

# BUSINESS PLAN

2024-  
2026



WE CARE

**BALDIVIS**  
PRIMARY SCHOOL







# BALDIVIS PRIMARY SCHOOL

## Our “We Care” Approach

Our Values are reflected through our motto of “We C.A.R.E.”

### Caring Chloe

Our environment is calm, caring and consistent where students are well known, and learning is prioritised.

### Always Safe Steve

Our behaviour and actions will support the physical and emotional safety of everyone, including students, staff and families.

### Respectful Ricky

Our relationships are based on mutual respect, communication and acceptance of responsibility.

### Evie Effort

There are high expectations and these challenge all of us to give our best effort.

## Welcome to BALDIVIS PRIMARY SCHOOL...

*providing quality education since 1924.*

Baldivis Primary School has been successfully educating students for 100 years. The school has grown from a small rural school servicing the wider Baldivis area, to a large and urban primary school. Due to the rapid housing development in the area, Baldivis Primary School is no longer the sole school in the region. We are fortunate to be a part of a strong state school education network consisting of two secondary schools and nine primary schools in the Baldivis area.

Despite the urbanisation of the area, we have been able to retain some of that country school charm and strong connection to the community.

Our relationship with the community has developed over decades and this spirit still thrives today. Our students, families and staff are proud of our school and we continue to develop these connections through genuine care for each and every student. Our school motto of “We Care” encapsulates our commitment and passion to ensure *Every Student Matters Every Day*.

As an Independent Public School, the Baldivis Primary School Board works with the Principal to set and monitor the key directions of the school and make a positive contribution to school improvement. Our proactive Parents and Citizens Association (P&C) continually supports the school with numerous large scale fundraising campaigns.

This Business Plan will be the blue print to explore many new opportunities that will build on the wonderful traditions established at Baldivis Primary School. We seek to build on our positive school culture and forge a culture of excellence.

# WE CARE



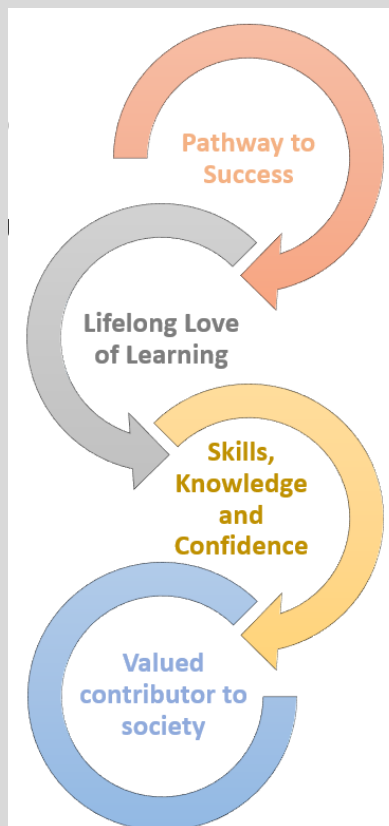


# BALDIVIS PRIMARY SCHOOL

## Our Vision

Baldivis Primary School is committed to ensuring every student is on a **pathway to success**.

This will be achieved through developing a lifelong **love of learning**, where every student has the **skills, knowledge and confidence** to become a **valued contributor to society**.



## We believe:

- All students have the capacity to learn and achieve success.
- Progress for every student is a priority, learning is prioritised.
- Academic, social and emotional skills are taught for life success.
- Each student must be well known by their teachers.
- Learning experiences must be engaging and motivating.
- A calm, caring and consistent learning environment is fundamental.
- Each student needs to feel successful.
- Academic, social and emotional experiences are all learning opportunities.
- Consistent instructional practice in every classroom, every day is essential.
- All students must receive a relevant and challenging curriculum.
- Building resilience and compassion in each student is important.
- Students need to believe in themselves and demonstrate confidence.
- Each student needs to feel connected to their class, school and community.
- Opportunities to contribute and help others are important.
- Everyone is to be treated with care, understanding and compassion.
- Behaviour that respects and promotes the rights of individuals and others is crucial.
- Students need friends at school.

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# 2024—2026 Priorities

Our previous Business Plan identified several priorities. We made significant progress in these priority areas and they are now expected practice. Our previous priorities included: Excellence in Teaching and Learning; A Positive Climate for Learning; Partnerships in Learning and Targeted Resource Management.

Our 2024—2026 Priorities	Overview	Key Strategies
Safe and Supportive Learning Environment	<ul style="list-style-type: none"> <li>• Student behaviour will be calm, caring and consistent.</li> <li>• Maximum student engagement in their learning through effective full participation strategies.</li> <li>• We will acknowledge, value and respect our culturally diverse community and seek greater understanding of our indigenous history.</li> <li>• Staff will implement effective instructional practice and provide relevant curriculum to all students.</li> </ul>	<ul style="list-style-type: none"> <li>• Clear and explicit daily routines will be in place to maximise student active engagement.</li> <li>• Positive Behaviour Support and Play is the Way initiatives implemented across the school.</li> <li>• Two Way Science initiative— a philosophy of teaching and learning that connects Western science with Indigenous science under the Australian school curriculum.</li> <li>• Implement Explicit Instruction utilising Teach Well professional development.</li> <li>• ASD Key Teacher role.</li> </ul>
Well-being	Student, family and staff well-being will be prioritised so student achievement and progress can flourish.	<ul style="list-style-type: none"> <li>• School chaplaincy service.</li> <li>• Defence Force mentor.</li> <li>• Self care initiatives.</li> <li>• Family support through case management.</li> <li>• Strong support agency partnerships.</li> </ul>
Connecting School with Home	<p>A strong partnership between home and school is vital to improve student outcomes. Post Covid, a period of re-establishing connection is vital. Our focus areas in this area will be:</p> <ul style="list-style-type: none"> <li>• Communication and connection</li> <li>• Participation in decision making</li> <li>• Participation / Engagement to support student learning</li> <li>• Awareness of school priorities, initiatives and functions.</li> </ul>	<ul style="list-style-type: none"> <li>• Effective communication tools (Facebook and email).</li> <li>• Increase diversity of School Board.</li> <li>• Increase diversity of P&amp;C.</li> <li>• Family consultation and input for relevant decision making opportunities.</li> <li>• Promote school priorities, initiatives and strategies to school community.</li> </ul>



**Improving teaching and learning to maximise student performance will continue to be a priority of our daily work at Baldivis Primary School.**



# Our Self-Assessment

Strong self-assessment processes are a fundamental part of our planning and improvement cycle supported by a consistent and collaborative approach. Teachers participate in the collection, analysis and ongoing review of school data and contribute to planning for improvement both academically and non-academically. Our self-assessment processes include:

Domain	Assessment
Quality Teaching	Performance Development Meetings Class visits and observations Peer Observations National Quality Standards Progressive Achievement Tests (PAT) NAPLAN
Learning Environment	Attendance Date Review SIS Behaviour Data National Opinion Survey Parent National Opinion Survey Students National Opinion Survey Staff
Leadership	360 Survey tool School Culture Survey DoE Risk Management Checklist DoE Psychological Risk Assessment
Relationships and Partnerships	PAT Social / Emotional Assessment National Opinion Survey Parents National Opinion Survey Students Staff Well-being Survey 50 day Parent Survey (new families to Baldivis PS)
Use of Resources	Annual Self-Assessment Audit Risk Management Plan Monthly financial processes

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# Targets for Achievement

Student achievement and progress will be tracked across academic and non-academic areas as outlined in the school's self assessment overview.

Many of our assessment tools are standardised and provide comparison between school performance and that of an expected performance.

Broadly our target is for each student to show 12 months or more growth in a school year.

NAPLAN will also provide the school with the opportunity to track student, cohort and school achievement. We aim to;

- Increase the percentage of students in the Exceeding and Strong proficiency levels in Year 3 and 5 in Reading, Spelling, Writing, Grammar and Punctuation and Numeracy.
- Stable cohort achievement to exceed like school performance in Year 3 and 5 assessment areas.

*All Western Australian public schools are reviewed by the Department of Education's Public School Accountability Directorate.*

*A review gives assurance to the local community, the Minister for Education and Training and the Director General about the performance of public schools in delivering high quality education to students.*

*The review acknowledges the achievements of the school and gives feedback to support the Principal and Staff with their improvement planning.*

Additional Areas for development identified in the 2023 Public School Review include:

- Continue to foster relationships with Aboriginal community members and elders and further develop staff professional knowledge and understanding of Aboriginal perspectives, culture and history.
- Continue to implement a Positive Behaviour approach to behaviour management.
- Continue instructional support for staff through feedback and coaching.
- Continue to develop the distributed leadership model for staff linked to the strategic direction of the school.
- Continue to strengthen school data use to maximise student progress.





