



2023 | 2026

Business Plan



OUR VISION


Empowered students who are resilient, life long learners

PRIORITY

1

OUR Students





We will enhance social and academic outcomes for students through consistent, evidence-based practise.

TARGETS

- An upward trend in all areas of NAPLAN from 2023-2026.
- Stable Cohort mean scores at or above national average across 4 out of the 5 NAPLAN testing areas in both Years 3 and 5.
- Implement Positive Behaviour Support (PBS) from Kindy to Year 6 (K-6), with 95% or higher student engagement.
- Student attendance average is above 92%.
- Student climate surveys average above 4.2 with an upward trend.
- Early Childhood Teaching and Learning approaches are validated by an independent National Quality Standards (NQS) review rating of 'meeting' in 5 of 7 areas in 2025.

KEY STRATEGIES

1. Classrooms are resourced and structured for consistent, whole school approaches.
2. Implement Settlers Primary School (SPS) High Impact Teaching Strategies in all classrooms.
3. Individual, year group, and whole school data drives decision making.
4. PBS values and processes are visible in every class, every day.
5. All students at educational or attendance risk are supported through case management.
6. School resourcing focuses on "what matters most" with students' personal and academic outcomes guiding financial planning.
7. Students have an active voice and are provided opportunities to lead throughout the school.
8. A shared vision for intentional play and explicit teaching is developed in Kindy to Year 2.

PRIORITY

2

OUR
Staff






We will embed quality teaching through the delivery of high impact, explicit instruction.

TARGETS

- SPS Instructional Model is adopted by all staff by 2026.
- Targeted professional learning is accessed by all staff and supports high impact teaching and learning.
- Enhance the existing culture of wellbeing, promoting work-life balance, building SPS as a “school of choice” for staff.
- Staff Culture Survey results average 4.1 or higher with an upward trend.
- Build capacity by supporting staff to step into more senior roles, including Senior Teacher and Level Three Teacher.

KEY STRATEGIES

1. Implement SPS high impact teaching strategies in all classrooms.
 2. Build staff data literacy and formative assessment capacity.
 3. Embed a staff centred Performance Development process.
 4. Engage in well-being initiatives that foster collaborative teaching relationships and positive staff culture.
 5. Maintain clear processes for allocation and deployment of reserve funds to improve teacher efficacy and student results.
 6. Review data, reflect, and assess the impact of whole school initiatives through Collaborative Planning Time.
 7. All staff induction processes are clear and in line with school priorities.
 8. Develop a distributed leadership and mentoring model throughout the school.
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PRIORITY

3

OUR Community



We will maintain strong engagement within and beyond our school community.

TARGETS

- National School Option Surveys (NSOS) maintain an average of 4.1 or higher, with an upward trend.
- 60% of families complete NSOS in 2024, 70% in 2026.
- The School Board is effective and visible in its governance of the school as recognised in 2024 and 2026 NSOS mean data.
- An effective and outcome focused P&C is in place.
- Combined school and community events are held each term.
- Partnerships with local schools and external agencies are strengthened.

KEY STRATEGIES

1. Seek and use community feedback to review the roles and functions of P&C and School Board.
2. Provide meaningful and consistent opportunities for community input into school practises.
3. Partner with community and social service agencies to promote student and family engagement with schooling.
4. Parent Teacher Interviews and Open Night are held annually.
5. The Board and School have a shared vision for school improvement.
6. Communication is timely, consistent, and inclusive.
7. Interagency partnerships exist to benefit students at Settlers Primary School.
8. Planning for transition to Ridge View Secondary College is clear and consistent.





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