

2016 Annual Implementation Plan: for Improving Student Outcomes

1135

Glen Park
2016

Based on Strategic Plan 2013-16



Guide to developing the Annual Implementation Plan: for Improving Student Outcomes

To focus effort where it is most needed, four priorities have been identified for the entire Victorian government school system. The four priorities are:

- Excellence in teaching and learning
- Professional leadership
- Positive climate for learning
- Community engagement in learning.

Six evidence-based initiatives assist schools to identify and utilise the most effective, relevant and evidence-based strategies that when implemented with consistency and depth help drive improved student outcomes. The initiatives are associated with the four state-wide priorities, in the following way (please refer to the *Framework for Improving Student Outcomes: Guidelines for schools*):

Priority	Initiatives
Excellence in teaching and learning	Building practice excellence: Teachers, principals and schools will work together
	Curriculum planning and assessment: School will embed a culture of curriculum planning, and assess the impact of learning programs, adjusting them to suit individual student needs
Professional leadership	Building leadership teams: Schools will strengthen their succession planning, develop the capabilities of their leadership teams in using evidence
Positive climate for learning	Empowering students and building school pride: Schools will develop approaches that give students a greater say
	Setting expectations and promoting inclusion: Schools will work across their communities to implement support to health, wellbeing, inclusion and engagement of all students
Community engagement in learning	Building communities: Schools will strengthen their capacity to build relationships with the broader community by partnering

Endorsements

Endorsement by School Principal	Signed..... Name..... Date.....
Endorsement by School Council	Signed..... Name..... Date.....
Endorsement by Senior Advisor	Signed..... Name..... Date.....

To guide the development of the 2016 Annual Implementation Plan: for Improving Student Outcomes (AIP) schools will work with support from Senior Education Improvement Leaders (SEIL) to conduct an annual evaluation of student outcomes data against the targets set in their School Strategic Plan. Schools then diagnose the issues requiring particular attention and select one or more initiative.

Principal and teacher performance and development plans include explicit links with the AIP and the School Strategic Plan. This ensures a line of sight from school improvement priorities and initiatives to each individual's plan. The *Guidelines* provide further context and detailed information to support this work.

Summary page: the school's priorities and initiatives

Tick the initiative/s that the school will address in its Annual Implementation Plan: for Improving Student Outcomes.

Priorities	Initiatives	
Excellence in teaching and learning	Building practice excellence	
	Curriculum planning and assessment	✓
Professional leadership	Building leadership teams	
Positive climate for learning	Empowering students and building school pride	
	Setting expectations and promoting inclusion	
Community engagement in learning	Building communities	

Initiatives Rationale:	
<p>Explain why the school, in consultation with the SEIL, has selected this initiative/s. Please make reference to the evaluation of school data, the progress against SSP targets, and the diagnosis of issues requiring particular attention.</p> <p>Teacher judgements and NAPLAN data in 2015 indicates that most children are performing at or above their expected level of achievement in English and Mathematics. (<i>The proportion of students in each year level assessed by teachers as achieving C or higher in reading, writing and number will be at least 90% or higher in each year of the strategic plan. NAPLAN mean scores for grade 3 and 5 in Reading, Writing and Numeracy will be at or above the state mean in each year of the Strategic Plan. Student opinion data in the areas of Teaching and Learning to be in the 3rd quartile or better in each year of the Strategic Plan</i>)</p> <p>To ensure that student growth is being monitored in an ongoing manner and not simply for writing reports it would be desirable to formalise assessment methods that can be used to show student growth and inform the school that its approach is working or needs to be reviewed. It can also help celebrate significant progress and help sustain motivation. Progress data can inform and improve teaching practice and increase the rate at which students learn.</p>	
Key Improvement Strategies (KIS)	
<p>List the KIS that are linked to this initiative/s and will be scaled up. This could include existing KIS from your SSP or new ones identified through the evaluation of student outcomes against SSP targets and the diagnosis of issues requiring particular attention. KIS may be specific to one outcome area or applicable across several areas.</p>	
Initiative:	KIS
<p><i>Use a revised Data Plan to better inform and improve teacher practice and to better recognise and celebrate the progress students make.</i></p>	<p>Review and update the school's Assessment Schedule (Data Plan) to</p> <ul style="list-style-type: none"> • better determine student progress • assess value adding • inform teacher planning and curriculum design • involve students in greater opportunities to negotiate their learning, improve student engagement through informed student feedback and mentoring and to monitor their own progress and development as learners.

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ACHIEVEMENT					
Goals	To strengthen the quality of teaching and student learning through the enhanced use of technology.	Targets	<ul style="list-style-type: none"> The proportion of students in each year level assessed by teachers as achieving C or higher in reading, writing and number will be at least 90% or higher in each year of the Strategic Plan. NAPLAN mean scores for grade 3 and 5 in Reading, Writing and Numeracy will be at or above the state mean in each year of the Strategic Plan. <p><i>Student opinion data in the areas of teaching and Learning to be in the 3rd quartile or better in each year of the strategic plan</i></p>		
		12 month targets	<ul style="list-style-type: none"> To provide personalised learning opportunities that purposefully engages and challenge students. To provide and utilise technologies to enrich curriculum and improve student learning, motivation and engagement 		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Review and update the school's Assessment Schedule (Data Plan) to better determine student progress, value adding and to inform teacher planning and curriculum design.	<ul style="list-style-type: none"> Introduce an 'assessment Platform' such as SPA or <i>Insight Assess</i> Incorporate greater use of assessment rubrics and the collection of 'Rich Learning Tasks' Incorporate and standardise student feedback and peer assessment (focussing on the task and not the person) 	<ul style="list-style-type: none"> Apply to become an <i>Insight Assessment</i> pilot school.(06/11/15) Investigate the SPA <i>Student Performance Analyser</i> platform (Visit Magpie PS to see it in use and investigate Professional Learning in its use) Refer: spaplatform.com.au Review Data Plan to incorporate the greater use of rubrics with rich assessment tasks, student–teacher negotiated assessment tasks and varying forms of student feedback and mentoring opportunities Access equity funding for professional learning. 	The Principal and students	Ongoing throughout 2016 and beyond.	<ul style="list-style-type: none"> Greater insight into student progress that will inform teaching and learning Corresponding enthusiasm and enhanced engagement in learning Developing more units of work that directly respond to student need and promote student growth

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ENGAGEMENT					
Goals	Provide opportunities for students to reflect on their skills; knowledge and understandings in a variety of contexts.	Targets	By the end of the year students will demonstrate ownership and take responsibility for their learning relevant to their year level.		
		12 month targets	Student attitudes to school survey results from 2016 to be above state and region data in the areas of learning confidence, student motivation and stimulating learning.		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Improve and further develop school processes and programs to enable greater flexibility and responsiveness of teaching and learning strategies to embed learning.	<ul style="list-style-type: none"> Utilise data tool to collate levels of engagement, motivation and connectedness data to observe progress. Review engagement, motivation and connectedness strategies that are effective. Investigate professional development opportunities that further 'unpack' strategies to personalise and embed learning. 	<ul style="list-style-type: none"> Trial Learning journals/teaching unit exit reflection tools for students to reflect on motivation, connectedness and engagement as well as knowledge, skills and understandings, e.g. what facts or concepts did they learn, what skills did they develop and how effective was the process they used? Reflect on engagement, motivation and connectedness as well as sharing knowledge, skills and understandings of best teacher practice through Professional learning, Network curriculum days and conferences and through dialogue with teachers via online sharing of resources. Access equity funding for professional learning. 	The principal	Ongoing throughout 2016 and beyond.	<ul style="list-style-type: none"> Learning journals (or similar tool) successfully trialled and adopted by students .learning journals or similar tool should reflect student improvements in learning and/or understanding of learning processes.

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WELLBEING					
Goals	Maintain a whole school focus on our new school values: achieving personal best, empathy, individuality and persistence	Targets	<ul style="list-style-type: none"> Student absence rates shall be below the state average in each year of the strategic plan. In the Student Attitudes Survey we will maintain our high ratings in stimulating learning, teacher effectiveness and school connectedness. In the Parent Opinion Survey student motivation indicators will be in the 3rd quartile or better for each year of the strategic plan. 		
		12 month targets	<ul style="list-style-type: none"> Develop approaches to learning which integrate the schools values in the classroom, at home and in the wider community 		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
	<ul style="list-style-type: none"> Actively promote our school values in the classroom and wider school community Promote school attendance and positive attitudes to learning. Promote parent participation in student learning at home and school Explicitly teach eSmart (Cyberbullying) lessons Staff and students to engage in professional learning opportunities which support our school values 	<ul style="list-style-type: none"> Development of personal development program that promotes school values (Purchase books, resources, Staff PD, software and excursions) Cost of school promotions (printing, signage, advertising, updating school website) Participate in ongoing eSmart training Encourage use school values when working with parents in kitchen garden Access equity funding for professional learning. 	Principal	Ongoing throughout 2016 and beyond.	<ul style="list-style-type: none"> Incorporate the school values message in our publications (weekly newsletter and community newsletter and web page) Promote the message of Its Not OK to Be Away in the school newsletter Continue to promote health and social justice issues in our school and community newsletters Provide learning opportunities that enable instruction on specific aspects of our school values such as 'empathy'.

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PRODUCTIVITY					
Goals		Targets	By the end of the year children will be able to confidently use available ICT to enhance their learning		
		12 month targets	Provide 'Learning journey' days, Four Pillars days, information sessions for school community. Provide greater opportunities for parents to provide their opinions, ideas in relation to future plans, policies and programs.		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Use existing ICT to enhance student engagement and build ICT skills and capacity.	<ul style="list-style-type: none"> Stocktake of current ICT programs in use. Purchase additional iPods and encourage their use. Staff development in ICT use Research and implement ICT programs/activities Create an ICT 'skills development ladder.'	<ul style="list-style-type: none"> Provide professional development – allow time for I.C.T. development of skills and knowledge Peer observations, collaboration to enhance I.C.T. technology use. Access equity funding for professional learning. 	The principal	Ongoing throughout 2016 and beyond.	<ul style="list-style-type: none"> ICT programs/activities used more effectively to embed learning.

Monitoring of Annual Implementation Plan: for Improving Student Outcomes

ACHIEVEMENT					
Actions:	6 month progress against success criteria and /or targets		12 month progress against success criteria and /or targets		Budget Spending to date
	Status	Evidence	Status	Evidence	
ENGAGEMENT					
Actions:	6 month progress against success criteria and /or targets		12 month progress against success criteria and /or targets		Budget Spending to date
	Status	Evidence	Status	Evidence	
WELLBEING					
Actions:	6 month progress against success criteria and /or targets		12 month progress against success criteria and /or targets		Budget Spending to date
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PRODUCTIVITY					
Actions:	6 month progress against success criteria and /or targets		12 month progress against success criteria and /or targets		Budget Spending to date
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