

Bicheno Primary School

2025 External School Review Executive Summary

DECYP is committed to supporting and improving the educational outcomes and achievements of our students. The purpose of External School Review is to support schools to raise student achievement and sustain high performance.

Acknowledgement of Country

We acknowledge Palawa as the traditional and continuing custodians of Lutruwita.

About the review



September 22-24, 2025



12 school staff



20 students



4 stakeholder groups

School context

Table 1: School context

Location:	2 James Street, Bicheno
Year levels:	Kindergarten to Year 6
Enrolment:	97.2 FTE
Year opened:	1957
Principal:	Thomas Spykers
Year Principal appointed:	2020
First Nations enrolment percentage:	4.12%
Students with a disability enrolment percentage:	15.68%
Index of Community Socio-Educational Advantage (ICSEA) value:	1026
Full-time equivalent staff members:	12.56 FTE

Focus domains

In considering the school’s data, supporting documentary evidence, a presentation by the leadership team and input from Learning Services, the Review panel explored the following School Improvement Tool Domains to evaluate the school’s effectiveness towards raising student achievement and sustaining high performance:

- Domain 1 – Driving an explicit improvement agenda
- Domain 2 – Analysing and discussing data
- Domain 3 – Promoting a culture of learning
- Domian 5 – Building an expert teaching team
- Domain 6 – Leading systematic curriculum implementation
- Domain 7 – Differentiating teaching and learning
- Domian 8 – Implementing effective pedagogical practices.

Key affirmations

Key affirmations identify effective practice that has a positive impact on improvement.

Domain 2: Analysing and discussing data



Leaders analyse and discuss key data sets to monitor school performance and inform school level decisions as evidenced through ongoing monitoring and review of data aligned to the schools Data Plan.

Domain 3: Promoting a culture of learning



Staff morale is extremely high, underpinned by a collegial culture of trust and mutual respect between staff and leadership—fostering a supportive and stable team.

Domain 3: Promoting a culture of learning



Students and families attest to the sense of community where children are well known.

Domain 5: Building an expert teaching team



Leaders leverage off the strengths of staff to lead priority areas in a small school, promoting a collaborative culture of distributed leadership, professional growth, and shared accountability for school improvement.

Domain 6: Leading systematic curriculum implementation



A suite of strategic planning templates is ensuring alignment between the school’s curriculum, pedagogy and assessment.

Domain 7: Differentiating teaching and Learning



The Bicheno Primary School Guiding Practices Document outlines the practices that shape teaching and learning, reflecting the schools shared values and commitment to inquiry pedagogy.

Key improvement strategies

Key improvement strategies indicate the school’s priority focus areas in the next 4-year strategic planning period.

Domain 2: Analysing and discussing data



Consolidate consistent formative assessment practices, **to enable timely, responsive teaching decisions and effective monitoring of student progress.** Refer to DECYP assessment Guide.

Domain 3: Promoting a culture of learning



Clarify and formalise school-wide evidence informed strategies in support of an orderly learning environment **to ensure they are well known and actioned consistently.** Refer to AERO resources.

Domain 5: Building an expert teaching team



Prioritise clear processes for modelling, coaching, observation, and feedback, **to cultivate continuous growth in every teacher’s pedagogical practice.**

Domain 7: Differentiating teaching and learning



Establish clear expectations and agreed ways of working for differentiated teaching and learning, **to ensure consistent implementation of Tier 1 teaching across the school.**

Domain 7: Differentiating teaching and learning



Review and optimise the strategic implementation and resourcing of MTSS across learning, wellbeing, and engagement, **ensuring all students are supported and extended in their learning.**

Domain 8: Implementing effective pedagogical practices



Investigate and establish a whole-school approach to Reading comprehension and Mathematics pedagogy **to drive consistent, evidence-informed practice.**