

# Campbell Primary School

# Business Plan

*Dream Believe Achieve*



**Campbell  
Primary**  
INDEPENDENT PUBLIC SCHOOL  
*Dream Believe Achieve*



# Campbell Primary School Business Plan

Campbell Primary School is a school community with a strong culture of exemplary educational delivery, catering for the diverse needs of all members. As a highly supportive community, Campbell Primary School embraces change, values diversity and consistently builds on everyday experiences. Highly motivated staff ensure a school of excellence and equity.

**Our Mission:** To nurture the hearts and minds of all.

## Our Vision

For all students to have the knowledge, skills and values required to make a positive contribution to society and meet the challenges of their changing world.

## Our Values: Respect, Resilience and Kindness

### Quality Teaching Statements: Effective Teachers

1. Adjust their practice to meet student's learning needs.
2. Ensure that students feel culturally safe.
3. Empower students to take control of their learning.
4. Support students to become self-regulated learners.
5. Understand the content and how it is learned.
6. Hold high expectations of all students.
7. Foster a safe and supportive learning environment.
8. Manage their classrooms effectively.
9. Structure lessons deliberately and thoughtfully.
10. Use assessments to inform their practice.
11. Provide students with meaningful feedback.

*Reference: Discover Report - Quality Teaching and Learning Framework - Department of Education (WA) Final July 2021.*



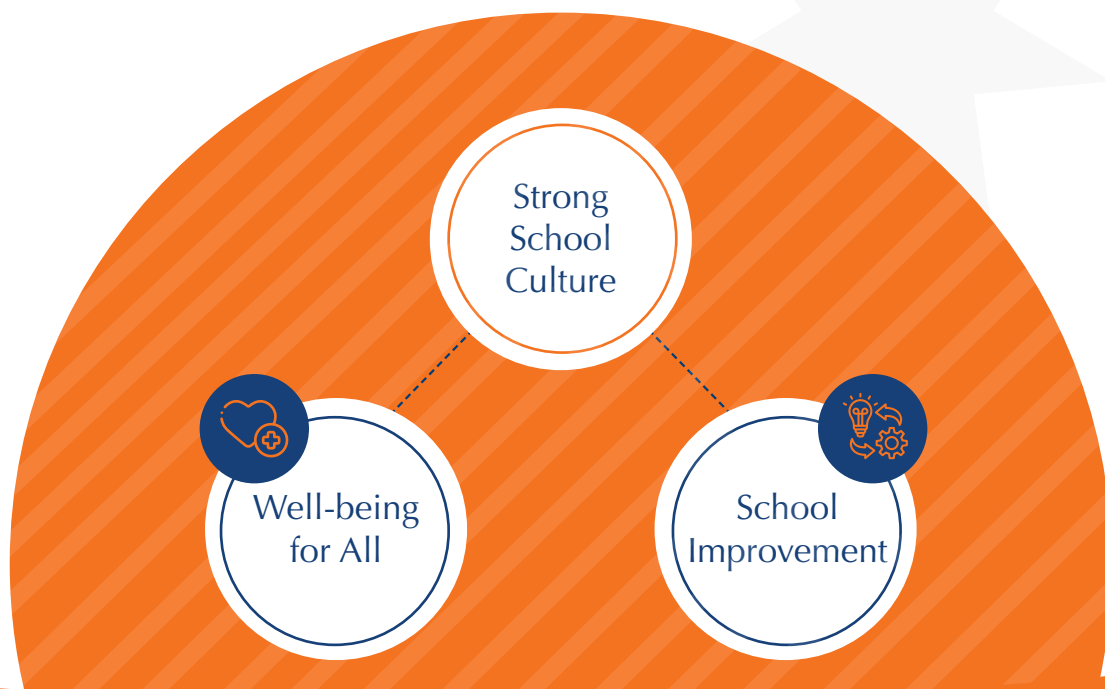
# Success For All Students

## Statement of Intent:

At Campbell Primary School we are committed to success for all students. We hold the belief that success is more than just academic achievement, it is the maximum development of a student's intellectual, social and emotional capacities.

## Targets:

1. Each year, stable cohorts to achieve above like schools in all areas of NAPLAN.
2. Each year, to be at or above the expected school mean in all areas of NAPLAN.
3. 98 % of students to maintain good standing for the year.



## Focus Areas

Excellence in Teaching & Leadership

Enhance Relationships & Partnerships

Enrich our Learning Environment



# Excellence in Teaching & Leadership

Priority Areas	Improvement Strategies	Key Performance Indicators
Provide opportunities for future leadership.	<ul style="list-style-type: none"><li>Seek leadership that includes Digital Technologies/ICT, STEM and creative and critical thinking.</li><li>Further enhance middle tier leadership across the school.</li></ul>	<ul style="list-style-type: none"><li>Increase percentage of teachers taking on leadership positions.</li><li>Engage in leadership professional learning e.g. Aspirant Principal Program (APPP), Rising Women in Leadership, Department of Education WA Future Leaders Framework.</li></ul>
Further refine Professional Learning Community model to enable continuous learning and improvement for all.	<ul style="list-style-type: none"><li>Maintain and support staff data literacy, whole school connected practices and core agreements through induction and professional learning.</li><li>Implement Department of Education WA Quality Teacher Framework.</li><li>Further develop proficiency scales in English and Mathematics Key Standards.</li></ul>	<ul style="list-style-type: none"><li>Staff evaluation of the National School Improvement Tool to be outstanding or high in these domains:<ol style="list-style-type: none"><li>1. An explicit improvement agenda.</li><li>2. Analysis and discussion of data.</li><li>3. A culture that promotes learning.</li></ol></li><li>Staff evaluation of Building a PLC Community Evaluation Tool to be at 3.0 or above in:<p><i>There is clarity on what a PLC is and a clear common purpose exists.</i></p><p><i>Collective responsibility exists for all student learning.</i></p><p><i>SMART goals are set within the PLC with a clear and specific focus for meetings.</i></p></li></ul>
Further distribute student leadership across the school.	<ul style="list-style-type: none"><li>Develop Pre-primary - Year 6 student leadership council and portfolios.</li></ul>	<ul style="list-style-type: none"><li>Increased student leadership opportunities across the school. For example:<ul style="list-style-type: none"><li>- Green Team</li><li>- Photography and Communication Team.</li></ul></li></ul>







# Excellence in Teaching & Leadership

Priority Areas	Improvement Strategies	Key Performance Indicators
Reduce the variation in teaching practice and deliver a highly differentiated curriculum.	<ul style="list-style-type: none"><li>• Use an instructional coach to refine instructional strategies across the school.</li><li>• Implementation of High impact Teaching Strategies (HiTS) across the school.</li><li>• Use student feedback to review and refine teacher practice.</li><li>• Maintain and support whole school connected practices and core agreements through induction and professional learning.</li><li>• Implement Department of Education WA Quality Teacher Framework.</li><li>• Embed a highly differentiated curriculum with systematic delivery through our iStar pedagogical model.</li><li>• Build knowledge of the three tiers of intervention to offer a highly differentiated curriculum.</li><li>• Implement a purposeful peer observation model.</li></ul>	<ul style="list-style-type: none"><li>• Staff evaluation of the National School Improvement Tool to be outstanding or high in these domains:<ul style="list-style-type: none"><li>5. An expert teaching team.</li><li>6. Systematic curriculum delivery.</li><li>7. Differentiated teaching and learning.</li><li>8. Effective pedagogical practices.</li></ul></li><li>• Improve percentage of students who strongly agree/agree with these statements in NSOS survey.<p><i>My teacher challenges me when I can already do the work (74%).</i></p><p><i>My teachers provide me with opportunities to give them feedback about their teaching and my learning (42%).</i></p><p><i>From year to year, teacher expectations and standards for me are consistent (67%).</i></p></li></ul>
Provide a rich and integrated curriculum through ICT, STEM, Digital Technologies, and creative and critical thinking.	<ul style="list-style-type: none"><li>• Professional learning on the 5 Creative Habits and warm-ups.</li><li>• Support teaching staff to adopt an integrated curriculum.</li><li>• Further develop the cross-curricular priorities and general capabilities.</li><li>• Provide enrichment opportunities for our most capable students e.g. GATE, STEM, Arts, competitions and leadership.</li><li>• Further expand the Bring Your Own Device (BYOD) program.</li><li>• Provide coaching and professional learning for staff in enhancement of the curriculum through ICT/ Digital Technologies.</li><li>• Improve student agency in their learning.</li></ul>	<ul style="list-style-type: none"><li>• Implementation of language of the 5 Creative Habits into every classroom evidenced through teacher planning and integrated programs.</li><li>• Students access enrichment opportunities across the school and network.</li><li>• Increased confidence and competence of teacher integration of ICT and Digital Technologies across the curriculum.</li></ul>





# Enhance Partnerships & Relationships



## Priority Areas

## Improvement Strategies

## Key Performance Indicators

Further enhance positive relationships between students, staff, families and community members that support school improvement and well-being.

- Develop CPS Parent Engagement Plan that links to school and curriculum priorities.
- Use of digital platforms to communicate with and engage families.

- NSOS data reflects satisfaction by parent community.
- Improvement in parent and community engagement in curriculum priority areas.
- Expansion of the Partnerships with Parents program (WebEx and face to face).
- Increase cultural engagement/student led and planned events.

Further develop partnerships that are mutually beneficial for the community and school culture.

- Recruit expert community School Board members.
- Further develop partnerships within Nicholson Network schools (Arts, Music, STEM etc.)
- Further develop partnerships with universities.
- Develop partnerships to give back to the community (philanthropy focus).

- Continue to build representation of Board members from community.
- Community partnerships enhance student learning as evidenced through the Annual Report.
- Fundraising through student council.





# Enrich our Learning Environment

Priority Areas	Improvement Strategies	Key Performance Indicators
Provide a culturally inclusive and responsive learning environment for all students.	<ul style="list-style-type: none"><li>Continue to strive for cultural responsiveness in the Aboriginal Cultural Standard Framework (ACSF).</li><li>Whole school and year level planning recognises cultural diversity of our school.</li><li>Student driven activities to recognise cultural diversity of our school.</li><li>Continue to represent the range of cultures and languages of our school in the school environment.</li><li>Develop action plans using NSOS and student surveys.</li></ul>	<ul style="list-style-type: none"><li>Continued progress against the Aboriginal Cultural Standard Framework (ACSF), moving from Cultural Understanding to Cultural Competence in the areas of Teaching and Learning Environment.</li><li>NSOS student survey results.</li><li>Improve percentage of students who strongly agree/agree with this statement in NSOS survey.</li></ul> <p><i>The school provides an inclusive learning environment for all (73%).</i></p>
Provide an engaging physical environment for our students.	<ul style="list-style-type: none"><li>Further develop the National Quality Standards Improvement Plan, focusing on Quality Area 3.</li><li>Develop a 3-year grounds plan and committee which includes student representation.</li><li>Further enrich the outdoor play areas across the school to include play hubs and spare parts opportunities.</li><li>Further develop a sustainability action plan.</li><li>Provide flexible classroom learning environments.</li></ul>	<ul style="list-style-type: none"><li>By the end of the Business Plan cycle we will be meeting in NQS Quality Area 3 Physical Environment.</li><li>Sustainability action plan utilised by the end of the BP cycle.</li><li>Success of the Parent Engagement Plan.</li><li>NSOS student survey results.</li><li>Improve percentage of students who strongly agree/agree with this statements in NSOS survey.</li></ul> <p><i>At school, there are things for me to do during my break time that I enjoy (67%).</i></p>
Develop resilient and self-regulated students.	<ul style="list-style-type: none"><li>Provide professional learning and further embed the use of the Zones of Regulation across the school.</li><li>Further develop student ICT capability and safety through DiGii Social.</li><li>Chaplaincy program to be responsive to the current needs of our students.</li><li>Develop trauma informed practices.</li></ul>	<ul style="list-style-type: none"><li>Increase the percentage of students achieving consistently or usually across semester reporting in ABE (attitude, behaviour and effort).</li><li>Chaplaincy data.</li></ul>







As the Chair of Campbell Primary School Board, it is my privilege to welcome you to Campbell Primary School, an Independent School situated on the lands surrounding the Canning River (Djarlgaroo Beeliar), traditional Whadjuk Noongar country. From the beautiful school grounds to the engaging classroom learning spaces, the school is designed with the intention to nurture the hearts and minds of students. Campbell Primary School exudes a positive school culture, aimed toward educational excellence, inclusivity and well-being, high impact teaching practices and continuous school innovation. The leadership team and school staff have carefully considered the community aspirations, needs of students and staff, as well as Department of Education strategic priorities to determine the future directions of the school in this Business Plan. We welcome you to experience everything that the school has to offer by visiting soon.

*Miss Hannah Dodds*

*Campbell Primary School Board Chairperson*



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[campbellprimaryschool.wa.edu.au](http://campbellprimaryschool.wa.edu.au)

This Business Plan iteration extends from 2022 - 2025. It was created in collaboration with the Campbell Primary School staff, parents and School Board. The Business Plan forms part of a suite of documents including Operational Plans (which are completed annually), a Workforce Plan, Financial Plans and the Statement of Expectation.