



# EAST HAMILTON HILL PRIMARY SCHOOL

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## 2025 - 2027 BUSINESS PLAN

cooperate - aspire - respect - excel

*Inspired Learning, Inspired Future*

Moorditj Kaadadjiny, Moorditj Boorkdakan



cooperate - aspire - respect - excel



## ..... VISION STATEMENT

Our vision at East Hamilton Hill Primary School is to empower every student to thrive through a nurturing, inclusive and high-quality education. We are a connected community that values equity, celebrates diversity and builds strong relationships to support the whole child. With a foundation of care, collaboration and high expectations, we strive to create a learning environment where all students feel safe, inspired and confident to shape their future.

## ..... SCHOOL COMMUNITY

Established in 1960 and located just 5km south-east of Fremantle, East Hamilton Hill Primary School is a vibrant and inclusive community catering for students from Kindergarten to Year 6. As an Independent Public School since 2013, it is set within expansive grounds surrounded by mature Tuart trees and open grassy fields, offering a calm, spacious, and nature-connected learning environment enhanced by the ocean breeze.

The school has a diverse student population, with 17% of students Aboriginal and 15% from a range of cultural backgrounds, reflected in its Index of Community Socio-Educational Advantage (ICSEA) of 1018. At East Hamilton Hill, we value a strong sense of belonging and inclusive community. Respectful relationships and cultural responsiveness are at the heart of our school, where every individual is seen, heard, and supported.

Our core values—Cooperate, Aspire, Respect and Excel (CARE)—guide our daily interactions and underpin our expectations for learning, behaviour, and community engagement. Grounded in care and connection, we empower every student to thrive academically, socially, and emotionally in a safe and supportive environment.



## ..... HIGH QUALITY TEACHING

At East Hamilton Hill Primary School, quality teaching is underpinned by a whole school commitment to evidence-based programs, explicit instruction, and collaborative practice. Staff implement consistent approaches in literacy and numeracy through programs such as Spelling Mastery, Stepping Stones, Heggerty, Talk for Writing, and Sounds-Write, supported by targeted intervention including MiniLit and MacqLit. A strong emphasis on hands-on learning, particularly in Early Childhood, ensures engagement and accessibility for all.


### **What you will see:**

A shared commitment to evidence-based, inclusive teaching practices across all year levels.

Consistent implementation of whole school programs including:

- Spelling Mastery
- Heggerty
- Talk for Writing
- Sounds-Write
- Decodable readers
- Stepping Stones
- Targeted literacy intervention programs (Mini Lit and Macq Lit) support students with additional needs.
- Hands-on, explicit teaching approaches are embedded, especially in Early Childhood settings.
- Teachers engage in ongoing professional learning and adopt high-impact strategies to suit class needs.

### **Actions:**

- Formalise collaboration and moderation processes to enhance consistency and collective practice across the school.
  - Develop staff data literacy to enhance their ability to analyse and interpret systemic and school-based data.
  - Implement structured collaboration through professional learning teams to monitor student progress at individual and cohort levels.
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## ..... **RELATIONSHIPS AND PARTNERSHIPS**

Through clear, consistent, and accessible communication platform, such as Connect, newsletters, and parent meetings, we ensure that all families are informed, engaged, and welcomed. Our collaborative culture is enriched by meaningful community events, a committed School Board, and active involvement from our P&C, all of which contribute to shared decision-making and school improvement.

We proudly partner with local and regional organisations, early childhood providers, and health and support services to meet the diverse needs of our students. Every partnership: whether with a speech therapist, university, or family member, helps shape our vibrant East Hamilton Hill community, united in its commitment to student success and well-being.

### **What you will see:**

East Hamilton Hill Primary School fosters a united and inclusive community through strong partnerships and open communication, ensuring every connection supports student success, well-being, and shared growth.

- Consistent use of multiple communication platforms including Connect, newsletters, Seesaw, classroom noticeboards, and parent meetings to keep families well-informed.
- High levels of parent and community engagement through events such as Open Night, CARE Breakfasts, Smoking Ceremonies, and parent-teacher interviews.
- An active and engaged School Board effectively represents community views and supports strategic decision-making.
- The P&C is highly involved in school life, contributing to both fundraising and the facilitation of community events.
- Established partnerships with Allied Health Professional, the chaplain, Community Health Nurse, Koorliny Moort and Cockburn/Fremantle Networks.

### **Actions:**

- Promote and celebrate the school within the community by actively marketing its strengths and achievements. Foster positive relationships with local businesses to build strong, mutually beneficial partnerships.

## ..... **LEARNING ENVIRONMENT**

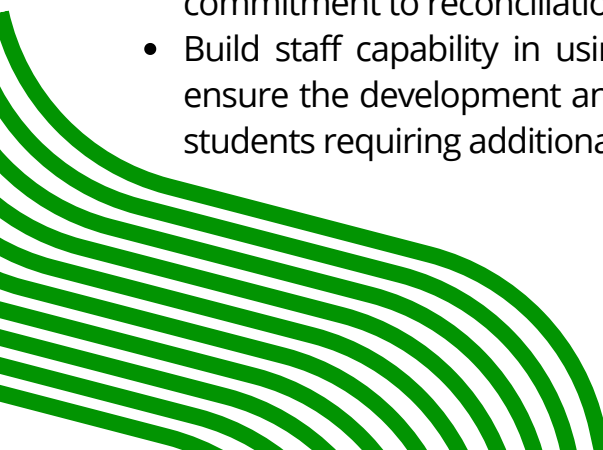
At East Hamilton Hill Primary School, we strive to create a safe, inclusive, and engaging learning environment where every student feels valued, supported, and inspired to learn. Our spaces are designed to foster wellbeing, cultural responsiveness, and a strong sense of belonging. Through sustainable practices, sensory supports, and child-centred design, we empower all learners to thrive academically, socially, and emotionally in a setting that reflects our community's diversity, values, and aspirations.

### **What you will see:**

East Hamilton Hill Primary School provides calm, inclusive, and flexible learning environments that support collaboration, creativity, and student wellbeing.

- Classrooms and shared spaces that are calm, inclusive, and culturally responsive.
- Flexible and engaging learning areas that support collaboration, independence, and creativity.
- Visual cues and displays promoting the Zones of Regulation, mindfulness, and positive behaviour.
- A dedicated sensory room and designated chill out zones during breaks for student regulation and wellbeing.
- A welcoming and well-resourced Early Childhood area, reflecting excellence in early years education and aligned to the National Quality Standard (NQS).
- Student voice reflected in classroom norms, collaborative projects, and school-wide initiatives.
- A vibrant Breakfast Club space that supports student readiness for learning each day.
- Displays of student learning and success that celebrate diversity and achievement.
- Welcoming signage and displays that reflect the school's values and connection to community.

### **Actions:**

- Develop and implement a Reconciliation Action Plan (RAP) that reflects the school's commitment to reconciliation and cultural inclusion.
  - Build staff capability in using Special Educational Needs (SEN) planning tools and ensure the development and implementation of high-quality documented plans for students requiring additional support.
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# ..... STUDENT PROGRESS AND ACHIEVEMENT

## Our Targets

- NAPLAN Literacy and Numeracy results in Year 3 and Year 5 (stable cohort) will match or exceed like schools.
- Our attendance to match or exceed the state average across all year levels.

## Actions:

- Review and refine the school-based assessment schedule to ensure all datasets remain fit for purpose, inform impactful planning and are relevant to the goals for student success. Use the established online platform to guide the review of the assessment schedule.
- Establish a whole school approach to Reading.
- Review our whole school approach to Writing.
- Refine our whole school approach to Mathematics.





## ..... **WHOLE SCHOOL ASSESSMENT**

A detailed strategic document accompanies our Business Plan, outlining key milestones and initiatives to support the achievement of our school's aspirations. Milestones are reviewed termly by the leadership team and shared with the School Board to support transparent monitoring and resourcing. The strategy provides clear direction for staff and supports sustainable, ongoing improvement.





## ..... LEADERSHIP

Relational, approachable, and responsive leadership underpins a culture that supports the needs of students, staff, and families at our school. A strong student leadership program, including School CARE Champions, Faction Captains, and Student Councillors, fosters student voice and responsibility. Confident and capable senior teachers and aspiring leaders are provided with meaningful opportunities to lead and contribute to consistent planning and instructional practices. Their professional growth is supported through initiatives such as the Western Australian Future Leaders Framework and the Fremantle Principal Network. Collaborative structure, including school development days, staff meetings, and duties other than teaching, are purposefully designed to facilitate school-wide change and foster collective ownership. A performance management process is in place, with plans to expand its scope to further enhance instructional quality across the school.

### **What you will see:**

This leadership approach is reflected in shared decision-making, where staff contribute to planning and lead school initiatives aligned with strategic priorities. Students are visible leaders in the school community, while teachers engage in structured professional learning and collaborative reflection to strengthen consistent, high-quality teaching practices.

- Develop an instructional leadership model that builds the capacity and capability of staff, to support the implementation of school-wide evidence-based best practice.
- Formalise peer observation and feedback processes.
- Create whole-school scope and sequence documents to support the delivery of classroom programs.
- Establish dedicated teams, providing opportunities for staff leadership, to support consistent whole-school approaches in Literacy and Numeracy.



## ..... RESOURCES

Financial management and resource allocation are driven by a commitment to student-centred decision-making and sound planning processes. A well-established Finance Committee meets twice a term to ensure all budgetary decisions are evidence-informed, collaborative, and transparent. Staff are provided with an annually updated Finance Handbook, outlining clear procedures and expectations around expenditure. Budget submissions from Cost Centre Managers are reviewed in detail, and decisions are formally recorded in meeting minutes, shared with both staff and the School Board. A Reserve Plan underpins the school's ability to make strategic purchases, such as technology upgrades, furniture, and classroom renovations. Resource planning also incorporates long-term strategic thinking in response to increasing enrolments, rising numbers of students with disabilities, and the ageing infrastructure of the school.

### What you will see:

Budgets are clearly prioritised to align with school improvement goals, resulting in visible upgrades to learning environments, technology, and classroom resources. Staff are equipped with the necessary tools and professional development to support diverse learners, supported by strategic financial planning that ensures sustainability amid growing enrolments.

### Actions:

- Continue to resource improvements and upgrades in the physical school environment.
- Resources to be linked to the Performance Development cycle and align with school priority areas and recommendations.
- Consider the appointment of Learning Support Coordinator to support students with DRS funding and imputed disabilities.







**“ Inspired learning,  
inspired future ”**







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



27 Bradbury Road, Hamilton Hill



[easthamiltonhillps.wa.edu.edu](http://easthamiltonhillps.wa.edu.edu)



08 9487 9300