



Hannans
Primary School
striving for excellence

Business Plan

2023 - 2025



Principal's Welcome

It is my privilege to welcome you to Hannans Primary School, an Independent Public School.

We acknowledge the traditional custodians, past and present, of the land that we meet, play and learn on.

Our school motto is "Striving for Excellence". Our logo has three leaves symbolising how students grow and thrive at Hannans Primary School through the three phases of learning.

The three colours of our logo represent the connection between the school, the students and the community.

The 2023 - 2025 Hannans School Plan defines how our school will create intentional learning environments that consolidate our effective teaching and learning programs, work in partnership with community stakeholders and focus on the health and well-being of staff and students to achieve improved academic and social outcomes for all students.

I would like to thank the Executive Team, staff, students and the School Board, all of whom have contributed to the development of this plan.

The strategies and targets within the 2023 - 2025 Business Plan demonstrate the level of progress Hannans Primary School aims to achieve within the next three years.

Regards

Denyse Delfs



Our Moral Purpose

"Focus on Growth, Strive for Excellence".

We recognise that all staff and students have different strengths and capabilities.

We support each all individuals to seek continuous improvement and strive to achieve their goals.

Our Guiding Principles

Live it, Learn it, Teach it, Embed It.

As you read our plan you will see four key areas that drive our improvement focus for the 2023 - 2025 Business Plan. They are:

- A Culture of Leadership and Innovation
- A focus on Health, Well Being and Engagement
 - Intentional Learning Environments
 - Building a Strong and Connected Community

Values

The Values and expectations that underpin our plan are:

Success

We are successful when we work to achieve our goals to the best of our ability.

Teamwork

We cooperate with each other to achieve a common goal in the most effective way

Respect

We demonstrate respect by acting in a way that shows we care about the feelings of others.

Innovation

We are innovative when we design new and creative solutions to real world problems.

Voice

We collaborate and make decisions to influence change.

Empathy

We try our best to understand how someone else might be thinking or feeling about a situation.

What is Success?

At Hannans Primary School we are successful when we work to achieve our goals to the best of our ability

Why is Success important to us?

- To ensure that you achieve your potential
- It helps build resilience and self determination
- It gives us a sense of personal achievement

We are Successful when we:

- Set challenging goals and work towards them
- Believe in ourselves
- Feel proud of the effort we have made

Affirmation

I am successful when I set a goal and strive to achieve it despite failures and challenges

What is Teamwork?

At Hannans Primary School we are successful when we work to achieve our goals to the best of our ability

Why do we need to be part of an effective Team?

- To combine the skills and talents of all individuals
- To build accountability to others
- To create a sense of belonging
- To develop life skills

We demonstrate Teamwork when we:

- Work respectfully and effectively and do our share
- Communicate well with each other (listen to others)
- Make sure everyone is included
- Work towards a common goal

Affirmation

I am successful when I set a goal and strive to achieve it despite failures and challenges

What is Respect?

At Hannans Primary School we demonstrate respect by acting in a way that shows that we care about the feelings of others

We demonstrate Respect so that we:

- Feel safe around each other
- Consider how our actions impact others
- Show that everyone is valued

We demonstrate Respect by:

- Valuing other people's thoughts, ideas and cultures even though they may be different to our own
- Valuing and caring for ourselves, others and the environment

Affirmation

I demonstrate respect by acting with care towards myself, the community and the environment

What is Voice?

At Hannans Primary School we collaborate and make decisions to influence change

What do we mean when we say we have a Voice?

- We feel safe to say what we think
- We actively listen to the voices of others
- My ideas and thoughts matter for me, for us, for our community and for our team

Using our Voice, we can::

- Know that our ideas and contributions are valued
- Share different viewpoints
- Actively make a difference in our world

Affirmation

I can share my thoughts, opinions and ideas to make a difference in the world

What is Innovation?

At Hannans Primary School we are innovative when we design new and creative solutions to real world problems

Why do we need to be Innovative?

- To add value to other people's ideas
- To investigate, design and explore new things
- To look at problems in different ways

To be Innovative we will need to::

- Have a growth mindset
- Be creative, problem solvers and investigators

Affirmation

I am innovative when I think of ways to do things differently

What is Empathy?

At Hannans Primary School we try our best to understand how someone else might be thinking or feeling about a situation

Why practise Empathy?

- It makes you more responsive
- It helps you understand another point of view
- It shows that you can think of other people before yourself

We demonstrate Empathy by:

- Imagining how others might be feeling
- Seeing things from another point of view
- Treating others how we wish to be treated

Affirmation

I show empathy when I listen to and care about the feelings of others

Culture of Leadership and Innovation

At Hannans Primary School a Culture of Leadership and Innovation acknowledges the personal strengths of individuals and enables them to engage in a continuous cycle of personal and professional improvement. It creates a sense of community by collaborating, innovating and leading with purpose.

Fostering a Culture of Leadership and Innovation empowers staff to develop and apply understandings of current research and best practice, ensuring improved outcomes for all students at Hannans Primary School.

What We Will Do	What You Will See
<ul style="list-style-type: none"> ▶ Focus on embedding the Hannans Game Plan and the Quality Teaching Strategy. 	<ul style="list-style-type: none"> ▶ Connected practice that is regularly reviewed through coaching conversations and action learning.
<ul style="list-style-type: none"> ▶ Maintain a culture of Visible Learning for all students. ▶ Provide students with a wide range of Leadership opportunities. 	<ul style="list-style-type: none"> ▶ Student voice and ideas are sought and acted upon. ▶ Students approach learning with a growth mindset.
<ul style="list-style-type: none"> ▶ Enable conditions that drive high expectations for all stakeholders. ▶ Encourage staff self-reflection and provide coaching opportunities to support the identification and access to the tools staff need to build capacity for excellence. 	<ul style="list-style-type: none"> ▶ Committees that drive innovation and improvement that are led by middle leaders to support others in curriculum implementation. ▶ Leadership and innovation is recognised and celebrated for effort and achievement. ▶ Formal mentoring relationships support leadership.
<ul style="list-style-type: none"> ▶ Continue to provide access to high quality professional learning to all staff aligned with whole school directions. 	<ul style="list-style-type: none"> ▶ A Professional Learning Culture is pervasive throughout school development days, staff and collaborative meetings. ▶ Whole school approaches are implemented with fidelity across all classrooms.
<ul style="list-style-type: none"> ▶ Embed performance management linked to AITSL Standards. 	<ul style="list-style-type: none"> ▶ Staff strengths are recognised and individual goals are aligned to whole school and departmental directions and plans.

Building a Strong and Connected Community

Hannans Primary School has a supportive and connected school culture based on respectful interactions. We actively seek opportunities to engage our local community in our student's education.

The School Board and P and C maintain a visible presence in our school. We strive to be culturally responsive and foster an inclusive culture, developing partnerships within and outside the school community.

What We Will Do	What You Will See
<ul style="list-style-type: none"> ▶ Provide regular training for the School Board and support the P & C to develop knowledge of governance processes. ▶ Enhance understanding and capacity of the School Board to review school and strategic planning. 	<ul style="list-style-type: none"> ▶ A strong culture of strong school governance.
<ul style="list-style-type: none"> ▶ Ensure all staff complete the AITSL Aboriginal Cultural Standards Framework to audit practice and processes and identify drivers for improvement. ▶ We will ensure all staff complete the AITSL Aboriginal and Torres Strait Islander Awareness Course. ▶ Establish and implement a Hannans Primary School Reconciliation Action Plan. 	<ul style="list-style-type: none"> ▶ HPS as a culturally responsive school. ▶ All staff demonstrating enhanced knowledge and strategies to teach Aboriginal and Torres Strait Islander students. ▶ Wangkatha language is taught in classrooms and celebrated.
<ul style="list-style-type: none"> ▶ Build strong connections to families in the early years by partnering with support agencies to focus on early intervention. 	<ul style="list-style-type: none"> ▶ Sustainable reciprocal partnerships with community, business and interagency stakeholders. ▶ Strong connections to parents and the wider community through effective communication. ▶ Quality induction and transition processes for staff and students. ▶ Increased parent engagement through school events, P & C, workshops and family events.



Intentional Learning Environments

At Hannans Primary School our learning environments make the learner aware of their own learning process. We make learning visible by articulating what students are expected to know and how they can understand and apply their knowledge in different situations. We utilise flexible learning spaces to enable students to work collaboratively and independently, encouraging choice, student voice and fostering a love of learning. We have high expectations of what each student can achieve.



What We Will Do	What You Will See
<ul style="list-style-type: none"> ▶ Whole school evidence based planning is shared and linked to practice. 	<ul style="list-style-type: none"> ▶ Data analysis (NAPLAN, On Entry, SAIS, PAT, Brightpath, Kiddo) is utilised to inform planning, teaching and learning. ▶ The HPS Game Plan implemented across all year levels with rigour. ▶ Consistent implementation of whole school approaches and instructional models is evident. ▶ Effective implementation of the WA Curriculum is maintained.
<ul style="list-style-type: none"> ▶ Classroom environments are planned to support students engage in learning in a way that suits their learning style. 	<ul style="list-style-type: none"> ▶ Flexible learning spaces that can adapt to student needs ▶ Safe physical environments that encourage risk taking and a growth mindset.
<ul style="list-style-type: none"> ▶ Students and staff articulate and apply the qualities of an effective learner. 	<ul style="list-style-type: none"> ▶ Students regularly engage in self-reflection and goal setting. ▶ Learning Intentions and Success Criteria utilised in every classroom. ▶ Data walls, scaffolded displays and frameworks that promote learning improvements.
<ul style="list-style-type: none"> ▶ Student agency will be valued and supported through open ended tasks and provocations. ▶ Student Voice is enhanced by the STRIVE values as they share and have voice in the classroom and across the school. 	<ul style="list-style-type: none"> ▶ Children's ownership of their learning and their voice is reflected in the learning environment. ▶ Critical and creative thinking is emphasised.

Focus on Health, Well Being and Engagement

At Hannans Primary School, we focus on building a positive school culture where strong relationships create a sense of belonging and identity.

An engaging learning environment, a focus on restorative practices and the development of a positive mindset, combined with our shared values of Success, Teamwork, Respect, Innovation, Voice and Empathy help students to grow and thrive at Hannans Primary School.

What We Will Do	What You Will See
<ul style="list-style-type: none"> ▶ Embed HPS Values of Success, Teamwork, Respect, Innovation, Voice and Empathy (STRIVE) through whole school connected practice. 	<ul style="list-style-type: none"> ▶ Staff use a range of strategies and resources to support social and emotional learning.
<ul style="list-style-type: none"> ▶ Implement Restorative Practices across the school. 	<ul style="list-style-type: none"> ▶ Staff and students articulate an awareness of the impact/influence that their actions have on others. ▶ Learning, Restorative and Check in Circles are utilised regularly in classrooms.
<ul style="list-style-type: none"> ▶ Use a case management approach to support the individual needs of staff and students, through strong links to interagency support. A three- tiered, comprehensive approach is maintained to profile SAER students. 	<ul style="list-style-type: none"> ▶ Regular attendance improves with school based incentive programs. ▶ An Attendance Plan that includes attendance management at whole-school, classroom and individual student/family levels. ▶ Differentiated needs of all students met through extension programs, Multi Lit, Mini Lit, PEAC.
<ul style="list-style-type: none"> ▶ Identify resources and strategies that support explicit teaching of social and emotional learning: positive emotions, engagement, relationships, meaning, accomplishments and health. 	<ul style="list-style-type: none"> ▶ An explicit Social and Emotional Learning plan embedded across the school.
<ul style="list-style-type: none"> ▶ Staff and Student wellbeing is prioritised. 	<ul style="list-style-type: none"> ▶ Strong induction processes for new staff are evident. ▶ Staff wellbeing is embedded across school operations. ▶ Explicit teaching of self-regulation (emotional coaching) occurs K – 6.



Regular reviews of planning, teaching and assessment contribute to a culture of continuous improvement at Hannans PS.

Self-reflection and goal setting in Phases and Teams enables progress towards our strategic performance targets.



Academic Performance Targets

- Student achievement in NAPLAN Reading, Writing, Spelling, Punctuation and Grammar and Numeracy is at or above the expected range relative to ICSEA.
- The mean progress of our stable cohort in Years 3 – 5 in all NAPLAN domains is at or above Like Schools.
- 75% of our students will demonstrate good to high progress in the Reading, Writing and Numeracy Assessments from PP to Year 1; from Year 1 to Year 2.
- Grade allocation alignment to reflect NAPLAN assessment and be on par with Like Schools.

Non Academic Performance Targets

Attendance

- The proportion of students attending at least 90% of available student days is at or above 90%.
- Reduce the number of student unexplained absences to <5%.
- Increase the Aboriginal mean student attendance rate to higher than that of Like Schools.

Leadership and Innovation

- 100% of staff engage in peer observation cycles.
- 100% of Middle Leaders participate in leadership development.
- > 50% of Allied Staff are provided opportunities linked to innovative practice for their roles.

Health, Well Being and Engagement

- Increase the number of students achieving ‘Consistently’ or ‘Often’ to 90% or above in all cohorts (ABE).
- All staff are trained in Restorative Practices and are supported through coaching and mentoring.
- There is a > 85% +ve survey response by staff, students and parents to the implementation and impact of STRIVE Values across the school.
- Student voice will be an integral aspect of teacher reflection in every classroom.

Intentional Learning Environments

- Demonstrate year on year improvement for students as defined by targets set in operational plans.
- Exceed NQS standards in all seven domains by the end of this planning cycle.

Strong Connected Community

- The NSOS results are positive for staff, students and parents (mean scores of at least 4 out of 5 for each).
- A HPS Reconciliation Action Plan is established and actioned.
- All School Board Members will participate in School Board training at induction.

School Self Assessment

The School will use the Electronic Self Assessment tool to Self assess annually against the following Domains:

- Teaching Quality
- Learning Environment
- Leadership
- Relationships and partnerships
- Use of resources
- Student Achievement and Progress

The School will host a Director, Public Schools Accountability and Peer Reviewer in Term 1 2023 for a validation visit and again within the duration of this Business Plan. The report from this review will be published on our school website.





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