecca ensures consistent implementation of programs across the school through her instructional leadership. An early adopter of best-practice initiatives, Rebecca embraces change for the benefit of students. She promotes effective teaching practices through ongoing professional learning and distributed leadership processes. Rebecca guarantees rich student engagement through well-resourced STEM and Digital Technologies programs. Recognition as a National Quality Standards Core School is a result of her leadership in the early years. The school's role as a Regional Teacher Development School and STEM Innovation Partnership school is further testament to Rebecca's vision for school and system-wide improvement.

Leading an expert team, Rebecca challenges and supports teachers to refine their craft. She fosters growth through Teachers as Learners projects, observations, explicit feedback and coaching. Staff value these processes as outlined by [REDACTED] *"The learning walk observation process is constructive and positive, making me feel appreciated and respected as an accomplished classroom teacher. I value and welcome the feedback I receive"*. Rebecca shares whole school processes and high expectations, aligned to the school vision, with all staff. She provides a 'Teaching at KPS' document, induction meetings and curriculum folders to all new staff. Rebecca embeds graduate and teacher support systems at the school. These include regular meetings, feedback on planning and provision of a school-based mentor. [REDACTED], shares *"The processes in place and strong, positive school culture, led by the dynamic principal, ensured I felt extremely well-supported as I made the initially daunting move to [REDACTED] to start my teaching career."*

Rebecca verifies compliance with whole school approaches through regular walk-throughs and discussions. She identifies and fosters teacher strengths through performance management. Rebecca prioritises the learning of others through the mentorship of aspiring leaders. Successful appointment of several KPS staff to principal and other leadership positions across the state prove her effectiveness.

Rebecca applies outstanding interpersonal skills to build a cohesive school community focused on improving student outcomes. Student and staff wellbeing is a high priority. Rebecca creates an inclusive culture and her open-door policy enables all members of the community to feel heard and supported. She forms strong partnerships with families and agencies to support students. Rebecca engages families through assemblies, school tours, parent workshops and whole school events. She embraces a variety of traditional and digital communication methods. She celebrates school and network successes through regular media exposure.

We are proud to nominate Rebecca for WA Primary Principal of the Year. She deserves recognition for her dedication and contributions to education in the Goldfields. Her attention to detail, genuine care for the school community and outstanding leadership characteristics set her apart. Rebecca challenges herself and others to think outside-the-box to deliver fun, engaging and relevant experiences for students and staff. We encourage the selection panel to witness her passion and exemplary leadership themselves.