



Walliston

PRIMARY SCHOOL

2025-2028 *Business Plan*

Kaya, Walliston Primary acknowledges the traditional owners of the land on which we educate and live, the Beelu Whadjuk people of the Noongar nation. We pay our respects to elders past and present.



OUR CONTEXT

Walliston Primary School is nestled in a beautiful bushland setting at one of the highest points in the hills, east of the city of Perth. Our school motto “AIM HIGH” reflects not only our elevated geographical location but also the high standards we set for ourselves as educators and our expectations of our students. The school grounds are enhanced by preserved natural bush and native shrubs, creating a spacious and inspiring environment.

Walliston Primary School is a school community that values social and emotional inclusivity. The individuality and achievements of each and every student are valued by the entire school community. The school is built on the best of the past to create a future-focused pathway onwards and upwards for every student.

OUR SCHOOL LOGO

The Walliston Primary School logo is a visual representation of the school's identity, values, and environment. The hills on the base of the logo symbolise the school's strong foundation and connection to nature, creating a peaceful learning environment away from the city's distractions. The Channel Nine Tower, once central to the school's identity, remains honoured in silhouette, representing strength, history, and the school's vision.

The leaves reflect both the natural surroundings and the nurturing role of teachers, staff, and the community, fostering student growth. The gum nuts symbolise the students, beginning their educational journey on solid foundations and carrying the school's mission of “Engagement, Empathy and Empowerment” into their future. The white curve in the design represents their educational journey, rising from the school's support and encouraging them to ‘Aim High’ as they confidently step into the world.



EXECUTIVE SUMMARY

Walliston Primary School's 2025-2028 Business Plan provides strategic actions to create a challenging and supportive learning environment that fosters curiosity, creativity, critical thinking, communication, and collaboration in our students.

Our plan aligns with Walliston Primary School's core purpose to respect and celebrate each child's unique identity and make this the foundation for their success as a life-long learner and future leader in an iConnected world.

All actions and decisions at Walliston Primary School are guided by our vision. We do this by providing a learning environment that supports the whole child, empowering our students to thrive academically, culturally, and socially.

Our systematic approach for strategic planning places the vision and mission at the centre of our activities, ensuring that every focus area and action is aligned to this. We have identified six strategic focus areas that are fundamental to bringing this vision and mission to life. The focus areas are broken down into strategies designed to achieve the goal and support the whole child in their learning journey. These interconnected concepts systematically address each focus area.

Walliston Primary School will monitor our performance against the strategic goals, using a Neo-classical Balanced Score Card framework. This ensures performance metrics addresses financial outputs, student outcomes, internal processes and staff culture. This ensures we align our strategies to our vision and mission, identify challenges and, focus collective action to achieving our goals.

Our success in this undertaking will underwrite our mission of ‘Guiding young minds to thrive on their educational journey through, ENGAGEMENT, EMPATHY and EMPOWERMENT.’





OUR VISION

Walliston Primary School will be the leader in future focused education, recognised for its excellence in empowering children to thrive academically, culturally and socially.

Every child who attends Walliston Primary School will flourish in an environment that supports the whole child, becoming a creative, confident, capable, and connected, contributor to the world.

OUR MISSION

Guiding young minds to thrive on their educational journey through:

A strong sense of
Engagement

Fostering
Empathy

Inspiring
Empowerment

OUR PURPOSE

To respect and celebrate each student's unique identity and make this the foundation for their success as a life-long learner and future leader in an iConnected World.

OUR STRATEGY

To provide a challenging and supportive learning environment that fosters curiosity, creativity, critical thinking, communication and collaborative endeavour in our students. This is achieved through the 'Walliston Way' Pedagogical and Instructional Model which was developed with the school community and created based on a balanced approach of inquiry and explicit learning. The Walliston Way Pedagogical and Instructional Model ensures that every classroom has consistent and effective teaching and learning practices that focus on improved student achievement and is aligned to the Department of Education's *Teaching for Impact* overview.



Walliston Primary School



Pedagogical and Instructional Model

L.E.A.R.N

The L.E.A.R.N explicit model ensures we develop core content explicitly using evidence based techniques.

Social & Emotional

A multi-tiered SEL program surrounds the use of the two models. This provides students with resilience, courage, care and self esteem

3C Inquiry

The use of inquiry promotes problem solving, creativity, student voice and authentic/deep learning.

FOCUS AREA 1
STUDENT LEARNING AND DEVELOPMENT

STRATEGIES

- Implement evidence-based teaching practices across the whole school.
- Ensure effective implementation of the Western Australian curriculum.
- Provide students with opportunities that develop problem solving and critical and creative thinking skills.
- Foster the development of the whole child by utilising a balanced approach to teaching and learning.
- Authentically integrate technology to support student voice and innovation.

FOCUS AREA 2
HOLISTIC SUPPORT & WELLBEING

STRATEGIES

- Develop and implement policies that promote inclusivity, respect and positive behaviour.
- Provide evidence-based Social Emotional programs to support a Multi-tiered approach.
- Utilise a Response to Intervention (RTI) model to differentiate instruction and individualise education programs.
- Provide extra-curricular activities that promote holistic development.

The Walliston Way

VISION:

Walliston Primary School will be the leader in future focussed education, recognised for its excellence in empowering children to thrive academically, culturally and socially.

Every child who attends Walliston Primary School will flourish in an environment that supports the whole child, becoming a creative, confident, capable, and connected, contributor to the world.

MISSION:

Guiding young minds to thrive on their educational journey through:

FOCUS AREA 3
QUALITY TEACHING & LEARNING

STRATEGIES

- Integrate a balanced pedagogy across the entire school using clear instructional models that ensure consistent implementation.
- Enhance the quality of instructional practices by providing teachers with ongoing support through professional development and instructional coaching.
- Foster a culture of continuous learning and improvement.
- Build teacher capacity to differentiate using critical and creative thinking practices.

A strong sense of **ENGAGEMENT**

FOCUS AREA 5
RESOURCING A FUTURE FOCUSED ENVIRONMENT

STRATEGIES

- Integrate sustainability into the school curriculum and extracurricular activities.
- Create classroom learning spaces that promote student engagement and autonomy.
- Maintain the quality of the ICT infrastructure and keep abreast of new technologies.

PATHWAY TO SUCCESS:

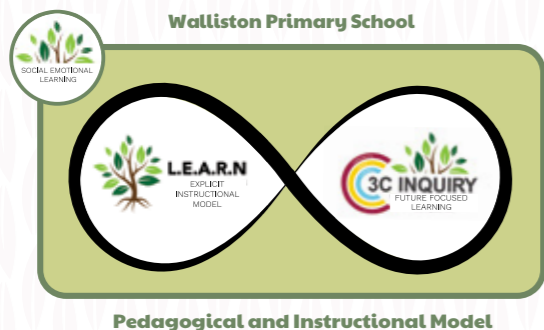
The Walliston Way describes the strategic steps (the Why, How and What) that our school is taking to achieve our vision.

Inspiring **EMPOWERMENT**

FOCUS AREA 6
COMMUNITY ENGAGEMENT & INVOLVEMENT

STRATEGIES

- Embed community engagement by creating community partnerships.
- Ensure community involvement by inviting community members to get involved in the school.
- Develop a Culturally Responsive School by creating opportunities for students to engage with our local Aboriginal Culture and our local heritage.



FOCUS AREA 4

EMPOWERING LEADERS

STRATEGIES

- Encourage collaborative decision making and strategic planning utilising a distributed leadership model.
- Create opportunities to develop student voice and student leadership.
- Foster a culture of shared responsibility around staff expectations and staff wellbeing.



STRATEGIC FOCUS AREA 1: STUDENT LEARNING AND DEVELOPMENT

Goal: To enhance student learning outcomes and prepare students for future educational opportunities and life challenges.

STRATEGIES (WHAT WE WILL DO)

- Implement evidence-based teaching practices across the whole school.
- Ensure effective implementation of the Western Australian curriculum.
- Provide students with opportunities that develop problem solving and critical and creative thinking skills.
- Foster the development of the whole child by utilising a balanced approach to teaching and learning.
- Authentically integrate technology to support student voice and innovation.

PERFORMANCE STANDARDS

- Ensure achievement of Year 3 and Year 5 students match or exceed the performance of like schools in Western Australia, in all NAPLAN assessments.
- Ensure the progress of Year 3 and Year 5 students match or exceed the performance of like schools in all NAPLAN assessments, across Moderate, High, and Very High Progress categories.
- Ensure student achievement in all PAT assessments matches or exceeds the Australian mean.
- All cohorts will demonstrate at least 12 months progress in Literacy and Numeracy annually as measured by PAT norms.

KEY STRATEGIC INITIATIVES (WHAT YOU WILL SEE)

- Teachers collaboratively planning, delivering and assessing the WA curriculum with a focus on consistent and connected language across the phases of learning.
- The implementation of the LEARN explicit model for all Numeracy and Literacy lessons.
- Whole school implementation of evidence-based practices and programs.
- The embedding of Daily Reviews and High Impact Teaching Strategies.
- Development of a a common language across curriculum areas to reduce cognitive load amongst students.
- The embedding of the Walliston Primary School Learning Powers to develop students' critical thinking and problem-solving skills.
- Alignment of the curriculum with real-world applications of technology, incorporating coding, robotics, AI and digital literacy.
- Integration of WA Curriculum to create rich and authentic learning programs;
 - Critical Reading
 - STEM
 - 3C Inquiry
 - Arts / Languages
- Teachers tracking student progress and adapting their delivery of instruction based on data analysis and reflection through platforms such as Elastik.
- Implementation of a comprehensive, evidence-based approach that combines curriculum differentiation, Response to Intervention (RTI) strategies, and personalised learning programs to improve student outcomes through data-driven decision making and continuous monitoring.

STRATEGIC FOCUS AREA 2: HOLISTIC SUPPORT AND WELLBEING

Goal: To ensure all students feel safe, supported and valued and have the resources they need to thrive both in and out of school.

STRATEGIES (WHAT WE WILL DO)

- Develop and implement policies that promote inclusivity, respect and positive behaviour.
- Provide evidence-based Social Emotional programs to support a Multi-tiered approach.
- Utilise a Response to Intervention (RTI) model to differentiate instruction and individualise education programs.
- Provide extra-curricular activities that promote holistic development.

PERFORMANCE STANDARDS

- The national School Opinion Survey results are positive for students, parents and staff, with mean scores of at least 3.7 or above in each domain.
- The school's overall attendance and year level attendance is at or above like schools and WA Public Schools.

KEY STRATEGIC INITIATIVES (WHAT YOU WILL SEE)

- The embedding of evidence-based programs through our Multi-Tier approach to Social and Emotional learning, including Aussie Optimism, Zones of Regulation, Mindful Meditation Australia, Girls Program, Great Mates, and Seasons for Growth.
- Utilisation of the School Psychologist and Learning Support Coordinator for case management of targeted students.
- Support for staff with clear guidelines through a SAER policy and Positive Behaviour policy.
- Our Positive Behaviour in Schools (PBS) resources and matrix, underpinned by the targeted behaviours: We are Respectful; We are Learners; We are Kind, prominently displayed and reinforced across the school.
- Professional Development for staff on health and wellness education, inclusivity and mental health awareness.
- Investment in resources for education and utilisation of health services to ensure inclusive support for students.
- Partnerships for counselling and mental health services, with the support of a school chaplain.
- The fostering of community relationships with schools in the Bibbulmun Network through sporting events and external sporting organisations.



STRATEGIC FOCUS AREA 3: QUALITY TEACHING AND LEARNING

Goal: To create collective teacher efficacy to improve student outcomes by continually improving the quality of teaching and learning.

STRATEGIES (WHAT WE WILL DO)

- Integrate a balanced pedagogy across the entire school using clear instructional models that ensure consistent implementation.
- Enhance the quality of instructional practices by providing teachers with ongoing support through professional development and instructional coaching.
- Foster a culture of continuous learning and improvement.
- Build teacher capacity to differentiate using critical and creative thinking practices.

KEY STRATEGIC INITIATIVES (WHAT YOU WILL SEE)

- Engagement of an instructional coach to consolidate our instructional models and ensure fidelity of whole school evidence-based practices.
- Consolidation of our agreed lesson design that incorporates a consistent language.
- Alignment of the Teaching for Impact framework with our LEARN explicit model and our 3C inquiry model.
- Utilise a school instructional playbook to assist with collective efficacy across the school.
- All classroom planning will be aligned with strategic and operational planning, supported by performance management processes.
- The implementation of a rigorous performance development and coaching culture for all staff.
- Provision of ongoing professional learning that supports whole school practices and individual teacher growth that is aligned with our school priorities.
- Establishment and fostering of a culture of sharing best practice.
- Meaningful opportunities for staff to collaborate and share practice, school wide and with other schools.
- Development of quality, balanced Early Childhood Education programs aligned with the Early Years Framework and National Quality Standards.
- Acknowledgement of student voice and agency to foster active participation, collaboration, and a sense of belonging in the learning environment.
- Exploration and trialling of assessments for Creative and Critical thinking skills and ICT proficiencies.
- Implementation of a school wide STEM process focused on developing critical thinking and problem-solving skills i.e. STEM / Robotics clubs.



STRATEGIC FOCUS AREA 4: EMPOWERING LEADERS

Goal: To enhance the leadership capabilities of staff and students through fostering a culture of excellence, innovation, and continuous improvement.

STRATEGIES (WHAT WE WILL DO)

- Encourage collaborative decision making and strategic planning utilising a distributed leadership model.
- Create opportunities to develop student voice and student leadership.
- Foster a culture of shared responsibility around staff expectations and staff wellbeing.

KEY STRATEGIC INITIATIVES (WHAT YOU WILL SEE)

- Identification, development and support of staff, utilising the WA Future Leaders Framework.
- Establishment of a coaching program through GROWTH Coaching to support middle and senior leadership in their professional growth and leadership development.
- Provide opportunities to develop staff and students' coaching and mentoring capabilities, to allow for sustainability of school initiatives.
- Development of an instructional and distributed leadership model that encourages collaborative decision-making and strategic planning processes to enhance the effectiveness and inclusivity of leadership decisions.
- Develop a shared understanding of respectful relationships and our shared commitment to a positive school culture with support of outside expertise.
- Collaborative planning within school strategic priority teams, phase of learning teams and improvement teams.
- Provision of opportunities for student leadership roles. Provide students the opportunity to apply these skills in meaningful, authentic contexts within the school and wider community.
- Participation in student leadership development programs such as leadership camps and community partnerships.



STRATEGIC FOCUS AREA 5: RESOURCING A FUTURE FOCUSED ENVIRONMENT

Goal: To create and sustain a future-focused school environment by strategically allocating resources that innovate, sustain and enhance.

STRATEGIES (WHAT WE WILL DO)

- Integrate sustainability into the school curriculum and extracurricular activities.
- Create classroom learning spaces that promote student engagement and autonomy.
- Maintain the quality of the ICT infrastructure and keep abreast of new technologies.

KEY STRATEGIC INITIATIVES (WHAT YOU WILL SEE)

- Development of whole school sustainability practices to promote student environment advocacy.
- Student engagement in the Stephanie Alexander Kitchen Garden Program, with integration of the Bush Tucker Program.
- Integration of the United Nations 17 Sustainable Goals into the school STEM and 3C Inquiry Curriculum topics.
- An ICT resource audit and the implementation of a resource management plan.
- Classroom environments and outdoor environments created to support the development of problem solving, creativity and collaboration.



STRATEGIC FOCUS AREA 6: COMMUNITY ENGAGEMENT AND INVOLEMENT

Goal: To enhance family and community involvement in school activities and programs, and leverage community partnerships to provide additional resources and opportunities for student engagement.

STRATEGIES (WHAT WE WILL DO)

- Embed community engagement by creating community partnerships.
- Ensure community involvement by inviting community members to get involved in the school.
- Develop a Culturally Responsive School by creating opportunities for students to engage with our local Aboriginal Culture and our local heritage.

KEY STRATEGIC INITIATIVES (WHAT YOU WILL SEE)

- STEM and 3C Inquiry Programs are enhanced through community expertise and support.
- Implementation of community partnership strategies to develop collaboration that fosters connections with our local heritage.
- Culturally responsive classrooms with a focus on understanding and acknowledging our local Noongar-Whadjuk-Beelu culture.
- Effective school communication and promotion that reaches an audience of an iConnected community.
- Establish effective two way communication processes between the school and wider community.
- Engagement and collaboration with other schools within the wider Bibbulmun Public Schools Network.
- An engaged School Board and active School P&C with a shared focus on meeting the needs of our students.
- Establish of a profile of parent strengths and expertise, as well as outside agencies that can support our teaching and learning programs in the classroom.
- Inform our school community to have a clear understanding of our teaching and learning instructional practices.
- In partnership with our school P&C, the coordination of a series of community events and volunteer opportunities throughout the school year.





OUR STAFF COMMITMENTS

ENGAGEMENT

Values:

- Encouraging a deep sense of responsibility to their community.
- Growing our students' learning with possibilities that identify and enable individual strength and capabilities.

Behaviours:

- Engage in effective collaboration.
- Take ownership of your improvement journey by setting high expectations.

EMPATHY

Values:

- Fostering a caring and inclusive environment where each person feels valued and supported.
- Building enduring and empathetic relationships within the school community.

Behaviours:

- Embrace cultural responsiveness and inclusivity in all interactions.
- Establish positive relationships.

EMPOWERMENT

Values:

- Empowering our students to become leaders and advocates for themselves and their futures.
- Having and engendering high expectations in our students when it comes to their learning, ambitions and aspirations.

Behaviours:

- Adopt a proactive approach and a growth mindset in all endeavours.
- Stay tech-proficient in an iConnected world.

OUR PBS VALUES

At Walliston Primary School, we believe that student wellbeing and creating safe learning environments are essential to achieving our school vision. To develop these learning environments Walliston utilises the PBS framework which allows teachers to explicitly teach social skills and foster positive attitudes towards learning. Our PBS values of *We Are Kind*, *We Are Respectful* and *We Are Learners* reflect our commitment to developing the whole child.



We are kind



We are respectful



We are learners





Walliston

PRIMARY SCHOOL

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