



*Strive to Achieve*



**2024 - 2026**

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**BUSINESS  
PLAN**



**CANNING VALE**  
PRIMARY SCHOOL

# A Future Focus for Canning Vale Primary School

This plan outlines our vision for the next three years and the strategies we will use to achieve our targets.

Our Business Plan will be supported by:

- Operational Plans
- School Improvement Action Plan 2024-2026
- Positive Management of Student Behaviour and Good Standing Policy
- Term by term commitments

## Our Vision and Values

“



At CVPS we empower our community to be life-long learners who are respectful, resilient, courageous and *'strive to achieve'* their best.

”

At CVPS we strive to achieve through our values

- We show **respect** and kindness to all
- We are **courageous** in our learning and life
- We build **resilience** so we can **persevere** and bounce back from challenges
- We **encourage** everyone to reach for individual **excellence** in everything they do
- We take **pride** in our school, environment and ourselves
- We are **inclusive** and value our diversity

# Relationships and Partnerships

Positive school climates, good relationships with communities and strong parent support are powerful influences in school success.



## 2024

- Implement a consistent communication pathway for families and staff by Semester 2.
- Raise awareness of Staff health and wellbeing strategy 2023-2027
- Look for opportunities to acknowledge diversity within our community

## 2025

- Distribute the School Opinion Survey
- Develop a CVPS Health and Wellbeing Plan for Staff
- Look for opportunities to acknowledge diversity within our community

## 2026

- School Board active reflection of Business Plan review and recreation
- Continue to implement the Staff Health and Wellbeing Plan
- Look for opportunities to acknowledge diversity within our community

## Ongoing Considerations

- Induction of new School Board Members
- Capacity building of School Board Members
- Building inclusivity within our school community to enhance connectedness and foster a sense of belonging and strong school culture
- Looking for opportunities for families to be actively engaged in their child/ren's educational journey

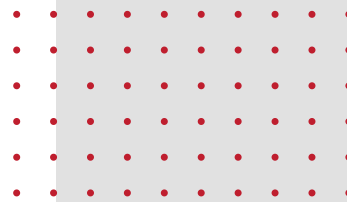


## Targets

- Improve in the School Opinion Survey in the areas of: This school looks for ways to improve; this school has a strong relationship with the community; this school is well led

## Priority 2

# Learning Environment



Schools strive to establish a safe, positive and supportive learning environment for students and staff. They create programs to address student attendance, behaviour, engagement and retention and implement strategies to provide support for all students, particularly those at educational risk.



### Ongoing Considerations

- Continual investigation of best practice for extension students
- Continue to consider the Aboriginal Cultural Standards how this impacts all areas of the school
- Raising awareness of the importance of attendance at school everyday to improve school attendance percentage



### Targets

- Maintain an attendance rate of 90% or higher
- Have our severe attendance category similar to like schools

#### 2024

- Revise Response to Intervention - implement evidence based intervention program
- EAL/D training delivered to staff
- Refresh the Aboriginal Cultural Standards and start a Culturally Responsive Action Plan
- Introduce The Resilience Project

#### 2025

- Case management of students who require support in with their social/emotional wellbeing or academics
- Build student voice beyond the Student Leadership Group
- Review and modify intervention as needed
- Review The Resilience Project

#### 2026

- Intervention embedded and effectiveness reviewed
- Review and revise Culturally Responsive Action Plan

## Priority 3

# Leadership

School leaders are concerned with leadership practice and how it is exercised and transacted. They facilitate organisational change and growth, achieving alignment between management obligations, professional responsibilities and accountability.

### 2024

- Executive Team ensures the priorities of the Business Plan are well understood by staff and community
- Executive Team build and resource the implementation of collaborative structures to drive school improvement
- Leadership roles and responsibilities are clearly understood by all

### 2025

- Continue to build the profile of the Future Leaders Framework to build capacity of staff
- Action feedback from the Parent Opinion Survey
- Review and revise the collaborative structures
- Actively seek feedback on Executive Team performance

### 2026

- Continue to build the profile of the Future Leaders Framework to build capacity of staff
- Build staffs capacity to contribute at school, network and system level
- Build the capacity of the Executive Team

### Ongoing Considerations

- Executive Team drives the schools' transition from culturally aware to responsive
- Executive Team works to embed the schools' vision and values
- Leadership is based on a distributed leadership model and staffs strengths are identified and utilised
- Executive Team works collaboratively to set the school's strategic direction, vision and priorities ensuring alignment with DoE strategic focus
- Manage change management to ensure sustainability, progress and staff wellbeing



### Targets

- Principal to maintain a rating of high or above across all 6 domains of the Principal Performance Improvement Tool

Priority 4

# Use of Resources



Schools manage resources in a targeted manner, maximising the learning outcomes for all students. Staff engage in systems and practices relating to financial and resource management by contributing to school-wide decision making. Supplementary funding provided to the school is used to underpin targeted support programs and required teaching and learning adjustments.

## Ongoing Considerations

- Training for Corporate Services Team
- Workforce planning and management practices to be responsive to schools needs and strategic direction
- Building the capacity of all staff to engage in financial decision making

### 2024

- Implement school operating system - Compass
- ICT Audit and plan updates
- Finance Committee analyse, review and make recommendations for financial planning
- Reserves Plan updated

### 2025

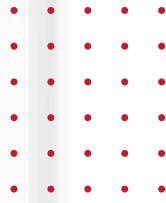
- School Facilities Plan created
- ICT plan enacted
- Survey staff to ensure job satisfaction and retention of staff
- Finance Committee analyse, review and make recommendations for financial planning
- Reserves Plan updated

### 2026

- ICT plan reviewed and resourced
- Finance Committee analyse, review and make recommendations for financial planning
- Reserves Plan updated

## Priority 5

# Teaching Quality



Schools invest significantly in creating and sustaining the conditions under which quality teaching can prosper. Research shows that quality teaching, above all other influences, is the most important factor in supporting student achievement.

### Ongoing Considerations

- All programs are evidence based and whole school where applicable
- Implementation of agreed upon Instructional Lesson Framework
- Where possible investigating cross-curricular links to declutter the curriculum
- Focus on upskilling staff around school priorities to effectively implement Operational Plans



### Targets

- 80% of Year 3 students are above the benchmark

### 2024

- Staff Handbook updated and utilised to support staff induction
- Staff Induction process outlined for teaching and non-teaching staff
- Work to extend Scope and Sequence documents in English to Years 3-6

### 2025

- Review and refine staff induction processes
- Build Scope and Sequence Documents to Mathematics - investigate whole school programs
- Explore introducing peer observations and sharing

### 2026

- High Impact Teaching Strategies are embedded across the school
- Whole school approaches to English and Maths are in place

# Student Achievement and Progress



Communicating clearly about student progress, teachers can build parent confidence in their judgements about standards of achievement.

## Ongoing Considerations

- Collective understanding and shared ownership of student progress through the plan, teach, assess cycle
- Support staff to understand and enact the assessment schedule
- Providing effective handover from teacher to teacher to best support students educational journey
- Collaborative planning across year levels to achieve consistency of practice



## Targets

- All NAPLAN achievement will be above like schools (ISCEA alignments)
- 100% National Quality Standards met
- 90% of students will achieve a C grade or higher in English and Mathematics
- On Entry

## 2024

- Through consultation update Whole School Assessment Schedule
- Provide opportunities to moderate both at school and network level
- Introduce data interrogation at High Impact Team (HIT) meetings

## 2025

- Handover processes reviewed and revised as required
- Building Teachers' data literacy to ensure we are making valid and fair teacher judgements

## 2026

- Review the use of school quality assessment tools
- Reporting student progress is varied and is in place to support communication and collaboration between school and home





# CANNING VALE

## PRIMARY SCHOOL

### Contact Us



08 9427 6000



[canningvale.ps@education.wa.edu.au](mailto:canningvale.ps@education.wa.edu.au)



The Ramble, Canning Vale, WA, 6155