

Business Plan 2026 - 2028



Hannans
Primary School
striving for excellence



Acknowledgement of Country

Ngalipa ninti nyanganya yarnanguku parna, pawurtu tawarra kuwarrinya.
We acknowledge the traditional custodians of this land, past and present.

Ngalipa pukurlpa ngarala, tjina maala, yinka tawarra nintila nyanganya parnangka.
Thank you for this land that we stand, walk, play and learn on.

Mara katula, mara kaniny, kulila! Yarnangu tjukurrpa parra-nyanganya.
Hands up, hands down, feel the Aboriginal spirit all around.

Wangkatja
English





Our Moral Purpose

“Focus on Growth, Strive for Excellence”.

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

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

Our Guiding Principles

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

At Hannans Primary School, we are an inspiring, passionate and dedicated group of professionals who take pride in improving student outcomes while focusing on developing the whole child. Guided by our school motto of ‘Striving for Excellence’ our students are at the centre of everything we do.

We are dedicated to creating a safe, supportive and inspiring learning environment where every child is known, valued and encouraged to thrive in all aspects of their development. This goes beyond academic growth to nurture resilience and kindness so that our students grow into confident learners and compassionate members of the 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 co-operate 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 we achieve our 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 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.

In stating these values we acknowledge that the words alone are not sufficient.

What is **Teamwork**?

At Hannans Primary School we co-operate with each other to achieve a common goal in the most effective way.

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

We are a team when we work together towards a common goal.

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 **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

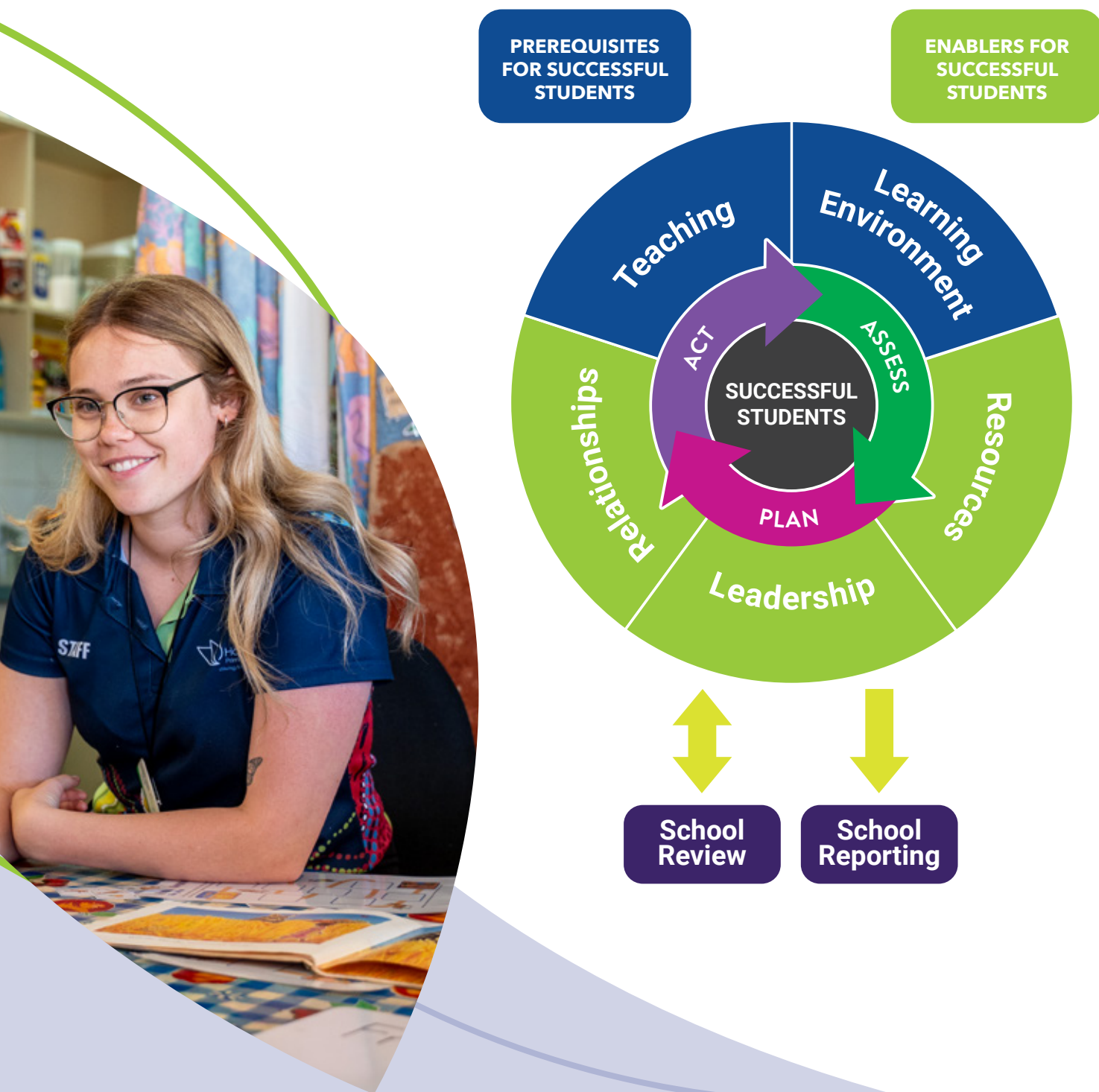
Affirmation

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

It is the actions based on these values which are important.

Improvement Model

Hannans Primary School is deeply invested in continuous growth. As part of this commitment, we acknowledge two important guiding principles in our improvement journey: the School Improvement and Accountability Framework Conceptual Model, and our planning structure. Together, they support us to work collaboratively, reflect on our practice and continually improve outcomes for every learner at Hannans Primary School.



Our Planning Structure

Our planning structure shows how national policies connect to the everyday work happening in classrooms, supporting our team to work together and provide the best learning experiences for our students.



Our Strengths and Improvements

Strengths

- ▶ Positive relationships with students, families, teachers and extended community.
- ▶ Clear routines and structures in every classroom with ongoing high expectations.
- ▶ Strong Student Support processes.
- ▶ Early intervention in our early years.
- ▶ Culture of a whole school approach.
- ▶ Continued focus of restorative approaches across the school.
- ▶ Positive work culture where staff support one another.

Improvements

- ▶ Embed an explicit SEL program across the school to improve social and emotional well-being outcomes.
- ▶ Strengthen staff collaborative time to improve moderation, teaching and learning.
- ▶ Strengthen the teaching and learning of numeracy while embedding a new school wide program.
- ▶ Improve differentiation and extension of students.
- ▶ Foster the sharing of expertise and experience through peer coaching.





Our Strategies

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Teaching and Learning	Learning Environment	Relationships and Partnerships
Our 3 Year Targets		
1. By the end of Semester 1, 2028, 70% of Year 3 students will be in the strong or exceeding achievement level in NAPLAN. 2. By the end of Semester 1, 2028, 65% of Year 5 students will be in the strong or exceeding achievement level in NAPLAN.	1. By the end of Semester 1, 2028, attendance rate will be at or above 90%.	
Teaching and Learning	Learning Environment	Relationships and Partnerships
Our 3 Year Strategies		
Analyse data effectively to inform planning and differentiation	Continue to implement whole school restorative practices to effectively manage student behaviour and promote a positive, supportive learning environment	Maintain high engagement of school board members
Continue to promote quality teaching and best practice while maintaining high expectations and standards	Continue to embed a strategic whole school approach to attendance	Promote and strengthen partnerships between the school and the local community to enhance student learning and engagement
Continue to nurture an environment that fosters collaboration in planning, teaching and assessment	Plan, implement and evaluate a whole school Social and Emotional (SEL) program	Consolidate respectful and positive relationships between staff and students across all year levels
Refine the schools communication and reporting to parents processes	Implement a health and well-being policy for staff and students	Continue to embed a school culture that promotes a sense of connection and belonging
Consolidate the implementation of evidence based literacy and numeracy programs	Continue to evaluate and embed Student Support processes and policies ensuring flexibility of documentation	

Our Strategies

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Leadership	Resources
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Our 3 Year Targets

1. By the end of Semester 1, 2028, attendance rate will be at or above 90%.

Leadership	Resources
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Our 3 Year Strategies

Maintain new staff induction processes, ensuring the effective implementation of an EA induction

Link resource allocations explicitly with school planning

Continue to support staff development through quality performance management processes

Utilise student centred funding appropriately

Embed peer observations and feedback across the school

Reflect on and improve the physical learning environment

Continue to provide opportunities for leadership across the school while building capacity of staff

Continue to provide opportunities for quality staff professional development aligned with Operational and Business Plans





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