



PALMYRA

PRIMARY SCHOOL

WHADJUK NOONGAR BOODJAR

2023 – 2026 Business Plan
moving forward together



Moving Forward Together

On behalf of Palmyra Primary School and the School Council, we present the 2023-2026 Business Plan: Moving Forward Together.

The Plan outlines our commitment to **improving student achievement and progress** in literacy and numeracy by fostering a culture of high expectations and continuous improvement. Our vision is an exceptional school that will empower our students to thrive and succeed.

We will celebrate and showcase the achievements of our students, honouring their unique talents and accomplishments. By creating a supportive and nurturing **learning environment**, we will ensure that each student receives the guidance and assistance they need, enabling them to thrive academically, emotionally, and socially.

At Palmyra Primary School, through **effective leadership** and collaborative planning, our staff will deliver **quality teaching** based on whole-school directions. We value the expertise and input of our School Council and P&C to ensure productive **relationships and partnerships** to deliver our strategic direction.

Progress towards the delivery and implementation of our plan and our School's achievements are reported to the community in the School's Annual Reports. Department of Education's public school reviews are also scheduled to provide additional information and feedback.

Moving Forward Together, let us continue to nurture young minds and build a strong foundation for the future success of our students.



Lisa Gannon
Principal



James Russell
Council Chair

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STUDENT ACHIEVEMENT & PROGRESS

We will improve student outcomes in literacy and numeracy.

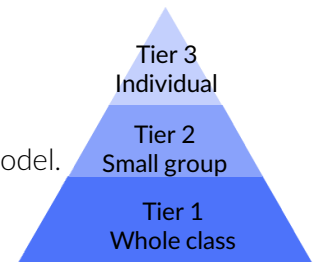
STRATEGIES

Collaboration leading to informed planning and practice:

- Facilitate the selection and implementation of whole school evidence-based programs.
- Develop and implement a scope & sequence and a whole-school assessment and accountability schedule.
- Strengthen staff data literacy and ensure effective data analysis to focus planning and direct learning.

Delivery of effective Tier 1 instruction:

- Embed Numeracy and Literacy Blocks.
- Embed Daily Reviews within the Instructional Model.
- Strengthen Engagement Strategies.
- Strengthen High Impact Teaching Strategies.



Provide effective academic differentiation within the Tier 1 program, with intervention or extension for students at risk of not achieving their educational potential.

Share high expectations and recognise and celebrate excellence across all learning areas.

SUCCESS INDICATORS

1. Literacy and Numeracy NAPLAN achievement and progress to be at or above like schools.
2. School Progressive Achievement Test (PAT) average raised from Stanine 5.35 (Reading) and 5.24 (Maths) to Stanine 6.
3. 100% of students in Tier 2 & Tier 3 are making progress towards their goals, evident in pre & post-assessments.
4. Celebrations of excellence and achievement are visible in the school and intentionally delivered on a schedule.

LEARNING ENVIRONMENT

We will foster a culture that enables effective teaching and learning.

STRATEGIES

Promote a culture of regular attendance by:

- developing community understanding
- providing targeted support.

Promote a culture of positive behaviour through:

- developing community understanding
- implementing clear and consistent approaches
- providing targeted support.

Expand support for student mental health and well-being.

SUCCESS INDICATORS

1. Return to, improve and maintain pre-pandemic attendance:
 - Regular attendance rate of 94%
 - 86% of students attending 90% or more of the time
2. Biennial survey indicates an improvement in rating for 'behaviour is managed well at this school' from 3.8 (2021) to 4.2.
3. 'Be You' social-emotional student survey indicates growth.





LEADERSHIP & QUALITY TEACHING

We will build a professional teaching community through effective leadership and organisational development.

STRATEGIES

Refine organisational systems and structures through:

- school improvement agenda
- operational planning
- scheduled and consultative review of School Guidelines
- distributed Leadership and associated training.

Ongoing development of staff through:

- enhanced employee performance & development and accountability
- targeted Professional Learning and Induction, including delivery of the Department Quality Teaching Strategy, Teaching for Impact
- focused Professional Learning Teams.

SUCCESS INDICATORS

2023

- Operational planning: Business Plan
- School Improvement schedule

2024

- School Guidelines reviewed on schedule
- Employee Performance

2025

- Literacy and Numeracy Guidelines reviewed
- Induction

2026

- Operational Planning: Curriculum
- Curriculum Guidelines reviewed

RELATIONSHIPS & PARTNERSHIPS

We will strengthen school/community partnerships to enhance our culture of learning, engagement and care.

STRATEGIES

Strengthen partnerships with parents and families to enrich strategic direction:

- Parent engagement
- School Council
- P & C

Develop culturally responsive practices and nurture community relationships.

SUCCESS INDICATORS

1. Reflection against the National School Improvement Tool in School and Community Partnerships Domain indicates growth.
2. Staff self-reflect against Aboriginal Cultural Standards Framework as capable or proficient.





OUR VISION

Palmyra Primary School works with the community to foster a safe, supportive and inclusive learning environment. Together we provide high-quality teaching and learning to ensure our students progress to achieve their social, emotional and academic best.

OUR VALUES

Be Respectful

Be Responsible

Be Your Best

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