

# School Annual Implementation Plan for 220 Elphinstone Primary School 2015

Based on Strategic Plan 2015-17



## Endorsements

<p>Endorsement by School Principal</p>	<p>Signed.....</p> <p>Name.....</p> <p>Date.....</p>
<p>Endorsement by School Council</p>	<p>Signed.....</p> <p>Name.....</p> <p>Date.....</p> <p>School Council President's endorsement represents endorsement of School Strategic Plan by School Council</p>

## Strategic Direction

	Goals	Targets	One Year Targets
<b>Achievement</b>	Develop self- motivated learners with strong, core academic skills in literacy and numeracy to maximise student learning growth and ensure each student makes or exceeds expected progress.	<p>By 2017 all students deemed capable will demonstrate med to high relative growth for reading and writing yearly comparison scores.</p> <p>By 2017 all students demonstrate 12 months annual growth in Reading Writing and Speaking &amp; Listening</p> <p>By 2017 Improving means in the Attitudes to School Survey in particular Stimulated Learning from 3.75(2013) to &gt;4.5 and Learning confidence from 3.5 to &gt;4.5</p>	<p>By the end of 2015 all students deemed capable will be showing a minimum medium relative growth for reading and writing yearly comparison scores.</p> <p>By the end of 2015 all students deemed at risk will demonstrate a minimum of 6 months annual growth and all other students demonstrate 12 months annual growth in Reading Writing and Speaking &amp; Listening</p> <p>By the end of 2015 means in the Attitudes to School Survey will show clear improvement in particular Stimulated Learning and Learning confidence.</p>
<b>Engagement</b>	Establish a rich relevant, challenging and stimulating learning environment that engenders consistently high levels of student and parent connectedness.	By 2017 Improve the Attitudes to School Survey variable means with an emphasis on Student motivation from 4.42 to >5.0 and School connectedness from 4.30 to >5.0	By the end of 2015 there will be a clear improvement on the Attitudes to School Survey variable means with an emphasis on Student motivation and School connectedness.

<p><b>Wellbeing</b></p>	<p>Foster a vibrant, school community that enhances student resilience, supports every student, and builds positive, emotional and mental health and well-being</p>	<p>By 2017 Improve Attitudes to School survey variable means with a focus on improving teacher empathy 3.86 to &gt;4.5, student morale from 4.97 to &gt; 5.5, and connectedness to school from 4.3 to &gt; 5.0</p> <p>Increase the Parent opinion survey means relating to Stimulating Learning from 5.42 to &gt; 6.0 and Teacher Morale from 5.56 to &gt; 6.0</p>	<p>By the end of 2015 a clear improvement and upward trend in the Attitudes to School survey variable means with a focus on improving teacher empathy, student morale and connectedness to school.</p> <p>Increase the Parent opinion survey means relating to Stimulating Learning above 5.42 and Teacher Morale increased from 5.56</p>
<p><b>Productivity</b></p>	<p>Strategically align available resources [human, financial, time, space and materials] with school goals, to maximise student learning outcomes.</p>	<p>By 2017 Increase parent opinion survey means of Teacher Approachability from 5.57 to &gt; 6.0 and General Satisfaction from 5.64 to &gt; 6.0</p> <p>At the end of 2017 to maintain a surplus greater than \$20 000 in the SPR to support the implementation of the School Strategic Plan.</p> <p>The school's maintenance budget is expended in line with school determined priorities</p>	<p>By the end of 2015 Increase parent opinion survey means of Teacher Approachability and General Satisfaction.</p> <p>At the end of 2015 to maintain a surplus greater than \$10 000 in the SPR to support the implementation of the School Strategic Plan.</p>

## Implementation

Key Improvement Strategies	What the activities and programs required to progress the key improvement strategies	How the budget, equipment, IT, learning time, learning space	Who the individuals or teams responsible for implementation	When the date, week, month or term for completion	Achievement milestones the changes in practice or behaviours
<p>Achievement</p> <p>Embed a whole school approach to the use of data and evidence, to track progress of every student and inform action.</p> <p>Build teacher capacity and student confidence in utilising a range of assessment strategies to assess student progress and plan future learning.</p> <p>Increase individual student performance by embedding item/skill analysis for NAPLAN and On Demand assessments.</p>	<ul style="list-style-type: none"> <li>▪ Enhance understanding of NAPLAN and On Demand Data and the use of this to inform teaching of each student through Professional Development</li> <li>▪ Allocate Professional Development time to moderate Teacher Judgments in AusVELS with other schools.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Whole school professional development at staff meetings, curriculum days and staff professional development plans</li> <li>▪ Whole school professional development at staff meetings</li> </ul>	<ul style="list-style-type: none"> <li>▪ Principal and all teaching staff</li> <li>▪ Principal and all teaching staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ NAPLAN when item analysis released term 3</li> <li>▪ Two allocated meetings per term.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Specific allocated Professional Development in understanding Data and its implications for teaching</li> <li>▪ Student' ILP's linked to item analysis in Literacy</li> <li>▪ The disparity between teacher judgments and standardised data sets is narrowed and aligned.</li> </ul>

<p><b>Engagement</b></p> <p>Plan for challenging goals and effective feedback for all students and teachers.</p> <p>Plan, document and implement coordinated strategies to engage students and parents as partners in learning.</p> <p>Provide differentiated instructional practices that engage and motivate students.</p>	<ul style="list-style-type: none"> <li>▪ Provide PD for differentiated instructional practices that engage and motivate students, seeking out best-practice teaching within our network</li> <li>▪ Create an alternative way to gather opinions from staff, students and parents to compliment standardised methods</li> </ul>	<ul style="list-style-type: none"> <li>▪ Allocating resources both financial and time in sourcing best practise PD within our network</li> <li>▪ Use Kidsmatter framework to support survey data</li> </ul>	<ul style="list-style-type: none"> <li>▪ Principal</li> <li>• Principal and KM Action team</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ongoing and when necessary</li> <li>▪ By the end of 2015</li> </ul>	<ul style="list-style-type: none"> <li>▪ A Professional Development program centring on differentiated instructional practices completed and evidence of these strategies in teacher planning.</li> <li>▪ Alternative surveys have been developed and are being used to assist in school attitudes.</li> </ul>
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<p><b>Wellbeing</b></p> <p>Embed a whole school approach to student wellbeing that includes proactive strategies that focus on promotion of positive relationships, student resilience and individual efficacy.</p> <p>Build strategies to enhance both home and school partnerships and those with the wider community.</p>	<ul style="list-style-type: none"> <li>▪ Completion of Components 2 'Social and Emotional Learning' and 3 'working with parents and carers' of Kidsmatter</li> <li>▪ Continue with the implementation of eSmart framework</li> </ul>	<ul style="list-style-type: none"> <li>▪ Whole school PD at staff meetings</li> <li>• Whole school PD</li> </ul>	<ul style="list-style-type: none"> <li>▪ Principal</li> <li>• eSmart Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>▪ By the end of 2015</li> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>▪ Kidsmatter Action Team in place and regularly meeting and planning.</li> <li>• School is eSmart qualified</li> </ul>
<p><b>Productivity</b></p> <p>Allocate resources according to priorities determined in the school strategic plan.</p> <p>Review and plan resourcing and evaluate the impact on student learning outcomes.</p>	<ul style="list-style-type: none"> <li>• Refine the school budget with an emphasis on staff development in the teaching of writing and general assessment strategies.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Allocate time and resources for coaching, peer observation and mentoring for all teaching staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ Principal</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>▪ All of the above Achievement milestones set in Year 1 be met and evaluated</li> </ul>