

# 2016 Annual Implementation Plan: for Improving Student Outcomes

4999

## Thomastown West Primary School 2016

Based on Strategic Plan 2013-2016

### Endorsements

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

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

## 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	
<b>Excellence in teaching and learning</b>	Building practice excellence	X
	Curriculum planning and assessment	X
<b>Professional leadership</b>	Building leadership teams	
<b>Positive climate for learning</b>	Empowering students and building school pride	X
	Setting expectations and promoting inclusion	
<b>Community engagement in learning</b>	Building communities	

<b>Initiatives Rationale:</b>	
<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><b>Our Numeracy Data (NAPLAN) has declined in 2015. After analysing the data, it was determined that improvements are required in Teacher Practice and Curriculum Planning. Our school continues to have a transient population and it is projected that many students will arrive with little English skills. Therefore we need to continually develop support programs that will allow our students to develop their understanding of English and apply this to other areas of school life.</b></p> <p><b>In 2016 Thomastown West will begin the implementation of the School Wide Positive Behaviour Support (SWPBS) This initiative promotes setting expectations and promoting school inclusion no matter the background</b></p>	
<b>Key Improvement Strategies (KIS)</b>	
<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>	
<b>Initiative:</b>	<b>KIS</b>
<b>Building Practice Excellence in Numeracy</b>  <b>Curriculum Planning and Assessment in Numeracy</b>	<ul style="list-style-type: none"> <li>• <b>Numeracy coaching P-6. Teachers with expertise in numeracy and coaching will be released to support staff in best practice</b></li> <li>• <b>Working with Thomastown Secondary College- Teacher Coaches will be exchanged. We will receive a coach with skills in teaching numeracy who will work with Thomastown West Staff on best practice</b></li> <li>• <b>Professional Learning Teams (PLT). Teachers will work in teams on assessment, targeting students and supporting students to improve Numeracy outcomes</b></li> </ul>
<b>Positive Climate for Learning</b> <b>Empowering students and building school pride</b>	<ul style="list-style-type: none"> <li>• <b>Working with Shiralee Poed on supporting staff introducing SWPBS across the whole school</b></li> <li>• <b>Developing a Champion team to implement SWPBS</b></li> <li>• <b>Developing a relationship the The Lakes P-9 as a partner school on SWPBS</b></li> <li>• <b>Developing resources for teachers to change practice</b></li> <li>• <b>Development of strategies. This will target areas of need.</b></li> </ul>

# Annual Implementation Plan: for Improving Student Outcomes

ACHIEVEMENT					
<b>Goals</b>	To improve the learning outcomes for all students through a comprehensive, consistent, and rigorous approach to teaching Numeracy	<b>Targets</b>	<b>VELS Number</b> <ul style="list-style-type: none"> <li>At least 20% of students in Years P–6 to be achieving at VELS levels A &amp; B in Number</li> <li><b>NAPLAN Numeracy</b> matched cohort data (or current measure)</li> <li>Increase the percentage of students <b>making High Relative Gain</b> in Reading each year of the Strategic Plan.</li> </ul>		
		<b>12 month targets</b>	<b>To have majority of students in the middle or high range in Relative Gain data for Numeracy</b> <b>To have students match cohort data</b>		
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
<b>Numeracy Coaching</b>	To have a coaching team that will work with staff on best teaching practice in numeracy	Release coaches to work with teaching staff	School Improvement Team (SIT) Principal Team	2016	Documentation of coaches meeting with teams and working on Key Improvement areas
<b>Numeracy Coach from Thomastown Secondary</b>	To have a coach 0.2 EFT from TSC seconded to TWPS for coaching purposes in Numeracy	TSC to release coach for 0.2 EFT	Principal TSC  Principal Team TWPS  SIT	2016	Documentation from team meeting that will show work being completed by team and coach
<b>Professional Learning Teams</b>	Teaching Teams will meet weekly to focus on assessment and teacher practice	Coaches to meet with teams Time allocated for teachers to meet	SIT Principal Team	2016	Documentation of meetings
<b>School Improvement Team</b>	School Improvement Team will oversee coaches and curriculum development	SIT will meet every 2 weeks Coaches and Leading Teachers on SIT	Principal Team SIT	2016	Documentation of meetings

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WELLBEING					
Goals	To develop and promote behaviours and attitudes across the school community that support student engagement in learning	Targets	<b>Staff Opinion Survey</b> <ul style="list-style-type: none"> <li>• <i>Student Management</i> to be at or above 7.5.</li> </ul> <b>Parent Opinion Survey</b> <ul style="list-style-type: none"> <li>• <i>Student Safety</i> to be at or above 5.7.</li> </ul>		
		12 month targets	<b>Attitude to School Survey: Increase classroom behaviour score to mean factor of 3.</b> <b>Parent Opinion Survey: Increase Student safety mean factor score to 5.5</b>		
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
<b>School Wide Positive Behaviour Support (SWPBS)</b>	Bringing in experts to work with staff on implementing systems	Curriculum Days Staff Meetings SWPBS Team	Principal Team Primary Welfare Officer (PWO) SWPBS Team	2016	Less incidents documented with Principal/ Wellbeing Team Minutes of meetings documenting SWPBS Posters and resources in classrooms
<b>Partnership with The Lakes P-9</b>	Working with The Lakes P-9 as a mentee	School visits Meetings with both schools Shared resources	Principal Team  PWO  SWPBS team	2016	Resources from the Lakes P-9 used at TWPS Documentations of mins with meetings
<b>SWPBS Team</b>	Develop a team to champion SWPBS	SWPBS Meetings with Champions Opportunities for staff to be involved Release time for SWPBS to work	Prin team PWO Staff	2016	SWPBS Team mins Teaching team mins including SWPBS

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ENGAGEMENT					
Goals	To provide a student-centred learning environment that promotes rigour and engages students in learning.	Targets	<b>Student Attitudes to School Survey</b> <ul style="list-style-type: none"> <li><i>Stimulating Learning</i> to be at or above 4.37 for girls and boys and Year 5 and 6 students.</li> </ul> <b>Student Attendance</b> The average absenteeism rate will be 18 days per student or less		
		12 month targets	<b>To increase the Student Learning from the Attitude to School Survey to an average of 4.5</b>  <b>To reduce the unexplained absences to under 9 days per student</b>		
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
<b>Primary Welfare Officer</b>	PWO will continue to support students and families	Employment of PWO 1.0 EFT	Principal	2016	Employment of PWO and job description
<b>Student Wellbeing Worker</b>	Student Wellbeing Worker will continue to support students and families	Employment of SWW 0.4 EFT (Through Chaplaincy funding)	Principal School Council	2016	Employment of SWW
<b>Family Engagement</b>	SWW will work on family engagement and support in school	Extra employment of SWW of 0.2 to target Family Engagement	Principal	2016	SWW employed extra 0.2
<b>Community Hub</b>	Further development of Community Hub through external partnership	Continue to work with external Hub Partners Employment of Hub Coordinator by external partners	Principal School Council Hub partners	2016	Hub activity register continues to increase in number and attendees

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PRODUCTIVITY					
Goals	NA	Targets	NA		
		12 month targets	To release staff to support students		
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
<b>Coaching</b>	Release of quality teachers so they can be used for coaching other staff	Employ classroom teachers	Principal team	2016	Employment of coaches School Improvement Team mins Improvement in data
<b>EAL support</b>	To have programs that will support Newly arrived students with little English	Release/employment of teachers for EAL Programs	Principal Team SIT	2016	EAL and New Arrival Programs Procedures for enrolling new arrival students Student improvement in English