

Annual Implementation Plan - 2019

Select Annual Goals and KIS

Meredith Primary School (1420)



Submitted for review by Steven Trotter (School Principal) on 28 November, 2018 at 02:50 PM
Endorsed by Alphonsus Crawford (Senior Education Improvement Leader) on 29 November, 2018 at 10:38 AM
Awaiting endorsement by School Council President

Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target
To improve student learning growth in Literacy and Numeracy	Yes	<p>By 2020 at least 75% of all students in the medium to high growth category in NAPLAN assessments for all dimensions of Literacy and Numeracy.</p> <p>By 2020 have a minimum of 25% of students in the high growth category in NAPLAN assessments for all dimensions of Literacy and Numeracy.</p>	<p>The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.</p> <p>To maintain or Increase medium to high growth from (2018) 67% in Numeracy. Note: (2017) 3 to 5 from 36%, (2016) 3 to 5 66%, (2015) 3 to 5 40%</p> <p>To maintain or increase medium to high growth from (2018) 75% in Reading</p> <p>To maintain or increase medium to high growth (2018) 75% in Writing. Note: (2017) 3 to 5 from 33% (medium) and 0% (High) (2018) 100% medium/high growth.</p>
		<p>90% of students deemed capable to be at or above the expected level in all dimensions of Literacy and Numeracy in teacher assessments against the Victorian Curriculum.</p> <p>Each student deemed capable of making 12 months' growth over a 12 month period in teacher assessments against the Victorian Curriculum.</p> <p>In the School Staff Survey, for School Climate to have a four year mean of 80% for: Collective focus on student learning</p> <ul style="list-style-type: none"> • Collective responsibility 	<p>Develop a consistent approach to assess, moderate and measure student progress over 12 months.</p> <p>Implement a tracking document to ensure extension/intervention ILPs support student learning goals to achieve a minimum of 12 months growth in 12 months. Use PLCs to track students regularly to support student achievement.</p>

		<ul style="list-style-type: none"> • Teacher Collaboration • Collective efficacy 	
		<ul style="list-style-type: none"> • For Years 4, 5 and 6 in the ATOSS survey all factors for Learning characteristics and disposition to have a four year mean of 90%. • For year 4,5 and 6 in the ATOSS survey all factors for Social engagement to have a four year mean of 90% 	<p>To increase all factors for Learning Characteristics and Dispositions from 85% positive endorsement in 2018 to 90% in 2019.</p> <p>To increase all factors for Social Engagement from 79% positive endorsement in 2018 to 85% in 2019.</p>
		All students on ILPs to achieve their learning goals.	Develop a consistent way to identify, collate, monitor and measure all priority student ILPs learning goals.
		<p>In the Parent Opinion Survey the factors for</p> <ul style="list-style-type: none"> • General Satisfaction • Teacher Communication • Student Motivation <p>To have a 4- year mean of 85%.</p>	<p>Maintain General Sanctification with 91% positive endorsements in 2018.</p> <p>Increase Teacher Communication from 82% positive endorsement in 2018 to 85% in 2019.</p> <p>Maintain Student Motivation with 95% positive endorsements in 2018.</p>
To improve learning outcomes for students across the curriculum through a focus on distributive leadership	Yes	<p>In the School Staff Survey for School Climate:</p> <ul style="list-style-type: none"> • Teacher collaboration 4 year mean minimum to be 85% 	<p>Increase positive endorsement for Physical Environment from 64% (2018) to 70% (2019). Identified as extra focus based on 2018 data.</p> <p>Increase Teacher Collaboration from 50%</p>

		<ul style="list-style-type: none"> • Guaranteed and Viable curriculum to be 85% • Academic emphasis to be 90% 	<p>positive endorsement in 2018 to 80% in 2019.</p> <p>Increase Guaranteed and Viable Curriculum from 30% positive endorsement in 2018 to 50% in 2019.</p> <p>Increase Academic emphasis from 55% positive endorsement in 2018 to 75% in 2019.</p>
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Goal 1	To improve student learning growth in Literacy and Numeracy	
12 Month Target 1.1	<p>To maintain or Increase medium to high growth from (2018) 67% in Numeracy. Note: (2017) 3 to 5 from 36%, (2016) 3 to 5 66%, (2015) 3 to 5 40%</p> <p>To maintain or increase medium to high growth from (2018) 75% in Reading</p> <p>To maintain or increase medium to high growth (2018) 75% in Writing. Note: (2017) 3 to 5 from 33% (medium) and 0% (High) (2018) 100% medium/high growth.</p>	
12 Month Target 1.2	<p>Develop a consistent approach to assess, moderate and measure student progress over 12 months.</p> <p>Implement a tracking document to ensure extension/intervention ILPs support student learning goals to achieve a minimum of 12 months growth in 12 months. Use PLCs to track students regularly to support student achievement.</p>	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Building practice excellence	To build teacher capacity to differentiate learning to ensure challenge and progress for every student.	No
KIS 2	To build teacher efficacy in evidence based high impact teaching strategies and their capacity in the use of multiple sources of data to evaluate the impact on learning.	No

Evidence-based high-impact teaching strategies		
KIS 3 Curriculum planning and assessment	To develop teacher capacity to collect robust evidence of student learning and use this data to target teaching and track student progress over time.	Yes
KIS 4 Curriculum planning and assessment	To develop consistent curriculum and assessment documents, term planners, weekly work programs and assessment schedules.	Yes
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	<p>After considering the evidence from the school review, including feedback from families, staff and students, school data and strategic opportunities for development the key areas that the school will focus on align to the FISO priorities are:</p> <p>1. To improve student learning growth in Literacy and Numeracy through developing teacher capacity to collect robust evidence of student learning and use the data to target teaching and track students' progress over time. Also developing consistent curriculum and assessment document, term planners, weekly work program and assessment schedules through high level collaboration with staff.</p> <p>Effective teaching in the single best determinant of student improvement in the school. Teachers not only have a direct impact on student achievement but also student engagement and motivation for learning. What teachers do in the classroom and how they interact with students is vital. Curriculum planning and assessment - The documented whole school curriculum plans will demonstrate how the school will meet the needs of all students and enable them to become confident individuals, successful learners and responsible citizens. The curriculum will be monitored and evaluated through the use of data and building the capacity of our staff to have robust evidence based student learning discussions. Pedagogy, assessment and reporting will inform evidence based high impact teaching strategies that are consistently implemented.</p>	
Goal 2	To increase student engagement	
12 Month Target 2.1	<p>To increase all factors for Learning Characteristics and Dispositions from 85% positive endorsement in 2018 to 90% in 2019.</p> <p>To increase all factors for Social Engagement from 79% positive endorsement in 2018 to 85% in 2019.</p>	
12 Month Target 2.2	Develop a consistent way to identify, collate, monitor and measure all priority student ILPs learning goals.	
12 Month Target 2.3	<p>Maintain General Sanctification with 91% positive endorsements in 2018.</p> <p>Increase Teacher Communication from 82% positive endorsement in 2018 to 85% in 2019.</p>	

	Maintain Student Motivation with 95% positive endorsements in 2018.	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Intellectual engagement and self-awareness	To improve students' goal setting and effective use of feedback leading towards independent learning and to promote and develop a culture of high expectations throughout the school.	No
KIS 2 Vision, values and culture	Develop a consistent whole school culture focusing on core school values which staff, students and parents can articulate.	Yes
KIS 3 Empowering students and building school pride	Continue to build on student voice and student led activities through Junior School Council and leadership programs.	No
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	<p>2. To increase student engagement through the development of a consistent whole school culture focusing on core values which staff, students and parents can articulate.</p> <p>After considering the feedback and evidence collected from the staff, students and community in the 2018 review, it is evident that the schools ability to articulate a clear set of values that are imbedded across all curriculum areas has diluted over the last Strategic Cycle. A focus on building a new revised set of 3-5 values that involves a comprehensive consultative process with all stakeholders. Our Attitudes to School Survey data and Parent Opinion Survey have identified some areas for improvement across the school such as Teacher Communication, Social Engagement and Learning Characteristics. A focus on a consistent understanding and implementation of a values system that will engage the whole community will ultimately link to an improvement in the identified areas.</p>	
Goal 3	To improve learning outcomes for students across the curriculum through a focus on distributive leadership	
12 Month Target 3.1	<p>Increase positive endorsement for Physical Environment from 64% (2018) to 70% (2019). Identified as extra focus based on 2018 data.</p> <p>Increase Teacher Collaboration from 50% positive endorsement in 2018 to 80% in 2019.</p> <p>Increase Guaranteed and Viable Curriculum from 30% positive endorsement in 2018 to 50% in 2019.</p>	

	Increase Academic emphasis from 55% positive endorsement in 2018 to 75% in 2019.	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Instructional and shared leadership	Implement a Professional Learning to build teacher capacity in the leadership of Literacy and Numeracy.	Yes
KIS 2 Instructional and shared leadership	Develop teacher capacity for leadership in school improvement through focused professional learning and participation in a Community of Practice.	No
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	<p>3. To improve learning outcomes for students across the curriculum through a focus on distributive leadership.</p> <p>Marzano et al. 2014 state, "...classroom teachers are using instructional strategies in a way that reaches all students and are taking appropriate steps to improve teacher competence...High quality instruction is the prerequisite for a guaranteed and viable curriculum...at any point in time, the school can identify individual student strengths and weaknesses relative to specific subjects and use moderation of common student assessment tasks as evidence."</p> <p>Adult 'Lead learning' has been identified as one of the most critical parts of school improvement. Building teacher capacity with focused Professional Learning linked to FISO, the schools Strategic Plan and Annual Implementation Plan will lead to improved students learning outcomes. School Review (2018) identified some key areas for improvement from the Teacher Opinion Survey data, Teacher Collaboration, Guaranteed and Viable Curriculum and academic Emphasis. Empowering our staff to challenge their thinking, question their processes and have robust discussions with a student centered approach will ensure our teachers are focused on continual improvement through focused professional learning, collective responsibility and measure our impact on learning.</p>	