

School Strategic Plan 2025-2029

Banyan Fields Primary School (3613)



Submitted for review by Patrick Halpin (School Principal) on 22 June, 2025 at 09:49 PM

Endorsed by Debby Chaves (Senior Education Improvement Leader) on 23 July, 2025 at 06:18 PM

Endorsed by Jade Russo (School Council President) on 24 July, 2025 at 12:47 PM

School Strategic Plan - 2025-2029

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School vision	Creating a bright future for our learners
School values	<p>We are a learning community built on shared purpose and mutual respect. Our values guide how we work with students, staff, families, and the wider community to foster a culture of learning, inclusion, and care.</p> <p>Tenacity - We try, we learn, we never give up. We persist with purpose. Together, we stay focused, prepared, and committed to growth—supporting each other through challenges and celebrating progress.</p> <p>Equity - We include, we respect, we support. We uphold fairness and inclusion. We value the unique backgrounds and strengths of every student, staff member, caregiver, and community partner, ensuring everyone has access to the support and opportunities they need to thrive.</p> <p>Stewardship - We care for people, places, and possibilities. We act with care and responsibility. We nurture our relationships, resources, and environment—working in partnership to build a better future for all.</p> <p>Synergy - We listen, we learn, we grow together. We achieve more together. Collaboration across students, staff, families, and the community creates shared strength, deeper learning, and a united path forward.</p> <p>Together, we live these values every day, creating a safe, supportive, and ambitious learning environment for all members of our community.</p>
Context challenges	<p>During the review, the panel identified that there is a lack of strategic planning in relation to programs and initiatives introduced over the past few years. This has led to an environment in which there is lots happening but there is no clarity around the purpose and how everything works together. A challenge for the team moving forward, therefore, will be to establish a clear strategy that our approaches can be based on. This may require a review of the initiatives, with consideration of pausing or dropping some in order to allow the time and space for others to thrive.</p>

	<p>Consistency in relation to positive behaviour management strategies and other wellbeing supports and documentation is required in order to ensure that every student enters a safe and orderly classroom every morning. There are a lot of people working in this area so the focus will be on ensuring that the work aligns. It will also be important to ensure that the impact is measurable so we can evaluate our approaches.</p> <p>2024 saw a significant curriculum review and the implementation and development of several different programs. The challenge going forward will be to ensure that the staff have the skills and confidence to deliver the curriculum with rigour, ensuring that individual needs are catered for through a multi-tiered system of supports. Documentation of the curriculum will also be important.</p> <p>A staff handbook will help all staff, particularly those new to the school, to understand how we work at Banyan Fields Primary School. This is be an early focus and will grow and develop as we work through this strategic plan.</p>
Intent, rationale and focus	<p>Consistency is the key word for this strategic plan. We aim to achieve consistency in documentation, behaviour management, teaching and learning, family engagement, academic adjustments and supports, and the capacity of all staff. This will help ensure that time is not lost each term and year introducing the students to a new way of working, any staff member can engage the students without having to figure out the nuances of the approaches in the classroom, and local payroll CRTs can take a grade for a day without having to relearn the approaches in place. All of this will help to create a safe and orderly environment for the students, more focused learning, and an opportunity for the whole community to work together.</p> <p>In the first year of this strategic plan, the focus will be on positive classroom management strategies and on documenting what Banyan Fields stands for. We hope to build our culture of professional learning communities and the sense of collective efficacy. Once the students and staff feel physically, professionally and psychologically safe at school, we can then shift our focus to teaching and learning and to building the level of community engagement at the school. As we go, we will continually refine the staff handbook to reflect current practice, ensuring that no staff member or student is left behind.</p>

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Goal 1	Improve the learning growth and achievement of all students
Target 1.1	<p>By 2029, increase the 2024 percentage of year 3 students achieving NAPLAN strong or exceeding proficiency levels:</p> <ul style="list-style-type: none"> • Reading from 56% to 65% • Numeracy from 51% to 60%
Target 1.2	<p>*By 2029, increase the 2025 percentage of students meeting and above NAPLAN benchmark growth:</p> <ul style="list-style-type: none"> • Reading from xx% to xx% • Numeracy from xx% to xx% <p>* Placeholder target to be finalised in negotiation with SEIL when data available (anticipated 2025).</p>
Target 1.3	<p>By 2029, increase the 2024 percentage positive endorsement for the School Staff Survey factor:</p> <ul style="list-style-type: none"> • instructional leadership from 80% to 81%
Key Improvement Strategy 1.a The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Build a culture of high expectations through a shared vision and values.

Key Improvement Strategy 1.b The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Build school-wide consistency in implementation of the Victorian Teaching and Learning Model.
Key Improvement Strategy 1.b Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs	
Key Improvement Strategy 1.b Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities	
Goal 2	Maximise the wellbeing and engagement of all students.
Target 2.1	By 2029, maintain the 2024 percentage positive endorsement on the student Attitudes to School Survey: <ul style="list-style-type: none"> • Stimulated learning at 75% • Emotional awareness and regulation at 75% • Sense of connectedness at 75%
Target 2.2	By 2029, increase the 2024 percentage positive endorsement for the Parent Opinion Survey (School Ethos and Environment):

	<ul style="list-style-type: none"> • General satisfaction from 70% to 76% • School pride and confidence from 59% to 65%
Target 2.3	By 2029, increase the 2024 percentage of students with 90% or greater attendance from 58% to 65%
Key Improvement Strategy 2.a The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Refine, document and consistently implement evidence-based, best practice for inclusion.
Key Improvement Strategy 2.a Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	
Key Improvement Strategy 2.a Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion	
Key Improvement Strategy 2.b The strategic direction and deployment of resources to create and reflect shared goals and values; high	Build community engagement.

expectations; and a positive, safe and orderly learning environment	
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