



Herne Hill
PRIMARY SCHOOL
INDEPENDENT PUBLIC SCHOOL

Est. 1922

Business Plan

2023 - 2025

Together we achieve

Artist: Naomi Danischewsky

Noongar artist born in Albany and raised in Geraldton



www.hernehillps.wa.edu.au



Herne Hill
PRIMARY SCHOOL
INDEPENDENT PUBLIC SCHOOL
TOGETHER WE ACHIEVE

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Our Academic Targets

1. Staff to develop a quality teaching framework to be implemented across the school.
2. Year 3 & 5 NAPLAN averages to be equal to or greater than like schools in Literacy assessments.
3. Year 3 & 5 NAPLAN averages to be equal to or greater than like schools in Numeracy assessments
4. The percentage of students in the top two bands of NAPLAN are equal to or greater than the achievement of statistically similar schools nationally.
5. The Year 3-5 NAPLAN progress to be in the High Progress quadrant for all areas of NAPLAN.
6. Increase the number of students with Moderate-Excellent Progress from On-Entry to Year 3 NAPLAN in Reading, Numeracy and Writing.
7. Brightpath Writing student progress to be equal to or better than expected growth.
8. Monitor On-Entry assessment in a Phase of Learning to identify strengths and areas of need.
9. In PAT Science, Grammar & Punctuation and Spelling assessments are equal to or better than PAT norms.

Our Non-Academic Targets

- Monitor students attending school regularly (above 90% of the time) for both non-Indigenous and Indigenous students.
- Provide a safe and caring, inclusive learning environment for the whole school community.
- Continuous reflection against the Aboriginal Cultural Standards Framework and report progress to community.
- Promote and provide feedback of the learning taking place at HHPS

VALUES

Our values provide a foundation for building social responsibility and a sense of belonging through collaboration between student, family, school and the wider community.

RESPECT

We are accountable for our own actions, resolving differences in constructive and peaceful ways; we contribute to society and we take care of the environment;

RESILIENCE

We never give up when faced with challenges and we can problem-solve;

INCLUSION

We strive to be included and include others. We accept diversity by being aware of others and their culture;

STRIVE for EXCELLENCE!

We try our very best to achieve the very best we can at all times.

Our Commitment



1. Provide every student with a pathway to a successful future.

- Analyse NAPLAN and identified assessments from the HHPS Whole School Assessment Policy data annually, reflect and plan for improvement.
- Phase of learning targets based on student progress each Semester.
- Whole school Literacy and Numeracy Blocks timetabled as a priority.
- Implement whole school consistent programs and strategies.
- Update whole school Student at Educational Risk with individual plans and reporting using SEN.
- Improve student skills and capability in STEM as a specialist area and engage in SVN STEM opportunities.
- Embed the STAR Reading program across the school Year 3-6. Use for extension Year 1 & 2.
- Create a scope and sequence for all curriculum areas relevant to our school context.
- Provide extension opportunities for students at HHPS.
- Implement Year 1 phonics assessment and analyse data to inform future planning.



2. Strengthen support for teaching and learning excellence in every classroom

- Develop a teacher self-assessment framework in consultation with staff.
- Staff to develop a Quality Teaching Framework to include Visible Learning (WALT & WILF) and Gradual Release Model (I do, We Do, You Do).
- Explicit teaching a focus Literacy and Numeracy.
- Staff and students to engage in Swan Valley Network initiatives if in line with HHPS priorities.
- Moderation using WA Curriculum with surrounding schools.
- Regular collaboration amongst teachers as a phase and whole school.
- An explicit focus on indigenous education.
- Mentoring graduate teachers and pre-service teachers.



3. Build the capability of our principals, our teachers and our allied professionals.

- Provision of ongoing Professional Development opportunities for teaching staff and school leaders that are linked to the AITSL Standards.
- Professional Development in line with the business Plan and Operational directions.
- Principal to undertake self-assessment process using a performance improvement tool.
- Provide opportunities for future leaders and continue with a distributed leadership model.
- Establish a staff mentor and process for new staff members.
- Continue to develop staff capacity and understanding mental health.



4. Support with families, communities and agencies to support the educational engagement of every student.

- School Board training for all members.
- Promote the School Board and its function to the community, ensuring they are visible at community functions and events.
- Direct school resourcing in line with school priorities and characteristics.
- Recruitment in line with the needs and direction of the school.
- School to continue positive relationship with both the School Board and P&C.
- School staff (teaching and non-teaching) to positively engage with Swan Valley Network (SVN) initiatives.
- Maintain Workforce Management Plan for HHPS.



5. Partner with families, communities and agencies to support the educational engagement of every student.

- Continue to plan for staff well-being.
- Engage with Aboriginal families and establish a Reconciliation Action Plan.
- Promote members of the School Board in the community.
- Out of hours engagement opportunities for students.
- Herne Hill Primary School to become a sustainable school, implementing a sustainability plan.
- Embed HHPS values and utilise the positive behaviour matrix as a teaching tool.
- Engage with outside agencies and community- Police, CPSF, local businesses, Local Member.
- A responsive approach to communication about the school, our core operations and programs based on student and parent survey feedback.



6. Use evidence to drive decision-making at all levels of the system.

- School self-assessment using ESAT.
- Student, staff and parent surveys conducted and reviewed bi-annually.
- Improvement Plan reflected upon using National Quality Standards.
- Annual reviews to be taken by staff and School Board.
- Continue to reflect on effectiveness of whole school programs using data.

Artist: Rosie Paine - Yilka woman from Cosmo Newberry, an Aboriginal community in north eastern Goldfields of Western Australia.