

School Annual Implementation Plan for 3515 Mallacoota P-12 2015

Based on Strategic Plan 2015-2017



Endorsements

<p>Endorsement by School Principal</p>	<p>Signed.....</p> <p>Name... Tim Cashmore</p> <p>Date.....</p>
<p>Endorsement by School Council</p>	<p>Signed.....Cate Tregallis.....</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			
Achievement	Improve student achievement in numeracy and literacy at Murrumbidgee P-12	Decrease annually the % of students in the low relative gain in NAPLAN at 5, 7 and 9. and students deemed capable make 12 months learning growth in P to 10 English and Math's On Demand Testing improves annually.	NAPLAN	Relative Gain	2014 Low	2015TargetLow
			Reading	Yr 3 to Yr 5	40%	20%
				Yr 5 to Yr 7	50%	25%
				Yr 7 to Yr 9	20%	10%
			Writing	Yr 3 to Yr 5	40%	20%
				Yr 5 to Yr 7	33%	16%
				Yr 7 to Yr 9	40%	20%
			Numeracy	Yr 3 to Yr 5	25%	12%
				Yr 5 to Yr 7	14%	0%
				Yr 7 to Yr 9	14%	0%
			Spelling	Yr 3 to Yr 5	25%	0%
				Yr 5 to Yr 7	50%	25%
				Yr 7 to Yr 9	14%	0%
Gram & Punctuation	Yr 3 to Yr 5	40%	20%			
	Yr 5 to Yr 7	17%	0%			
	Yr 7 to Yr 9	40%	20%			

Student cohorts to show an average 1.0 of growth in AUSVELS achievement levels over a one year period in all English and Mathematics strands from year one to ten, and all preps to achieve level one as a minimum.

AUSVELS %of students at or above the expected level as per Class

Reading		Writing		Speaking and Listening		Number & Algebra	
2014	2015	2014	2015	2014	2015	2014	2015
	P 90%		P 90%		P 90%		P 90%
P 100%	1 100%	P 100%	1 100%	P 100%	1 100%	P 100%	1 100%
1 90%	2 100%	1 90%	2 100%	1 90%	2 100%	1 90%	2 100%
2 100%	3 100%	2 100%	3 100%	2 100%	3 100%	2 100%	3 100%
3 100%	4 100%	3 100%	4 100%	3 100%	4 100%	3 85%	4 100%
4 90%	5 100%	4 80%	5 90%	4 90%	5 100%	4 80%	5 90%
5 90%	6 100%	5 80%	6 90%	5 90%	6 100%	5 90%	6 100%
6 100%	7 100%	6 90%	7 100%	6 90%	7 100%	6 75%	7 90%
7 80%	8 90%	7 80%	8 90%	7 100%	8 100%	7 80%	8 90%
8 90%	9 100%	8 95%	9 100%	8 90%	9 100%	8 80%	9 90%
9 90%	10 100%	9 100%	10 100%	9 100%	10 100%	9 100%	10 100%
10 90%		10 80%		10 75%		10 75%	

		<p>Increase the percentage of VCE students performing above their predicted score according to the GAT. To quality assure that all VET students will meet their competencies in all their units within three years.</p>	<p>LATER YEARS VCE & VET</p> <p>Maintain our 100% VCE Completion</p> <p>Increase our mean Study Scores in:</p> <table data-bbox="1142 510 1937 686"> <tr> <td>Three Year average “All Studies” from</td> <td>23.84 to 26</td> </tr> <tr> <td>Three Year average “English” from</td> <td>22.6 to 26</td> </tr> <tr> <td>Three Year average “ Further Maths” from</td> <td>21.27 to 26</td> </tr> <tr> <td>Three Year average “Maths Methods” from</td> <td>25.5 to 28</td> </tr> </table> <p>At least one student achieves a raw study score of 40 or better. One student gains an ATAR of 90 or more. Increased participation in unit 3/4 exams to 100% - Unless specified by an agreement. Eg.. Mark H...what about separate agreements.</p> <p>All year 11 & 12 exit students either go on to post-secondary study or gain an apprenticeship /traineeship or full time employment in their chosen pathway.</p>	Three Year average “All Studies” from	23.84 to 26	Three Year average “English” from	22.6 to 26	Three Year average “ Further Maths” from	21.27 to 26	Three Year average “Maths Methods” from	25.5 to 28
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Engagement	To improve the connectedness of all students to school, to learning, to their peers and to a positive culture at Mallacoota P-12	To improve student attendance rates at all year levels using 2014 data as a benchmark. To purchase and implement the EDVAL package to gain better data on attendance and punctuality	<p>ATTENDANCE DATA - FTE</p> <table border="1"> <thead> <tr> <th data-bbox="1144 432 1435 475">YEAR LEVEL</th> <th data-bbox="1435 432 1727 475">2014 DAYS ABSENT</th> <th data-bbox="1727 432 2018 475">2015 TARGET DAYS</th> </tr> </thead> <tbody> <tr> <td data-bbox="1144 491 1435 534">Foundation</td> <td data-bbox="1435 491 1727 534">14.13</td> <td data-bbox="1727 491 2018 534">14</td> </tr> <tr> <td data-bbox="1144 550 1435 593">1</td> <td data-bbox="1435 550 1727 593">27.16</td> <td data-bbox="1727 550 2018 593">15</td> </tr> <tr> <td data-bbox="1144 609 1435 652">2</td> <td data-bbox="1435 609 1727 652">19.14</td> <td data-bbox="1727 609 2018 652">18</td> </tr> <tr> <td data-bbox="1144 668 1435 711">3</td> <td data-bbox="1435 668 1727 711">19.43</td> <td data-bbox="1727 668 2018 711">14</td> </tr> <tr> <td data-bbox="1144 727 1435 770">4</td> <td data-bbox="1435 727 1727 770">22.57</td> <td data-bbox="1727 727 2018 770">14</td> </tr> <tr> <td data-bbox="1144 786 1435 829">5</td> <td data-bbox="1435 786 1727 829">17.12</td> <td data-bbox="1727 786 2018 829">16</td> </tr> <tr> <td data-bbox="1144 845 1435 888">6</td> <td data-bbox="1435 845 1727 888">20.27</td> <td data-bbox="1727 845 2018 888">15</td> </tr> <tr> <td data-bbox="1144 904 1435 948">7</td> <td data-bbox="1435 904 1727 948">25.91</td> <td data-bbox="1727 904 2018 948">17</td> </tr> <tr> <td data-bbox="1144 963 1435 1007">8</td> <td data-bbox="1435 963 1727 1007">23.93</td> <td data-bbox="1727 963 2018 1007">20</td> </tr> <tr> <td data-bbox="1144 1023 1435 1066">9</td> <td data-bbox="1435 1023 1727 1066">26.42</td> <td data-bbox="1727 1023 2018 1066">22</td> </tr> <tr> <td data-bbox="1144 1082 1435 1125">10</td> <td data-bbox="1435 1082 1727 1125">25.83</td> <td data-bbox="1727 1082 2018 1125">20</td> </tr> <tr> <td data-bbox="1144 1141 1435 1184">11</td> <td data-bbox="1435 1141 1727 1184">31.43</td> <td data-bbox="1727 1141 2018 1184">18</td> </tr> <tr> <td data-bbox="1144 1200 1435 1243">12</td> <td data-bbox="1435 1200 1727 1243">42.72</td> <td data-bbox="1727 1200 2018 1243">16</td> </tr> </tbody> </table>	YEAR LEVEL	2014 DAYS ABSENT	2015 TARGET DAYS	Foundation	14.13	14	1	27.16	15	2	19.14	18	3	19.43	14	4	22.57	14	5	17.12	16	6	20.27	15	7	25.91	17	8	23.93	20	9	26.42	22	10	25.83	20	11	31.43	18	12	42.72	16
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Prep to Six	20.11	17
Years 7 – 12	27.29	21

Staff Opinion Survey – continuous improvement in Guaranteed viable Curriculum, Focus on Student Learning and Teacher Collaboration

Staff Opinion Survey

	Whole School % 2014	All Schools	% increase Target
Guaranteed Viable Curriculum	42%	59%	18%
Focus on Student Learning	64%	73%	20%
Teacher Collaboration	36%	58%	30%

Attitude to School Survey – Make continuous improvement in School Connectedness, Stimulating Learning, Student Motivation, Teacher Effectiveness, Teacher Empathy.

Attitudes to School Survey Mean Factor Scores

	Year 5 - 6 2014	Year 5-6 Target 2015	Year 7 – 12 2014	Year 7 – 12 2015 Target
School Connectedness	3.42	4.40	3.40	3.65
Stimulating Learning	3.48	4.20	3.10	3,20
Student Motivation	4.15	4.60	4.00	4.30
Teacher	3.80	4.46	3,54	3.70

Student Motivation
90% or more students that exit post-compulsory are engaged in further education or employment

Parent Opinion Survey – To make quartile improvement in Learning Focus, Student Motivation and Stimulating Learning

			Effectiveness				
			Teacher Empathy	3.87	4.50	3.60	3.90
Wellbeing	very student learns in a safe and inclusive environment at Mallacoota P-12	Attitude to School Survey – Make continuous improvement in Connection to Peers, Student Safety, Student Morale, Learner Confidence, Reduce referrals from out of classroom Staff Opinion Survey – continuous improvement in Shielding and Buffering	Attitudes to School Survey Mean Factor Scores				
				Year 5 - 6 2014	Year 5-6 Target 2015	Year 7 – 12 2014	Year 7 – 12 2015 Target
			Connection to Peers	3.80	4.40	3.86	4.00
			Student Safety	3.67	4.40	4.45	4.50
			Student Morale	4.64	5.75	4.58	4.80
			Learning Confidence	3.62	4.14	3.72	3.80
Productivity	To ensure the allocation and performance of resources optimises the achievement, engagement and wellbeing of all students at	Survey staff on communication, and implementation of school goals twice per year. Parent Opinion Survey –	Enrolments	Actual 2014	Actual 2015	Predicted 2016	
				136.2	136.1	134	
			Retention Rates Yrs 7 - 10				

	Mallacoota P-12	General Satisfaction to display quartile improvement	
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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>Improve student achievement in numeracy and literacy at Mallacoota P-12</p>	<p>To reorganise the P-12 into Early Years, Middle Years and Later Years.</p> <p>Implement two leading Teacher Positions in Literacy and Numeracy with a P-12 Focus.</p> <p>To continue to investigate and agree on our Instructional Model as investigate how students learn.</p> <p>To continue to develop a documented whole school curriculum.</p> <p>Build the capacity of teachers to identify “Point of Need” in planning and teaching.</p> <p>Skill Literacy and Numeracy Leaders to build Teacher capacity and continue to implement The Common</p>	<p>Appointment of selected staff.</p> <p>At least 50% of sector staff meeting time dedicated to teachers planning together – using data</p> <p>Use local VCE subject networks and existing mentoring relationships</p> <p>Use PD programs for VCE Teachers</p> <p>Regularly schedule VCE PLT meetings</p> <p>School and FEGLA based Professional Development</p>	<p>Principal Class Officers.</p> <p>Leadership Team.</p> <p>Sector Teams and groups of teachers</p> <p>Different configurations depending on need and utilising school expertise.</p> <p>Leadership Team and Senior Staff</p> <p>All Staff –Teaching and ES</p> <p>Critical Friends</p>	<p>Ongoing-weekly meetings – Sector and P-12 x 2 hours per week</p> <p>Terms 1 - 4</p> <p>Semester 1&2</p> <p>On - going</p>	<p>All Staff engage and contribute in FEGLA Faculty Groups with a focus on improving what we are learning and how we are improving our instruction and teaching. This will form part of all staff’s PDP</p> <p>To form a team with both inside and outside expertise and begin an audit of the Early years and Middle Years Curriculum leading to the development of a whole school curriculum.</p> <p>All staff to complete literacy professional development</p> <p>Evidence and documentation through the PDP Process that is AusVELS, VCE/VET compliant, and</p>

	<p>Assessment Schedule.</p> <p>Continue to support and resource a school-wide PLT model in all Learning Areas.</p> <p>To continue to redesign our Coaching and Peer Observation Program as a normal and regular aspect of teacher development and Performance Plans.</p> <p>Teachers analysing data in groups and using it to set targets and inform their teaching and planning..</p> <p>VCE teachers use VASS data to inform teaching and learning.</p>				<p>incorporates eLearning, differentiation, common assessment tasks, shared criteria rubrics and moderation protocols.</p> <p>Teachers provide evidence of student assessment data analysis and multiple forms of feedback through the through the Performance and Development Process</p> <p>Evidence of precise, personalised and explicit instruction which caters for all students individual learning needs.</p> <p>Teachers will work in Professional Learning Teams to</p> <ul style="list-style-type: none"> • discuss student work • problem solve for individual students • reflect on their practice • refine teaching strategies and approaches which will lead to improvements in student outcomes
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					<ul style="list-style-type: none">• moderate on classroom observations and students work• Staff Survey and feedback on our Coaching Program. <p>The learning intent is clearly visible at the beginning of the lesson and articulated to students.</p> <p>The teacher effectively includes times for students to work purposefully in cooperative grouping structures.</p> <p>Coaches will be working with individual, small groups and teams to improve teaching and learning and Staff Survey and feedback on our Coaching Program.</p>
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<p>Engagement</p> <p>To improve the connectedness of all students to school, to learning, to their peers and to a positive culture at Mallacoota P-12</p>	<p>To continue to investigate and agree on our Instructional Model as investigate how students learn.</p> <p>Staff Professional Learning for Leaders to create effective Teams.</p> <p>To further support Families and students in case managed an increase in student attendance.</p> <p>To further develop our schools Personal Development Program</p>	<p>Parent/Teacher interviews, information nights supporting engagement and attendance.</p> <p>Staff Professional Learning for Leadership Team to create effective teams.</p> <p>Further development of Pathways program to enhance VCE and VET Pathways.</p> <p>Use PD programs for VCE Teachers</p> <p>Regularly schedule VCE PLT meetings</p> <p>Timetabled week for all exams.</p>	<p>Principal class officers, School Nurse and Leadership Team.</p> <p>Sector Meetings and P -12 Meetings</p> <p>School Council</p> <p>Different configurations depending on need and utilising school expertise.</p> <p>All Staff –Teaching and ES</p> <p>Critical Friends</p>	<p>Terms 2 - 4</p> <p>Ongoing-weekly meeting-2hours</p>	<p>Classrooms will reflect students engaged in their learning. Staff create vibrant, attractive classrooms.</p> <p>All Learning Area Leaders will participate in Professional Learning by the end of semester</p> <p>A leader identified to coordinate professional learning in giving and receiving feedback.</p> <p>Continued focus on “IT’S NOT OK TO BE AWAY” and DET Attendance Strategies.</p>
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<p>Wellbeing</p> <p>Every student learns in a safe and inclusive environment at Mallacoota P-12</p>	<p>Develop an agreed consistent and evidence based Classroom and Student Management Process for all staff</p> <p>To develop a Scope and sequence chart for Social and Emotional Learning for Prep to Year 12</p> <p>To continue to enhance our Personal Development Curriculum and delivery.</p> <p>Continue to develop our Traffic Light wellbeing Process and Individual Learning Plans for students</p>	<p>Weekly wellbeing meetings with Principal Class Officers and School Nurse.</p> <p>Agenda items at Sector and P -12 Meetings</p> <p>Whole school focus on ant – bullying strategies.</p> <p>Principal and School Nurse planning and liaising with outside stakeholders relevant to Student. Staff and community wellbeing.</p>	<p>Leadership Team and Senior Staff</p> <p>All Staff –Teaching and ES</p> <p>Outside relevant stakeholders.</p>	<p>Ongoing - weekly meeting - 2hours</p> <p>Semester 1& 2</p> <p>On - going</p>	<p>Evidence based Student Management process will be in place by the end of Semester One 2015</p> <p>Staff will have regular PD in Student Management Process throughout Semester One 2015</p> <p>Form a Focus Team with School Nurse to develop and document a Scope & Sequence for Social Emotional Learning from Prep to 12.</p> <p>Professional Learning for Social Emotional Learning development conducted 2015 audited by Leadership Team</p> <p>More rigorous student support process & procedures developed by the end of Semester 2 2015 with a Focus Leadership Group to Investigate and invest in the use of Edval, SPA, or 'SENTRAL' to identify students at risk and case manage an enhanced effective process.</p>
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<p>Productivity</p> <p>To ensure the allocation and performance of resources optimises the achievement, engagement and wellbeing of all students at Mallacoota P-12</p>	<p>To continue to review and implement changes in the workforce Plan that gives Mallacoota P – 12 the best opportunity to improve student outcomes by clear vision, collaboration by the Principal and all internal and external relevant stakeholders.</p> <p>To continue to monitor and review SFO index details.</p> <p>Modify the school master plan including the proposed Trade Training flexible working space.</p>	<p>Members of The Leadership Team leading: Early Years Transition.</p> <p>Middle Years Transition</p> <p>Later Years and Post Compulsory Transition</p>	<p>Principal with input from Leadership Team and Consultative Committee</p> <p>School Council</p>	<p>Semester 1 & 2 ongoing</p>	<p>A number of generational work force changes will occur 2015-2016 - using the expertise of Region and Network support focusing on attraction and retention of key quality staff.</p> <p>All Staff engage and contribute in FEGLA Faculty Groups with a focus on best practice in sharing resources.</p> <p>Further Capital Resources planned and commenced.</p>