

## Brunswick South Primary School 2016

Based on Strategic Plan 2015 - 17

### Endorsements

Endorsement by School Principal	Signed: Name: Sheryl Hall Date: 22 March 2016
Endorsement by School Council	Signed: Name: Gabrielle Marchetti Date: 22 March 2016
Endorsement by Senior Advisor	Signed: Name: Marg Bainbridge Date: March 2016

### 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	
	Curriculum planning and assessment	✓
<b>Professional leadership</b>	Building leadership teams	✓
<b>Positive climate for learning</b>	Empowering students and building school pride	
	Setting expectations and promoting inclusion	
<b>Community engagement in learning</b>	Building communities	
<b>Initiatives Rationale:</b> 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>There is an existing culture in the school, where the leadership team and staff use data consistently to measure effectiveness and to inform improvement actions. In 2015 the school data has indicated improvement in student learning outcomes, the climate for learning, staff and student wellbeing and productivity across the school.</p> <p>In 2016 the introduction and incremental implementation the New Victorian Curriculum will enable staff to more efficiently track to ensure that all students attain at least one year's growth in Literacy, Numeracy and Science.</p> <p>In 2016 there are 11 new staff members, which includes six teaching staff as a result the focus will be on improving the leadership team to strengthen our succession planning and develop the capabilities of our leadership team in using evidence and proven coaching and feedback methods, rather than the professional development of all staff. The leadership team can then use these skills to grow capability and performance of others.</p>		
<b>Key Improvement Strategies (KIS)</b> 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.		
<b>Initiative:</b>	<b>KIS</b>	
<b>Curriculum Planning and Assessment</b>	<ul style="list-style-type: none"> <li>Implement the new Victorian Curriculum</li> <li>Align resources (staff, time, expertise, funds, facilities and materials) with school priorities</li> </ul>	
<b>Building leadership Teams</b>	<ul style="list-style-type: none"> <li>Build strong and effective leadership teams school-wide</li> <li>Align resources (staff, time, expertise, funds, facilities and materials) with school priorities</li> </ul>	

## Annual Implementation Plan: for Improving Student Outcomes

ACHIEVEMENT					
<b>Goal</b>	To improve student achievement at each level across the school in Literacy, Numeracy and Science for all students, this includes Koorie, gifted, PSD, out of home care, EAL and disengaged students	<b>Targets</b>	<ul style="list-style-type: none"> <li>• Every student attains at least one year's growth in Literacy, Numeracy and Science using the New Victorian Curriculum</li> <li>• Using NAPLAN Relative Growth data across all Domains, decrease % of students with 'Low Growth' and increase % of students with 'High Growth'</li> <li>• Increase the % of students in the two top NAPLAN Bands and decrease the % of students in the bottom two NAPLAN Bands</li> <li>• Using the School Staff Survey % Endorsement Measure increase:                             <ul style="list-style-type: none"> <li>○ Shielding/Buffering</li> <li>○ Guaranteed and Viable Curriculum</li> <li>○ Academic Emphasis</li> <li>○ Collective Efficacy</li> <li>○ Collective Responsibility</li> </ul> </li> <li>• Using the Parent Opinion Survey, improve 'School Improvement' scores</li> </ul>		
		<b>12 month targets</b>	<ul style="list-style-type: none"> <li>• Every student attains at least one year's growth in Literacy, Numeracy and Science using the New Victorian Curriculum</li> <li>• Using NAPLAN Relative Growth data in all Domains, decrease the % of students with 'Low Growth' and increase % of students with 'High Growth'</li> <li>• Increase the % of students in the two top NAPLAN Bands and decrease the % of students in the bottom two NAPLAN Bands</li> <li>• Using the School Staff Survey % Endorsement Measure increase 'Guaranteed and Viable Curriculum'</li> </ul>		
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
Build a school-wide professional team of highly able teachers	Use the GROWTH Coaching approach consistently across the school for all PDP meetings	<ul style="list-style-type: none"> <li>• Allocate time each week for coaching across the school</li> </ul>	Leadership	Term 1	<ul style="list-style-type: none"> <li>• Coaching books show evidence resulting in improved teaching practice</li> </ul>
ENGAGEMENT					
<b>Goal</b>	To improve student engagement at each level across the school	<b>Targets</b>	<ul style="list-style-type: none"> <li>• Using the School Staff Survey % Endorsement Measure increase Teacher Collaboration</li> <li>• Using the Parent Opinion Survey increase each of the elements of Student Engagement</li> <li>• Using the Attitudes to School Survey –Factor Mean Scores – Year 5-6, increase each of the elements within the Teaching and Learning Domain</li> </ul>		
		<b>12 month targets</b>	<ul style="list-style-type: none"> <li>• Using the Parent Opinion Survey increase                             <ul style="list-style-type: none"> <li>○ Student motivation</li> </ul> </li> <li>• Using the Attitudes to School Survey –Factor Mean Scores – Year 5-6 increase                             <ul style="list-style-type: none"> <li>○ Stimulating Learning</li> </ul> </li> </ul>		
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
Implement the new Victorian Curriculum	<ul style="list-style-type: none"> <li>• Provide PD for all staff on the New Victorian Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Day dedicated to NVC implementation</li> </ul>	Assistant Principal Senior School	<ul style="list-style-type: none"> <li>• End of January 2016</li> </ul>	<ul style="list-style-type: none"> <li>• All planning, assessment and curriculum documentation is based on the New Victorian Curriculum</li> </ul>
	<ul style="list-style-type: none"> <li>• Provide all staff with a booklet for every student containing the F-10 curriculum for all learning areas and capabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Budget allocation for graphic design and printing costs</li> </ul>	<ul style="list-style-type: none"> <li>• Assistant Principal Senior School</li> </ul>	<ul style="list-style-type: none"> <li>• End of Term 1</li> </ul>	<ul style="list-style-type: none"> <li>• Student progress towards targets is monitored against the Victorian Curriculum using the booklets</li> </ul>

## Annual Implementation Plan: for Improving Student Outcomes

<b>WELLBEING</b>					
<b>Goal</b>	To have an environment that promotes positive health, emotional competency and where all have the opportunity to flourish	Targets	<ul style="list-style-type: none"> <li>Using the School Staff Survey % Endorsement Measure, increase the:                             <ul style="list-style-type: none"> <li>Trust in Students and Parents</li> <li>Staff Trust in Colleagues</li> </ul> </li> <li>Using the Parent Opinion Survey increase:                             <ul style="list-style-type: none"> <li>Each of the elements of Student Safety</li> <li>Approachability</li> <li>Transitions</li> </ul> </li> <li>Using the Attitudes to School Survey –Factor Mean Scores – Year 5-6 improve the elements within Student Relationships and Wellbeing Domains</li> </ul>		
		12 month targets	<ul style="list-style-type: none"> <li>Using the School Staff Survey % Endorsement Measure, increase ‘Staff Trust in Colleagues’</li> <li>Using the Parent Opinion Survey increase ‘School Connectedness’</li> <li>Using the Attitudes to School Survey –Factor Mean Scores – Year 5-6 increase ‘Student safety’</li> </ul>		
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
Establish protocols and behavioural expectations across the school	Implement the ‘Start Up’ program in all year levels	Provide all teachers with the ‘Start Up’ package	Assistant Principal	First two weeks (Start-Up)	Students demonstrate ongoing adherence to learning area protocols
<b>PRODUCTIVITY</b>					
<b>Goals</b>	To optimise the use of all available resources across the school	Targets	<ul style="list-style-type: none"> <li>Using the School Staff Survey % Endorsement Measure increase Parent and Community Involvement</li> <li>Using the Parent Opinion Survey increase: Parent Input and General Satisfaction</li> </ul>		
		12 month targets	<ul style="list-style-type: none"> <li>Using the School Staff Survey % Endorsement Measure increase Parent and Community Involvement</li> <li>Using the Parent Opinion Survey increase: Parent Input and General Satisfaction</li> </ul>		
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
Align resources (staff, time, expertise, funds, facilities and materials) with school priorities	Develop a new Organisational Design to support School Priorities	Provide time for leadership to work with staff to develop the new structure	Principal	End of term 1	New Organisation Design in place
	Align SRP and school budget with School Priorities	Financial sub committee	Principal	End of term 1	Confirmed SRP aligns with staffing profile
Build strong and effective leadership teams school-wide	Leadership team, language leader and Level Coordinators attend the Bastow Coaching Conversations 2 Day workshop	Budget and time release allocated	Principal	Term 1	GROWTH Coaching model being used for coaching sessions and school leaders are responding positively to feedback
Strengthen School – Community Partnerships	Redefine the School Council Sub-Committees - Fundraising and Community Engagement combine to become Community Partnerships	Meeting with various stakeholders and School Councillors	Principal/Executive Officer	First meeting of the new School Council	<ul style="list-style-type: none"> <li>Parent and Community Involvement improves on Parent and staff Survey</li> <li>Increased numbers of volunteers support community events</li> </ul>
	Participate in professional and collegiate networking opportunities	Time release	Leadership	Ongoing	Implementation of new initiatives and stemming from other networks

## Monitoring 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	