

Annual Implementation Plan 2015

Lake Boga Primary School

3278

Based on Strategic Plan developed for 2012-15

<p>Endorsement by School Principal</p>	<p>Signed..... (Principal's signature)</p> <p>Name: Janine Barnes</p> <p>Date.....</p>
<p>Endorsement by School Council</p>	<p>Signed..... (School Council President's signature)</p> <p>Name: Nicole Parsons</p> <p>Date.....</p>
<p>Endorsement by Regional Director or nominee</p>	<p>Signed</p> <p>(Regional Director or nominee's signature)</p> <p>Name:</p> <p>Date:</p>

Strategic Intent

	Goals	Targets	One Year Targets																																																																																																																																																																																																																				
<p>Student Learning</p>	<p>To significantly improve literacy and numeracy achievement Prep-6</p> <p>To enhance all students VELs interdisciplinary strand learning outcomes</p>	<p>End Year 2015 NAPLAN English(Grammar, Reading, Writing, Spelling) and Mathematics (Numeracy) From School Summary Report</p> <p>Year 3- Band 4 @ expected level</p> <ul style="list-style-type: none"> 80% above Band 3 30% above Band 4 <table border="1"> <thead> <tr> <th></th> <th>2012 Actual</th> <th>2013 Actual</th> <th>2014 Actual</th> <th>2015 Actual</th> </tr> </thead> <tbody> <tr> <td>English</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Above band 3</td> <td>64%</td> <td>30%</td> <td>58%</td> <td></td> </tr> <tr> <td>Above band 4</td> <td>31%</td> <td>18%</td> <td>30%</td> <td></td> </tr> <tr> <td>Numeracy</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Above band 3</td> <td>50%</td> <td>36%</td> <td>57%</td> <td></td> </tr> <tr> <td>Above band 4</td> <td>13%</td> <td>9%</td> 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Student Engagement and Wellbeing

To have a high level of student wellbeing whereby students are socially competent, motivated and engaged with a strong sense of connectedness to their peers, the school and their teachers and community

To enhance Physical, Personal and Social learning outcomes for all students and develop learning responsibility, leadership and sense of community

By 2015 Student Attitude to School survey data to be at or above:

- Student Safety 4.50
- Stimulating Learning 4.50
- School Connectedness 4.50

	2015 Actual
Student safety	
Stimulating learning	
School connectedness	

Parent Opinion Survey data to be at or above:

- Stimulating Learning 5.80

2015 Actual

Attendance absence rates to be at or below:

- 12 days

2015 Actual

By 2015 Attitudes to School Survey data to be at or above:

- Classroom Behaviour 3.5

2015 Actual

Student Pathways and Transitions

To support the transition of students at key points in their schooling particularly to Prep, within the school and into Secondary schooling

By 2015 Parent Opinion Survey data to be at or above:

- Transition scale to 6.0 or above
- General Satisfaction 6.2 or above

	2015 Actual
Transition Scale	
General Satisfaction	

By 2014 Student Attitude to School survey data trend analysis Yr 5&6 to be at or above:

	2012		2013		2014		2015
	Target	Actual	Target	Actual	Target	Actual	Target
Student Safety	4.75	4.27	3.75	4.57	4.50	4.02	4.5
Stimulating Learning	4.61	4.26	4.60	3.76	4.25	3.95	4.5
School Connectedness	4.74	4.59	4.74	4.38	4.50	4.09	4.5

Parent Opinion Survey data school mean to be at or above:

	2012		2013		2014		2015
	Target	Actual	Target	Actual	Target	Actual	Target
Student Safety		4.65	5.00	4.67	5.50	5.02	5.80
Stimulating Learning	6.0	5.67	5.75	5.33	4.25	5.64	

Attendance absence rates P-6 to be at or below:

	2012		2013		2014		2015
	Target	Actual	Target	Actual	Target	Actual	Target
Attendance	12 days and below	12.66	10	13	11	16	12

By 2014 Attitudes to School Survey data to be at or above:

	2012		2013		2014		2015
	Target	Actual	Target	Actual	Target	Actual	Target
Classroom Behaviour	3.35	2.76	3.40	2.30	3.0	2.4	3.5

By 2014 Parent Opinion Survey data to be at or above:

	2012		2013		2014		2015
	Target	Actual	Target	Actual	Target	Actual	Target
Transition scale	6.0	5.86	6.0	5.47	6.0	5.64	6.0
General satisfaction	6.2	5.55	5.75	5.32	5.5	5.81	6.2

2015 Implementation

Key Improvement Strategies	What: activities and programs	How (Resources)the budget, equipment, IT, learning time, learning space	Who - responsible for implementation	When- completed	Achievement milestones-the changes in practice or behaviours
STUDENT LEARNING - Staff Excellence					
Build teacher capacity to consistently provide explicit and differentiated spelling and numeracy instruction and develop the consistency of teaching and learning across the school	Staff coaching	Staff 30min scheduled peer coaching per week Staff 1:1scheduled fortnightly coaching session, classroom observations and modelled lessons Random classroom observation and feedback of collaboratively developed instructional practices, Principal walkthroughs	3-6 teachers and P-2 teachers Principal Principal	Weekly Fortnightly each term	Coaching records for each staff of at least 4 coaching sessions per term noting practices learnt and embedded Staff performance plans completed, goals met and aligned to KIS Mid cycle Oct, End of cycle April
	Team Planning and instructional planning time	Timetable schedule for P-2 and 3-6 team planning and teacher individual planning time Small schools planning meetings P-2 & 3-6	Upper and lower school teams and principal to cover classes	Weekly, each 5wks Each Term	100% planning time for all staff each term-calendar records end of term
	Professional learning targeting instructional practice in literacy- spelling and maths	Network Maths and Literacy PLT's and coordinator meetings External PD- Andrea Hillbrick Network Maths PD Staff meetings teaching and Learning PD focused, driven by teacher/school identified need School visits each term to observe classroom practice	Principal and coordinators Principal All staff All staff	Each term x 4 Term 1 Weekly Each term 2 times per term	Staff attendance record, meeting minutes Staff professional learning logs presented at Review in April Staff meeting schedule/minutes on school intranet Staff professional learning logs presented at Review in April Calendar record of visits- end of cycle
	Authentic, relevant curriculum development for whole school, cohort and individual levels aligned with AusVels and parent/student feedback	School curriculum planning at staff, team and Network meetings- P-2, 3-6 Survey student and parent voice and use survey data to inform planning	Principal, teaching staff, School Council, Students	Term 3	School curriculum documents and unit plans evident online in staff shared- 5wk units 2 per term for each domain Weekly planners with differentiated planning stored on staff intranet reviewed by principal weekly
	Implement Gradual release instructional model to develop consistency of teaching practice	Staff meeting and leadership planning to identify key practices and observe, provide feedback from class visits	Principal	weekly	Observation, Coaching and peer coaching records Staff performance and development accountability cycle
Develop teacher capacity to effectively use digital technologies	School ICT Coordinator drives effective and instructional use of digital technologies	Clarify ICT coordinator role with clear responsibilities, expectations and regular meetings ICT coordinator leading e-learning plan, e-smart team(including parents) Build staff capacity to embed ICT in teaching practice through regular staff meeting PD Time allocation given at negotiated key times for ICT Coordinator- E-Potential survey.	Principal, ICT coordinator eSmart coord, staff, parents, school council ICT coordinator Principal	Term 2 Term 2 Each term Each term, Term 3	Staff performance and development accountability cycle Completed and reviewed e-learning plan, e-smart meeting records Teacher planning documents, P&D plans, staff meeting schedule
WELLBEING & ENGAGEMENT - Caring Environment, Positive Culture					
Maintain a positive, proactive school culture and caring learning environment capable of sustaining and improving student engagement and wellbeing outcomes	Implement social, emotional programs, events and frameworks- Kids Matter and Healthy Together and increase parent participation	Kids Matter, Healthy Together Committee meetings Kids Matter events Wellbeing Newsletter section with information Assembly addresses planned and delivered with a focus for the school for a week Development of school communication plan Staff briefing for staff check ins and collaboration, information sharing Teachers plan and implement the teaching of values and wellbeing-through Circle Times, Check-ins, Check-outs and Bounce back, tribes and YCDI programs	Wellbeing team Chaplain Principal, teachers Principal Principal Teachers	Twice a term Fortnightly Weekly Term 2 3 x week weekly	Wellbeing meeting record, twice per term Record of events held and participation rates Newsletter items evident Staff planning documents have wellbeing instruction documented Assembly theme document for each term Values and restorative practices demonstrated by students, staff and families within the school community- reduction in suspensions Teacher planning documents
	Whole school Restorative Practices professional learning for a consistent whole school approach	Real Schools Adam Voigt PD in partnership with Kerang and Piangil Primary Schools- PD pupil free day, webinars, professional readings, Adam Voigt mentor- including all stakeholders Restorative Practices posters, displays visible across the school and verbal use evident in playground Wellbeing and PD budgets	Principal, Adam Voigt, Kerang & Piangil Principals Chaplain, all staff Principal	Each term Term 1 & each term Annually	School and Kids Matter surveys data- staff, parent, students- annual reports Display updated each term Budget allocation
	Student leadership and student voice programs and forums	School Captains to attend National Young Leaders Conference. School leaders to address guests and each assembly Peer Mediation training for 6 Yr 5/6 students Junior School Council meetings and activities School Captains, JSC members attend School Council	Principal Yr 6 teacher Chaplain Chaplain and 3/4 class teacher JSC leader	Annually Weekly Term 2 Monthly Twice per year	Captains assembly presentations and guest speeches Review of peer mediation roster term2 JSC minutes School Council minutes
	Comply with OHS requirements	Identify OHS Coordinator with time allocation to enact OHS action plan Liaise with OHS consultants	Admin Admin	Term 1 Each term	OHS documentation completed by term 4
PATHWAYS & TRANSITIONS -Student Engagement					
Review and continue to enhance programs for life transitions particularly at strategic points from pre-school to Year 7	Continue to improve and refine transition processes- Preschool to Yr 7 and daily in and across classrooms	Preschool shared events, PD and newsletter, Transition programs Improved Classroom practice	Principal, Preschool director Prep and Yr 6 Teachers Classroom teachers	Each term Each term Daily	Transition schedules for the year Preschool COM Meeting minutes Student opinion survey annual results
	Consistent start to the school day that links today's learning with previous learning- Tribes, YCDI, Bounce Back	Improved Classroom practice with consistent start and end to the school day via check ins, check outs, circle time.	Class teachers Data coordinator	daily each term	Students attitudes to school survey annual results Teacher planning documents reviewed weekly
	Quality Camp program	Forward plan NZ, 15 mile creek, P-2 camps and align with curriculum planning	Junior and Senior camp coordinators	Annually	Increased connectedness in Attitudes to School survey 80% attendance of student cohort to attend at least one camp program
PRODUCTIVITY - Staff excellence, Positive Culture, Quality Instruction					
Refine and strategically align school processes to support improved student learning	Track student progress and develop policies and school plans- Literacy, Numeracy	SPA program to track student progress and inform planning and alignment of resources Research programs for 2016 for reporting and tracking student academic and wellbeing progress that is accessible by parents Literacy and Numeracy Plans and school policies to guide consistency of teaching practice.	Principal, Data Coordinator Literacy, Numeracy Coordinators	Each term Term 4 Term 2	Literacy, Numeracy, communication plans and policy documents Term 2 Budget allocation Term 4 for reporting program for 2016 Literacy and Numeracy plans complete
	Develop committees effectiveness and actioning of goals- Buildings and Grounds, Fundraising, Finance, School Council, Preschool COM	Preschool Committee of Management, Finance Committee, Buildings and Grounds committees to meet and report to school council	Principal	monthly	Meeting minutes

	Develop leadership teams, collaborative decision making and distributive leadership.	Increase membership of the school leadership team Build staff forums and recognition activities such as briefing, staff meetings to define and strategically plan school management and curriculum using the 5 anchors and role clarity Identify and train a Welfare Coordinator with time allocation and PL as needed Admin meetings	Leadership team- Principal, 3 teachers Principal Principal Admin	weekly Each term Term 4 Each month	Leadership meeting minutes Staff Briefing records Staff performance and development accountability cycle-April School council, committee, staff and wellbeing team minutes
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