

Annual Implementation Plan - 2019

Select Annual Goals and KIS

Altona Green Primary School (5287)



Submitted for review by Lisa Conibeer (School Principal) on 11 January, 2019 at 03:36 PM
Endorsed by Judy Maguire (Senior Education Improvement Leader) on 14 January, 2019 at 09:14 AM
Endorsed by Victoria Reynolds (School Council President) on 28 February, 2019 at 08:06 PM

Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target																																																									
<p>To build a learning community of reflective practitioners focussed on excellence in teaching and learning with high expectations for all students.</p>	<p>Yes</p>	<p>By 2021</p> <p><u>Staff survey:</u></p> <p>-</p> <table border="1" data-bbox="819 715 1630 991"> <thead> <tr> <th rowspan="2">Percentage Endorsement</th> <th colspan="2">Whole School</th> <th colspan="2">Prin/Teach</th> </tr> <tr> <th>2017</th> <th>2021</th> <th>2017</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Collective Efficacy</td> <td>64.5</td> <td>75</td> <td></td> <td></td> </tr> <tr> <td>Collective Responsibility</td> <td>80.1</td> <td>90</td> <td></td> <td></td> </tr> <tr> <td>Academic Emphasis</td> <td>61.6</td> <td>70</td> <td></td> <td></td> </tr> <tr> <td>Believe Peer Feedback improves practice</td> <td></td> <td></td> <td>61.9</td> <td>70</td> </tr> <tr> <td>Knowledge of HITS</td> <td></td> <td></td> <td>85.7</td> <td>95</td> </tr> </tbody> </table> <p><u>Student Attitude to School Survey:</u></p> <table border="1" data-bbox="819 1198 1630 1409"> <thead> <tr> <th colspan="6">ATOSS</th> </tr> <tr> <th rowspan="2">Percentage Endorsement</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> <tr> <th colspan="5">Percentage</th> </tr> </thead> <tbody> <tr> <td>High expectations for success</td> <td>95%</td> <td>95%</td> <td>96%</td> <td>96%</td> <td>97%</td> </tr> </tbody> </table>	Percentage Endorsement	Whole School		Prin/Teach		2017	2021	2017	2021	Collective Efficacy	64.5	75			Collective Responsibility	80.1	90			Academic Emphasis	61.6	70			Believe Peer Feedback improves practice			61.9	70	Knowledge of HITS			85.7	95	ATOSS						Percentage Endorsement	2017	2018	2019	2020	2021	Percentage					High expectations for success	95%	95%	96%	96%	97%	<p>The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.</p> <p>Staff Survey: Collective Efficacy -70% Collective Responsibility - 85% Academic Emphasis - 64% Believe peer feedback improves practice -89% Knowledge of HITS - 91%</p> <p>ATOSS - see table</p>
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To improve the achievement and learning growth of every student across all learning areas but particularly in literacy and numeracy.	Yes	<p>By 2021 ACHIEVEMENT DATA</p> <ul style="list-style-type: none"> There will be an increase in the percentage of students in the top two NAPLAN bands for all domains <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">YEAR 3</th> <th colspan="2">YEAR 5</th> </tr> <tr> <th>2017</th> <th>2021</th> <th>2017</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Reading</td> <td>40</td> <td>55</td> <td>24.3</td> <td>55</td> </tr> <tr> <td>Writing</td> <td>30.9</td> <td>50</td> <td>10.8</td> <td>30</td> </tr> <tr> <td>Spelling</td> <td>34.5</td> <td>45</td> <td>24.3</td> <td>40</td> </tr> <tr> <td>Grammar & Punctuation</td> <td>54.5</td> <td>60</td> <td>24.3</td> <td>40</td> </tr> <tr> <td>Numeracy</td> <td>38.1</td> <td>50</td> <td>18.9</td> <td>40</td> </tr> </tbody> </table> <p>NAPLAN GROWTH DATA The percentage of students achieving low relative growth on NAPLAN to be at 15% or less for all cohorts</p> <p>The percentage of students achieving high relative growth on NAPLAN to be at 30% or above for all cohorts</p> <p>TEACHER JUDGEMENTS</p> <p>Teacher judgments against the Victorian Curriculum will indicate a minimum of 12 months growth per year in all areas of Literacy and in Numeracy</p>		YEAR 3		YEAR 5		2017	2021	2017	2021	Reading	40	55	24.3	55	Writing	30.9	50	10.8	30	Spelling	34.5	45	24.3	40	Grammar & Punctuation	54.5	60	24.3	40	Numeracy	38.1	50	18.9	40	<p>TOP 2 BANDS: Maintain percentage of students in the top 2 bands from year 3 to year 5 in all areas</p> <p>NAPLAN: Year 3 and 5 to be at or above state average in Reading, Writing and Mathematics</p> <p>GROWTH DATA: The percentage of students achieving low relative growth on NAPLAN to be at 15% or less for all cohorts</p> <p>The percentage of students achieving high relative growth on NAPLAN to be at 30% or above for all cohorts</p> <p>TEACHER JUDGEMENT: Minimum of 12 months growth per year in all areas of Literacy and in Numeracy</p>
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To create a positive school climate which fosters a whole	Yes	By 2021	ATOSS - see table																																		

school approach to health, wellbeing, inclusion and engagement.

Student Attitude to School Survey:

ATOSS					
Percentage Endorsement	2017	2018	2019	2020	2021
	Percentage				
Motivation and interest	80%	82%	85%	88%	90%
Experience of bullying (% average of survey factors)	22%	20%	18%	16%	15%
Student voice and agency	69%	71%	74%	77%	80%
Learning Confidence	84%	85%	87%	88%	90%
Resilience	78%	80%	82%	84%	86%

Staff Survey:

-

Percentage Endorsement	Whole School	
	2017	2021
School Climate - Overall	70	78
School Leadership - Overall	72.7	81
School Staff Safety and Wellbeing - Overall	61.8	70
Professional Learning - Overall	74.9	85

Staff Survey;

- School Climate - 74%
- School Leadership - 91%
- School Safety and Wellbeing - 64%
- Professional Learning - 78%

Parent Opinion Survey - see table

Attendance:

All results need to be under 15 days per year.

Reduce the absence days by 10% for each year level already under 15 days.

Parent Survey:

Parent Opinion Survey					
Percentage Endorsement	2017	2018	2019	2020	2021
Experience of bullying	69%	67%	65%	63%	61%
Promoting positive behaviour	76%	78%	82%	84%	86%
General school satisfaction	67%	70%	73%	75%	77%
School pride and confidence	72%	74%	76%	79%	82%
High expectations for success	77%	79%	82%	85%	87%
Student motivation and support	60%	62%	65%	67%	70%

Attendance Data:

The state mean in 2016 was 15 days. All results will need to be under 15.

The target would be to reduce the absence days by 10% for each year level already under 15 days.

<p>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>	<p>In accordance with our SSP we are now at the stage where we are able to implement and monitor our new school vision.</p> <p>It was identified through our review that we needed to develop middle-level leadership. We have initiated this work this year through the PLC initiative. We need to further develop and strengthen this work.</p>	
<p>Goal 2</p>	<p>To improve the achievement and learning growth of every student across all learning areas but particularly in literacy and numeracy.</p>	
<p>12 Month Target 2.1</p>	<p>TOP 2 BANDS: Maintain percentage of students in the top 2 bands from year 3 to year 5 in all areas</p> <p>NAPLAN: Year 3 and 5 to be at or above state average in Reading, Writing and Mathematics</p> <p>GROWTH DATA: The percentage of students achieving low relative growth on NAPLAN to be at 15% or less for all cohorts</p> <p>The percentage of students achieving high relative growth on NAPLAN to be at 30% or above for all cohorts</p> <p>TEACHER JUDGEMENT: Minimum of 12 months growth per year in all areas of Literacy and in Numeracy</p>	
<p>Key Improvement Strategies</p>		<p>Is this KIS selected for focus this year?</p>
<p>KIS 1 Building practice excellence</p>	<ul style="list-style-type: none"> Build teacher practice excellence and capacity to consistently employ evidence-based high-impact teaching strategies. 	<p>Yes</p>

<p>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>	<p>We had a lot of success with the Effective Practice Project in maintaining the students in the top 2 bands for Reading. We need to continue this work and expand the successful strategies to the other areas of the curriculum.</p> <p>We are continuing to refine and develop our professional learning opportunities within the school. Further focus on HITS and other evidence-based teaching strategies will be a major focus. We will continue to develop consistency in teacher instructional practices.</p>	
<p>Goal 3</p>	<p>To create a positive school climate which fosters a whole school approach to health, wellbeing, inclusion and engagement.</p>	
<p>12 Month Target 3.1</p>	<p>ATOSS - see table</p> <p>Staff Survey; - School Climate - 74% - School Leadership - 91% - School Safety and Wellbeing - 64% - Professional Learning - 78%</p> <p>Parent Opinion Survey - see table</p> <p>Attendance: All results need to be under 15 days per year.</p> <p>Reduce the absence days by 10% for each year level already under 15 days.</p>	
<p>Key Improvement Strategies</p>		<p>Is this KIS selected for focus this year?</p>
<p>KIS 1 Empowering students and building school pride</p>	<ul style="list-style-type: none"> Embed the school's School Wide Positive Behaviours Support (SWPBS) program to enhance wellbeing and engagement of the whole school community. 	<p>Yes</p>

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.

The ATOSS results highlighted some areas that we have made improvements in and areas that we need to address in 2019. After a successful introduction of SWPBS in 2017, we need to further develop this work with the whole school community.