2016 Annual Implementation Plan: for Improving Student Outcomes

1595

RUPANYUP PRIMARY SCHOOL

Based on Strategic Plan 2013-2016

Endorsements

Endorsement by School Principal	Signed…………………………………………. Name Gavin Young Date………………………………………………
Endorsement by School Council	Signed…………………………………………. Name…………………………………………. Date………………………………………………
Endorsement by Senior Advisor	Signed…………………………………………. Name…………………………………………. Date………………………………………………

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

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.

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

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	Setting expectations and promoting inclusion	*
	Empowering students and building school pride	
Community engagement in learning	Building communities	

Initiatives Rationale:
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.

Analysis of school data

NAPLAN 2015

Year 5

The data indicates that 75% to 100% of students achieved above the National Minimum Standard (NMS) in Literacy and Numeracy. No students achieved a result below the NMS.

Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
100%	75%	100%	75%	100%

Year 3

The data indicates that 80% to 100% of students achieved above the National Minimum Standard (NMS) in Literacy and Numeracy. No students achieved a result below the NMS.

Reading	Writing	Spelling	Grammar & Punctuation	Numeracy
100%	100%	80%	100%	100%

Student Attitudes to School Survey

The 2013 - 2015 data indicated:

Positive trends for Classroom Behaviour, Student Morale, Student Distress, Student Morale and Learning Confidence.

Declining trends for Connectedness to Peers and Student Safety.

Highest variable score 2015: Connectedness to Peers

Lowest variable score 2015: Classroom Behaviour

Parent Opinion Survey

The 2013 – 2015 data indicated:

A significant decline in all variables in 2015.

Highest variable score 2015: Social Skills, Homework, Learning Focus (above 70th percentile)

Lowest Variable score 2015: School Improvement, School Connectedness, General Satisfaction (below 20th percentile)

To improve school performance in 2015 the school will focus on:

Building practice excellence –

Building consistency and quality of teaching practice across the school to lower instances of in-school variation in student performance. This relates to results from the Australian Curriculum set goals versus NAPLAN with PAT testing being introduced.

The school will promote regular feedback and appraisal processes to ensure all teachers are actively evaluating their practice.

Allocating time on a regular basis for teachers from different year levels and subject domains to meet and plan lessons 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.

Creating common assessment tools to enable teacher moderation (PAT Maths)

Redesigning assessment tasks to better track student progression against both the expected levels and individual target levels in the Victorian Curriculum.

Differentiating lesson plans to accommodate a range of needs and abilities.

Eliciting constructive feedback from students to ascertain level of understanding.

2016 will be a year of review.

All staff to participate in a collaborative process to review school performance and develop new strategic plan and priorities.

School Council and parents to participate in collaborative process to review school performance.

Key Improvement Strategies (KIS)	
Initiative:	**KIS**
Building Practice Excellence	- Using the High Reliability Schools model to ascertain the current effectiveness of teaching levels at Rupanyup Primary School and then plan for improvement. - Initiate a Peer Review process involving other neighbouring schools and being guided by the Principal's SEIL. - Use each Tuesday staff meeting to meet and plan our scope and sequence for both literacy and numeracy. We will also analyse assessment data.
Curriculum Planning and Assessment	- Purchase and begin implementing the PAT Maths assessment model throughout the school. - Adjust the school's current term by term planner which is based on ' The Australian Curriculum' to align with ' The Victorian Curriculum'

Annual Implementation Plan: for Improving Student Outcomes

ACHIEVEMENT					
Goals	To improve and maximise learning outcomes for all students in literacy and numeracy.	**Targets**	Build teacher capacity to effectively and explicitly teach Numeracy and Literacy strategies across all levels, and to build positive learning environments		
		12 month targets	By the end of 2016 our goal is to have 90% of our students have made one year or more progress in Reading, Writing and Numeracy. By the end of 2016 NAPLAN matched cohort data for reading, writing and numeracy will be at or above the state mean. During 2016 all students will have set and achieved learning goals for Literacy and Numeracy.		

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
Building Practice Excellence	Teacher's to take part in ICT PD. Run professional learning activities for staff on the use of video conferencing facility.	To take place as a part of our meeting schedule.	Gavin and Gary Shultz	By the end of Term 1.	That the personal learning activity has been done and staff have used the facility when conducting lessons. Evidence that each teacher is using the video conferencing unit. Create an instruction guide to use the video conferencing unit.
Building Practice Excellence	Peer Observations Teacher's visit other school/s at least once in Semester 1 to undertake focussed peer observations.	Time Release, Pupil Free Day. PD Develop agreed protocols and focus for teacher observation. Teacher PD to target focus areas which will be Learning Intentions and Success Criteria and Feedback.	Gavin	Semester 1	Visit Completed and discussed. Focus area targets will be evident in teacher practice in all classrooms following peer observations. Focus area targets will be evident in teacher performance plans.
Curriculum Planning and Assessment	Improve our use of data for achieving growth Review on demand testing data base. Update assessment schedule. Purchasing and implement PAT Maths online Update meeting schedule to build in time for data review.	Placing into meeting schedule and money required to purchase PAT Maths and testing completed. Staff meetings used to review assessment data (NAPLAN, PAT Maths, on demand.) From the review, particular indiividuals and groups will be identified and targeted teaching will be provided at their point of need.	Gavin and TSSP All staff (for the assessment schedule) All	Semester 1 Semester 1	Data base completed Assessment schedule updated and adhered to. Meetings held to review data. Pat Maths purchased. Student's achieving at a below expected standard are identified and targeted program provided at their point of need and outlined in their individual learning plan.
	Rolling out High Reliability Schools Model Implement learning intentions and success criteria and feedback in all classrooms.	Teacher PD Peer Observations Monitoring and discussing at curriculum meetings.	Gavin, Jo Levey and staff	Semester 1	Learning intentions and success criteria for literacy and numeracy on display in all classrooms. Students able to demonstrate an understanding of learning intentions and success criteria through individual and whole class feedback discussions
	Convert our Current Term by Term planner based on ' The Australian Curriculum to the Victorian Curriculum Review AUSVELS Need to know, important to know, nice to know Update all Curriculum documentation	Meeting schedule			Curriculum documents reviewed and updated.

Annual Implementation Plan: for Improving Student Outcomes

ENGAGEMENT				
Goals	To deepen and strengthen student's sense of connectedness to school and peers and promote a stronger sense of engagement in their learning.	**Targets**	Investigate and implement whole-school strategies to support the development of peer and school connectedness.	
		12 month targets	For General Satisfaction in Parent Opinion Survey to increase from 15% in 2015 to 60% in 2016. For % of participation in Parent Opinion Survey to increase from 60% in 2015 to 95% in 2016. For the student attitudes to school survey to indicate improvement in connectedness to peers and school 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
	Improvement of Student and Parent Survey data. Publicise the importance of surveys Follow up non-returned surveys Improve communication from school to home re classroom activities. Clarify expectations for consistency in Homework, Behaviour Management Processes and High Expectations. Review ATSS data	Provide information in the newsletter. Provide weekly information on classroom and activities and expectations in the newsletter. Develop ILP's and provide opportunities to meet with teachers to discuss their child's learning. Explore strategies to increase student engagement through student forums.	Gavin and Bec All teachers All teachers	End of 2016 Semester 1.	Participation in Parent Opinion Survey improved. General satisfaction maintained or improved. Classroom activities documented in newsletters. ILP's produced. Parent teacher interviews scheduled. Homework and behaviour management policies updated and communicated for parent's staff and students. Student forums held.
	Qualities of a good learner Staff and students identify the qualities of a good learner. Define and explore rich tasks Incorporate qualities into work Review tasks and student feedback.	Schedule staff meetings to: - Develop criteria for qualities of a good learner - Develop criteria for rich tasks - Develop framework for student feedback Provide professional learning at staff meetings to support implementation of rich tasks and feedback.	All	End of 2016	Qualities of a good learner on display. Checklist for a rich task agreed Units planned that incorporate the above. Framework for student feedback agreed and implemented.

Annual Implementation Plan: for Improving Student Outcomes

WELLBEING						
Goals	To deepen and strengthen students' sense of connectedness to school and peers and promote a stronger sense of engagement in their learning	**Targets**	By the end of the Strategic Plan 'stimulating learning' in the external Student Attitude to School Survey will be the equivalent to or higher than the South West Victoria Region median.			
		12 month targets	By the end of the Strategic Plan 'stimulating learning' in the external Student Attitude to School Survey will be equivalent to the South West Victoria Region median. From 18.1% in 2015 to 60% 2016.			

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
	<u>Stimulating Learning</u> Trial student self-assessments of tasks, beginning with subject of writing. Create tools for students to self-assess their progress.	Develop student assessment strategies for Years 3-6.	Gavin Young	Semester 1	Student self assessments trialled. Results reviewed and strategies for improvements discussed and documented at staff meetings. Students surveyed. Conduct self-assessments one term on and analyse feedback.
	Adjust Rupanyup Primary School's student survey questions related to well-being and learning. Analyse results of survey and determine improvement focusses.	Provide time to conduct student forums and for staff to discuss survey and forum results. Identify possible key themes from surveys and forums.			Surveys updated. Student feedback collected and analysed. 2016 results to show improvement in targeted areas.

Annual Implementation Plan: for Improving Student Outcomes

PRODUCTIVITY					
Goals		**Targets**	Complete School Self Evaluation and Review		
		12 month targets	Complete School Self Evaluation and Review		

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
	To investigate and evaluate and if feasible implement PAT testing and SPA testing data analysis program in the school.	Purchase PAT Testing using EQUITY FUNDING of $10 000. Visit network school to investigate use of PAT testing and SPA.	Gavin Young	Semester 1	PAT Testing is included in the assessment schedule. All classroom teachers are using PAT Testing to obtain information about student performance.
	School Self Evaluation Prepare a school self-evaluation and strategic plan using a consultative and inclusive process.	Collect Data Staff and school commit to analyse data and provide feedback Self-evaluation written VRQA evidence collated Review day held School strategic plan written and submitted	All	End of 2016	Review day held. School Review completed. School Strategic Plan completed.

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
	Status	Evidence	Status	Evidence	

PRODUCTIVITY

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	