

STRATEGIC PLAN 2026-2029 IMPROVEMENT PLAN

July 2026

RATIONALE AND PURPOSE:

The Strategic Improvement Plan is the school's roadmap for turning the priorities of the Strategic Plan into meaningful action. While the Strategic Plan sets our long term direction and defines what we are seeking to achieve, the Strategic Improvement Plan outlines **how we will achieve it**.

It identifies the evidence informed strategies, milestones, responsibilities and measures of success that will guide our work over the coming years. It brings together curriculum, teaching, student wellbeing, leadership and operational priorities into a coordinated approach, ensuring that improvement efforts are purposeful, aligned and focused on achieving the greatest impact for students.

The plan is designed to be a living document. It will be reviewed regularly to monitor progress, celebrate success, respond to emerging needs and ensure our improvement efforts remain relevant and effective. It provides clarity for staff, supports accountability and enables us to evaluate whether our actions are leading to improved outcomes for every student.

Ultimately, the Strategic Improvement Plan ensures that our daily work is connected to our long term vision, creating a consistent and sustainable approach to school improvement that moves

Christopher Smith

Principal

July 2026



Contents

Rationale and Purpose:	2
Our Purpose.....	4
Our Commitment	4
What Do Our Values Mean To Us?	4
Strive for Excellence: Academic Targets	6
Strive for Excellence: Non-Academic Targets	6
1 - High Quality Teaching in Every Classroom.....	7
2 - Providing a Strong Start and Sustaining Learning Success.....	8
3 – Fair Access - Inclusion, Wellbeing and Belonging.....	8
4 - Developing Future-Ready Learners	9
5 - Cultural Responsiveness and Connection to Place	9
6 - Growing Great Teachers and Leaders	10
7 – Students and PARENTS AS Partners in Learning.....	10



OUR PURPOSE

At Herne Hill Primary School, we believe that every child can achieve success when they are known, valued, challenged and supported.

Guided by our values of Respect, Resilience, Inclusion and Strive for Excellence, we work together as a community to create the conditions that enable every student to thrive academically, socially and emotionally.

Our vision is to provide a high-quality education that prepares students not only for success at school, but for life in the middle of the twenty first century.

OUR COMMITMENT

Every decision we make will be guided by a simple question:

"Will this improve outcomes for students?"

Together, through Respect, Resilience, Inclusion and Strive for Excellence, we will continue to ensure that Herne Hill Primary School remains the Jewel of the Valley, where every child is known, valued and supported to achieve their potential.

WHAT DO OUR VALUES MEAN TO US?

As a school community, we believe that our values are more than words on a wall. They define how we learn, work and treat one another.

Respect

We value ourselves, others and our environment. We listen, act responsibly and contribute positively to our community.

Resilience

We embrace challenges, learn from mistakes and persevere when learning becomes difficult.

Inclusion

We recognise and celebrate diversity. Every student belongs, every voice matters and everyone has a place in our school community.

Strive for Excellence

We challenge ourselves to continually improve and achieve our personal best in everything we do.

Together, these values provide the foundation for learning, relationships and decision making across our school.





OUR PURPOSE: At Herne Hill Primary School, we believe that every child can achieve success when they are known, valued, challenged and supported.

OUR 7 FOCUS STRANDS

1



**HIGH QUALITY
TEACHING IN
EVERY CLASSROOM**

We deliver consistent, evidence-informed teaching and rich learning experiences that engage, challenge and support every student to achieve their personal best.

2



**PROVIDING A
STRONG START AND
SUSTAINING LEARNING
SUCCESS**

We build strong foundations in the early years and use targeted support, monitoring and challenge to ensure every student continues to grow and achieve.

3



**FAIR ACCESS –
INCLUSION,
WELLBEING AND
BELONGING**

We create a safe, inclusive and supportive environment where every student feels they belong, can thrive and has access to the support they need.

4



**DEVELOPING
FUTURE-READY
LEARNERS**

We equip students with the skills, knowledge and mindset to be confident, capable and adaptable members of tomorrow's world.

5



**CULTURAL
RESPONSIVENESS
AND CONNECTION
TO PLACE**

We value Aboriginal culture, diverse identities and our local context, building understanding, respect and connection to community and Country.

6



**GROWING GREAT
TEACHERS AND
LEADERS**

We build the capability, confidence and wellbeing of our staff through collaboration, mentoring and ongoing professional growth.

7



**STUDENTS AND
PARENTS AS
PARTNERS IN
LEARNING**

We work together with students and families to support learning, celebrate achievement and build strong, respectful partnerships.

OUR VALUES



RESPECT

We value ourselves, others and our environment.



RESILIENCE

We embrace challenges, learn from mistakes and persevere.



INCLUSION

We recognise and celebrate diversity. Every voice matters and everyone belongs.



**STRIVE FOR
EXCELLENCE**

We challenge ourselves to continually improve and achieve our personal best.



OUR COMMITMENT: Every decision we make will be guided by one simple question: “WILL THIS IMPROVE OUTCOMES FOR STUDENTS?”

Together, through Respect, Resilience, Inclusion and Strive for Excellence, we will continue to ensure that

Herne Hill Primary School remains the Jewel of the Valley, where every child is known, valued and supported to achieve their potential.

STRIVE FOR EXCELLENCE: ACADEMIC TARGETS

- 🍇 Maintain a whole school Quality Teaching Framework that is consistently implemented across all classrooms.
- 🍇 Year 3 and Year 5 NAPLAN achievement in Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy to be equal to or greater than Like Schools.
- 🍇 Year 3 to Year 5 NAPLAN progress to be in the High Progress quadrant across all domains.
- 🍇 Increase the proportion of students achieving in the top proficiency levels of NAPLAN.
- 🍇 Increase the percentage of students demonstrating Moderate to Excellent progress from On Entry to Year 3 in Reading, Writing and Numeracy.
- 🍇 Brightpath Writing growth to be equal to or greater than expected progress at each year level.
- 🍇 PAT Reading, Mathematics, Spelling, Grammar and Punctuation, and Science results to be equal to or greater than national norms.
- 🍇 Early Years assessment data and National Quality Standards to be used to identify strengths, monitor progress and inform planning.
- 🍇 Monitor student achievement across all learning areas, including Science, Humanities and Social Sciences, The Arts, Health and Physical Education, and Technologies.

STRIVE FOR EXCELLENCE: NON-ACADEMIC TARGETS

- 🍇 Student attendance for all students, including Aboriginal students, will meet or exceed Department expectations and demonstrate ongoing improvement.
- 🍇 Maintain a safe, inclusive and supportive learning environment where students report a strong sense of belonging and wellbeing.
- 🍇 Strengthen student resilience, self-regulation and engagement through a whole school wellbeing approach.
- 🍇 Continue reflection against the Aboriginal Cultural Standards Framework and report progress to the community.
- 🍇 Implement and monitor the school's Reconciliation Action Plan.
- 🍇 Increase opportunities for student leadership, voice and agency across the school.
- 🍇 Strengthen partnerships with families by increasing participation in learning conversations, workshops and school events.
- 🍇 Promote and celebrate student learning through regular communication and feedback to families.
- 🍇 Strengthen staff collective efficacy through collaborative planning, coaching and professional learning communities.
- 🍇 Ensure Student at Educational Risk processes reflect best practice and are consistently implemented across the school.
- 🍇 Continue student participation in enrichment and engagement opportunities including STEM, Music, Arts, leadership, sporting and community programs.
- 🍇 Maintain high levels of staff engagement, professional growth and leadership development.





1 - HIGH QUALITY TEACHING IN EVERY CLASSROOM

We believe that quality teaching has the greatest impact on student learning. High quality teaching is the foundation of student success at Herne Hill Primary School. We will build a consistent and evidence informed approach to teaching and learning through shared pedagogical beliefs, high quality curriculum resources and collaborative professional practice. By maintaining high expectations and

strengthening staff capability, we will create the conditions for every student to thrive, make strong progress and achieve their full potential.

We will:

-  Refine a Herne Hill Quality Teaching Framework that defines agreed whole school teaching practices.
-  Implement consistent and sustainable classroom practices, building upon the Centre for Excellence partnership.
-  Continue to implement common engagement and behaviour norms across the school.
-  Strengthen literacy and numeracy while maintaining high expectations across all curriculum areas.
-  Promote creativity through Music, Arts and a love for Humanities and Social Sciences, Technologies and Physical Education.
-  Provide rich learning experiences through incursions, excursions and authentic learning opportunities.
-  Strengthen moderation and collaborative planning processes within and across year levels, as well as externally with other schools.
-  Use performance development, coaching and classroom observation to ensure consistency and fidelity of implementation.
-  Ensure classrooms are well resourced with evidence informed programs and materials.
-  Use data to inform decision making.
-  Create the conditions for every student to thrive, achieve strong progress and realise their full potential.
-  Seek partnerships with the other branches and school of the Department of Education – schools and services to benefit the outcome for our students.

Success will look like:

- Consistent teaching practices across all classrooms
- Improved student achievement and engagement.
- Strong staff understanding of effective teaching practices.
- Students experiencing challenging, meaningful and engaging learning.



2 - PROVIDING A STRONG START AND SUSTAINING LEARNING SUCCESS

We recognise that strong foundations lead to future success.

We will continue to build upon targeted support and intervention from the earliest years and ensure students continue to experience growth throughout their schooling.

We will:

-  Strengthen early years literacy, oral language and numeracy, focusing on the Early Years Learning Framework.

-  Use evidence-based intervention programs throughout the school.
-  Monitor student progress through the use of assessments and a disciplined dialogue approach to the data
-  Identify students requiring intervention or extension early.
-  Ensure smooth transitions between year levels and into secondary schooling.
-  Provide opportunities for extension, enrichment and challenge.

Success will look like:

- Improved literacy and numeracy outcomes.
- Strong growth for every student.
- Reduced achievement gaps.
- Increased numbers of students achieving above expected progress.



3 – FAIR ACCESS - INCLUSION, WELLBEING AND BELONGING

We believe every student deserves to feel safe, connected and supported.

We will continue to foster a safe, inclusive and supportive learning environment where every student feels a sense of belonging, is valued for who they are, and is empowered to achieve their potential.

We will:

-  Strengthen Tier 1, Tier 2 and Tier 3 support structures throughout the school.
-  Build staff capability to support students with diverse learning needs.

-  Ensure Student at Educational Risk processes are consistent, evidence informed and clearly understood by staff and families.
-  Develop the expertise of Education Assistants in delivering evidence-based interventions.
-  Continue to strengthen student wellbeing programs.
-  Explicitly teach resilience, self-regulation and social skills.
-  Promote attendance and engagement.

Success will look like:

- Students feeling safe and connected.
- Increased confidence in staff supporting diverse learners.
- Effective interventions resulting in improved outcomes.
- Strong attendance and engagement.



4 - DEVELOPING FUTURE-READY LEARNERS

We are preparing students for a rapidly changing world.

Students need strong academic foundations alongside the capabilities required to thrive in the future.

We will:

-  Develop problem solving and critical thinking skills.
-  Strengthen STEM learning opportunities.

-  Embed the General Capabilities across learning areas.
-  Encourage creativity, innovation and collaboration.
-  Build student leadership and agency.
-  Foster curiosity and a love of learning.
-  Use technology to enhance student learning effectively

Success will look like:

- Students confidently solving problems.
- Increased participation in STEM opportunities.
- Strong student leadership and voice.
- Learners who are adaptable, creative and resilient.



5 - CULTURAL RESPONSIVENESS AND CONNECTION TO PLACE

We value and celebrate the rich cultural heritage of our community.

We will continue to strengthen culturally responsive practices and deepen students' understanding of Aboriginal histories, cultures and perspectives.

We will:

-  Continue implementation of our Reconciliation Action Plan.
-  Build understanding of local Noongar culture and history.

-  Strengthen connections with community members and Elders.
-  Embed Aboriginal perspectives authentically across the curriculum.
-  Celebrate the unique history and identity of Herne Hill and the Swan Valley.

Success will look like:

- Students developing strong cultural understanding.
- Aboriginal students feeling valued and represented.
- Strong community partnerships supporting cultural learning.
- Students will know about the history of the Swan Valley and local area.



6 - GROWING GREAT TEACHERS AND LEADERS

The quality of our people determines the quality of outcomes for students.

We will invest in developing skilled, confident and connected staff.

We will:

-  Develop instructional coaching and mentoring structures.
-  Provide targeted professional learning aligned to school priorities and career stages.
-  Strengthen performance development processes.

 Support aspiring leaders.

 Strengthen distributed leadership and professional learning communities to build collective efficacy, enhance collaborative practice, empower staff and foster shared accountability for student success.

 Ongoing professional development for School leaders.

Success will look like:

- Increased staff capability and confidence.
- Strong leadership at all levels.
- High levels of staff engagement and retention.
- Continuous improvement embedded across the school.



7 – STUDENTS AND PARENTS AS PARTNERS IN LEARNING

Together We Achieve.

Strong partnerships between home and school improve outcomes for students.

We will strengthen relationships and partnerships with families and ensure learning is visible, understood and celebrated.

We will:

 Build parent understanding of how children learn.

 Provide workshops, information sessions and online resources.

 Use visible learning approaches so families understand learning goals.

 Share student progress regularly and meaningfully.

 Seek and respond to parent feedback.

 Continue to strengthen community partnerships.

 Give students a voice in decision making.

Success will look like:

- Increased family engagement.
- Greater parent understanding of learning.
- Strong trust between home and school.
- Students benefiting from consistent support between school and home.