



DAWSON PARK  
PRIMARY SCHOOL



Dawson Park Primary

# BUSINESS PLAN

2024-2026



# WELCOME FROM THE PRINCIPAL

## DAWSON PARK IS A SCHOOL ON THE MOVE

**Dawson Park Primary School is a highly effective school where we believe that **LEARNING HAS NO LIMITS.****

It is with great pride that I present our business plan for 2024-2026. As a learning community, we share a sense of achievement and satisfaction having worked through our two previous Business Plans and reached the challenging targets that we set for ourselves. The challenge for our new Business Plan is to continue the school's trajectory and to continue to show improvement in all areas.

In this Business Plan, we are again focused around four key concepts which have been the building blocks of our success. These concepts are drawn from Geoff Masters paper, "Teaching and Learning - School Improvement Framework." They are:

- Developing exceptional educators
- Fostering talents and addressing needs
- Optimising investments in learning
- Engaging our community

There is more to our school than our formal learning program. To us, every child matters each and every day. As a learning community we seek to deliver the highest standards of pastoral care and support services in order to enable our students to thrive. Our strong partnership with parents, families and the wider community are pivotal to our success and ensures a holistic approach to teaching and learning is implemented.

This business plan has been developed in collaboration with our School Board, staff and wider community. This plan outlines the direction for the next three years and our ongoing commitment to quality, effective teaching and strong positive learning outcomes for all students. This plan provides strategic direction for continued improvement and aligns with:

- Department of Education Strategic Directions in Public School 2020-2024
- Building on Strength: Future Directions for the Western Australian public school system
- Focus 2024
- Aboriginal Cultural Standards Framework

As a united, focused learning community we look forward to embracing the challenges that continued improvement and growth bring.

■ **Pauline Johnson**

As a Learning Community we have a strong vision underpinned by a set of values.

## OUR MISSION

**To maintain a welcoming, supportive and inspiring learning community that addresses the needs of all our students.**

## OUR COMMITMENTS

We will:

**Build strong relationships**

**Set high expectations**

**Be proud**

**Foster empathy and understanding**

**Encourage effort to achieve success**

**Be positive and constructive**

**Show respect for self, others and property**



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## Our Brand

Our brand is forged upon the unique environment in which Dawson Park Primary School is situated. The bird which is the visual representation of our brand, reflects what we stand for and what we want to be.

Birds are amazing and wonderful creatures. They bring life and colour to the world, sing beautifully and make amazing sounds. Birds are high-flyers, gracefully soaring through the air. They are smart and daring, and as the only living animal with feathers - they are UNIQUE.

Our bird stands tall, strong and proud. The tri-colour wings represent the three important aspects of our school - students, parents/community and staff.

We want our students to soar through life, meeting every challenge with perseverance and resilience. We want them to fly high and always strive to achieve. We want them to be smart and daring and we want this to be achieved through strong relationships between the three important partners of our learning community.



# INTRODUCTION

**This plan sets the direction for Dawson Park Primary School for 2024-2026 and will be our road map to assist us to continue to be a highly effective school and achieve our goals.**

Our business plan for 2024-2026 has been developed by the leadership team in association with our School Board and staff. The plan will assist us to continue to be a highly successful school with engaged students, highly motivated teachers and a committed community. This plan provides the foundation upon which we can continue to improve, grow and prosper.

## Strategic Focus Areas

These four key areas will continue to be our strategic focus which takes a high-level view of what we must do to ensure that we sustain and improve on our vibrant, engaging and successful learning community. The four strategic focus areas are described, each of which responds to the identified needs and aspirations of our key stakeholders – students, staff and parents.

Each area represents a key sector of development that shows the way forward to delivering success and all are accompanied by performance indicators.





I Do

# Developing Exceptional Educators

Effective Pedagogical Practices  
Analysis and Discussion of Data  
Explicit Improvement Agenda

## OBJECTIVES

**Develop Dawson Park brand as a highly effective school and a leader in Explicit Instruction.**

## CORE STRATEGIES

- Promote the school and continue to be a lighthouse school for Explicit Instruction
- Conduct Summer School Teaching EDvance Intensives with the Fogarty Foundation and Dr. Lorraine Hammond
- Dawson Park teachers presenting at education conferences
- Continue to host ECU practicum students
- Build a library of teaching videos to support growth and development of staff
- Conduct teaching inductions for graduate teachers
- Continue to support the Kimberley Schools Project
- Continue to support schools embarking on an Explicit Instruction (EI) journey

**Strong collegial culture where all staff are committed to ongoing professional learning.**

- All teachers to complete “Shaping Minds” professional development
- Continue to improve teaching practices within the school using in school coaches
- Utilising expert teachers and external consultants to conduct individual coaching and deliver professional development
- Embed professional readings to analyse research papers and discuss the implications for classroom practice
- Maintain and increase number of staff with Team Teach accreditation
- Identify and collaborate with like schools implementing EI in specialist areas
- Provide Educational Assistants with ongoing professional development and coaching
- Survey staff every two years using the Occupational Health Index (OHI) and use data to drive and maintain cultural change within the school

**Continue to develop teachers’ ability to use and embed ICT skills into teaching programs.**

- Digital Technologies teacher to deliver increased professional development sessions per term
- Supply each teacher and EA with an iPad - Support staff in receiving their Apple Teacher Accreditation
- Increase teacher’s skills and knowledge with SeeSaw
- Increase the usage of student iPads within the classroom across Health, Science and HASS learning areas
- Increase student usage of Department of Education (DOE) email and Office 365 software

**Develop and support emerging lead teachers.**

- Develop links and pathways to support teachers in obtaining Level 3 classroom teacher status
- Identify and professionally develop aspirational teachers to be curriculum and coaching leaders
- Identify and professionally develop aspirational Principals and Deputy Principals
- Review and assess the effectiveness of staff performance management processes

## SUCCESS CRITERIA

*At the end of this business plan, we will:*

- All Year 5/6 students will be able to access and use DOE emails and Office 365 software
- Fogarty will continue to recognise Dawson Park PS as an Explicit Instruction lighthouse school and use staff to facilitate teaching intensives
- OHI data collected, will demonstrate ‘Work Environment’ is within the top quartile
- All staff (stable cohort) will have completed the foundation badges through Apple teacher accreditation

# Optimising Investments in Learning

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Systematic Curriculum Delivery  
A Culture that Promotes Learning



## OBJECTIVES

## CORE STRATEGIES

### Improve performance in Literacy.

- Review and improve school literacy plans based on up-to-date data sets, evidence based best practice, and DOE directives
- Maintain our focus on using Explicit Instruction to teach knowledge and skills in all Literacy sessions
- Review implementation of morphology into our Literacy plans and incorporate 'Writing Revolution' strategies
- Review and assess the analysis of data by curriculum leaders
- Review and assess the collection and analysis of student data by teachers
- Implement cyclical assessment structures targeting Phonemic Awareness in Early Childhood Education
- Schedule regular meetings with staff to review and feedback to leaders the effectiveness and appropriateness of Literacy plans
- Train all staff in the usage and knowledge of evidence-based strategies such as 'Retrieval Practice' and 'Interleaving' and how to embed these skills into Daily Reviews, embedded through cyclical peer and line manager coaching
- Review and assess whole school reading processes
- Intervention from Pre-Primary to Year 6 using 'Sounds-Write' program – 3 sessions a week
- Review 'Spelling Mastery' data and ensure staff are delivering the program with fidelity
- Introduce a 'Spelling Bee' competition for Year 3-6 students

### Improve performance in numeracy.

- Review and improve school Numeracy plans based on up-to-date data sets and evidence based best practice
- Train all staff in the usage and knowledge of evidence-based strategies such as 'Retrieval Practice' and 'Interleaving' and how to embed these skills into Daily Reviews, embedded through cyclical peer and line manager coaching
- Investigate Numeracy intervention and extension strategies for students in Pre-Primary and Year 6
- Investigate and embed 'Numero' into Dawson Park learning community

### Optimise early childhood learning and development.

- Develop a scope and sequence for the delivery of Protective Behaviours and Smiling Minds in Early Childhood Education (ECE)
- Schedule an annual audit of ECE areas and play equipment
- Verify that our program meets the National Quality Standards K-2
- Continue to develop engaging nature play areas in Early Childhood Education
- Ensure manipulatives are integrated into the explicit teaching of Mathematics
- Implement structured play during break times and develop a plan for equipment placement for student led play
- Review and implement a fine motors skills program and a Fundamental Movement Skills (FMS) scope and sequence for ECE
- Investigate appropriate Social and Emotional strategies and programs to be embedded in ECE
- Investigate Kindergarten Assessment Tool 'KAT' and determine if modules would enhance scope and sequence

### Improve student achievement in Science.

- Develop and implement an interactive and engaging Science program
- Collaborate with Darling Range staff to support annual school 'Science Week' activities
- Every student attending a science related incursion or excursion each year
- Implement 'STEM Club' for passionate students
- Implement STEM projects for all year levels

**OBJECTIVES**

**Improve student achievement in the Arts.**

**CORE STRATEGIES**

- Involvement in the Darling Range Network Choral and Art Festival
  - An annual musical performed by upper primary students
  - Provide students with the opportunity to engage with Dance through external providers
  - Instrumental groups, junior and senior choirs that perform for the school and broader community
  - Entry of student work into competitions such as the Royal Show and the Kalamunda Art Show
  - Link students who excel in the Arts with high schools providing Specialist Arts programs
  - Investigate excursions and incursions focused on the Arts
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**Improve student achievement in Physical Education.**

- Scheduling middle (3/4) and senior sport (5/6) each week
  - The implementation of a talent identification program for Year 5 and 6 students
  - Holding and participating in Physical Education events including run club, school sport carnivals and network interschool sports
  - Research and implement Kindergarten Fundamental Movement Skills (FMS) program
  - Increase the availability of structured activities at lunchtime
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**Embed a culturally aware mindset as a school and community.**

- Implement the Aboriginal Cultural Standards Framework across the school and develop initiatives to address these standards for Aboriginal, and non Aboriginal students
  - Develop a team including school staff and community members to develop a Reconciliation Action Plan
  - Look to our local Aboriginal community to talk with staff to deepen their understanding of cultural norms and expectations
  - Review the implementation of AUSLAN within the school and look to embed the language across classes
  - Engage with families and develop an improved understanding of the cultural diversity of our school community and investigate ways of celebrating their contribution to our school community
  - Develop a calendar of key dates within the school calendar and ensure students and staff have the appropriate time and resources to engage in these dates
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## SUCCESS CRITERIA

*At the end of this Business Plan, we will:*

- Ensure students reading age is within 6 months of their birth age
- Have developed a scope and sequence detailing our approach to teaching 'Protective Behaviours'
- Embedded a numeracy intervention plan for students between P-6
- Embedded a numeracy extension plan for identified students
- Implement a fine motor skills program for ECE students
- Implement a Fundamental Movement Skills (FMS) program for ECE through Physical Education lessons
- NAPLAN comparative performance for Year 3 students shows at least three tests achieving 'Above Expected' results
- NAPLAN comparative performance for Year 5 students shows all tests achieving 'Expected' results
- PAT Data demonstrates 90% of students making at least one year's academic growth per testing cycle





# Fostering Talents and Addressing Needs

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Targeted Use of Resources



## ● OBJECTIVES

**Provide a wrap around service to support at risk students.**

## ● CORE STRATEGIES

- Maintain our Chaplain FTE and prioritise small group intervention
- Commit to supporting the GR8 MATES program to assist students with limited social skills
- Maintain our School Psychologist FTE and prioritise individual assessment and referrals to external agencies
- Continue screening of ECE children and all children under the care of Child Protection and Family Services by School Nurse and Speech Pathologist
- Provide individual and small group speech pathology sessions for students meeting criteria
- Use Michael Linsin's 'The Classroom Management Secret' as a basis for a whole school behaviour management approach
- Review and assess the effectiveness of our Literacy Intervention program, focusing on staff training and resource development
- Develop a sequence of parent workshops - Protective Behaviours/Cyber Safety/Positive Parenting Program
- Support social wellbeing for all students
- Implement and ensure all staff are upskilled through professional learning identified by data to meet the needs of our students and community

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**Support the wellbeing and mental health of staff.**

- Annually complete the OHI Health Survey for staff and report findings back to staff
- Continue the strong pastoral program for staff
- Continue to provide Professional Development on staff wellbeing

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**Develop and support emerging student leaders.**

- Student leaders to attend Leadership Conference and Parliament House each year
- Peer support program to continue to work with younger students at break times and in specialists classes
- Team building opportunities for Year 5 students each year
- Investigate options for overnight Year 5 camp
- Develop and implement peer reading program between Year 6 and Early Childhood students

## ● SUCCESS CRITERIA

*At the end of this Business Plan, we will:*

- Review and refine the collection of school wide Students At Educational Risk (SAER) data
- Investigate strategies for the collection of Student wellbeing data
- Review and analyse Organisational Health Index (OHI) data, targeting 'Work Environment'
- Students identified as gifted or talented are engaged in programs to support their endeavours



# Engaging Our Community

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Improving Our Facilities



## ● OBJECTIVES

**Continue to improve communication and develop strong links with our community.**

## ● CORE STRATEGIES

- Continue to utilise SeeSaw (schedule uploads), assemblies school tours and Facebook
- Foster feedback from parents and caregivers through morning teas, information sessions, parent surveys and school tours
- Investigate requirements for school electronic notice board

Provide educational sessions for parents on:

- Information and Communications Technology
  - Positive Parenting
  - Protective Behaviours
- Host events that bring our community together including Mothers and Fathers' Day activities, fetes and fairs, ceremonies and performance nights
  - Provide support to families by providing before and after school and holiday care, playgroups, hosting guest speakers at assemblies, advertising parents' businesses in newsletters, and hosting outside of school events
  - Students visiting senior citizens centre and completing Darling Range Network citizenship program
  - Local Aboriginal groups and parents to be involved in celebrating NAIDOC week
  - Develop an awareness throughout the school community for the need to reduce our environmental footprint including
    - Healthy lunchboxes
    - Develop a recycling program throughout the school.

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**Strengthen the involvement and visibility of our school board.**

- Through attendance at assemblies, meetings and community events
- Increase the number of community and business representatives on the school board
- Continue to strengthen the links between the School Board and the P & C
- School walk throughs
- School Board members to award merit certificates at fortnightly assemblies

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**Improve facilities and aesthetic appeal of the school.**

- Upgrade window treatments and skylights
- Installation of split system air conditioners in all classrooms
- Continually upgrade student furniture
- Investigate funding options to paint school
- Investigate funding pathways for flooring options in undercover area
- Investigate funding pathways for upgrading basketball court surface

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**Encourage and develop greater use of school facilities by the community.**

- Helping Hands will provide before and after school care and holiday care
  - Sporting clubs – Netball, Rugby and Tee-Ball use our facilities for training
  - Continue to support playgroup and 3-Year-old Kindergarten
  - Chaplain drop-in for parents
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## OBJECTIVES

## CORE STRATEGIES

## SUCCESS CRITERIA

*At the end of this Business Plan, we will:*

- Data from SeeSaw will show an increase in parent engagement and staff utilisation
- An average of at least 4 out of 5 in the Parent survey for the following points:
  - 'The school has strong links with the community'
  - 'The school looks for ways to improve'
  - 'This school takes parents' opinions seriously'
  - 'This school is well maintained'
  - 'My child likes being at school'
- At least five parents and community representatives on the School Board each year
- A reduction in the amount of waste the school produces





A large, stylized graphic of a leaf or branch, rendered in shades of red and grey, dominates the background of the page. The leaf is oriented vertically, with its tip pointing towards the bottom right. The main body of the leaf is a dark red, while the veins and the edges are a lighter, muted red. The overall shape is smooth and flowing, suggesting a natural, organic form.

# LEARNING HAS NO LIMITS

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