

# 2015 Annual Implementation Plan

Strategic Goals, Key Improvement Strategies and Targets	Actions (What)	Who/How	Evidence to be used	Domain/Standard
<p><b>Achievement</b></p> <p><b>Strategic Goal:</b> To Improve student growth in Literacy and Numeracy</p> <p><b>KIS:</b> Build staff capacity to identify, challenge and teach to each students point of learning (POL) Develop and document the Lake Bolac guaranteed and viable curriculum, P-10</p> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>* Relative growth data (3-5, 5-7, 7-9) across Reading, Writing, Numeracy, Spelling as indicated through NAPLAN, are consistently above state mean over the Strategic Plan.</li> <li>* Students achieve PAT Maths and PAT Vocab and Comprehension results consistently above national average.</li> <li>* Students achieve their negotiated and aspirational goals each year of the Strategic plan, based on Teacher Judgements.</li> </ul>	<p><b>Assessment Schedule</b> – Establish and document an assessment schedule for literacy and/or numeracy and set personal learning goals with every student.</p> <p><b>SPA</b> - Setup and begin using the Student Performance Analyser (SPA) tool.</p>	<p><b>Whole School/Leadership</b></p> <ul style="list-style-type: none"> <li>• Build teachers capacity to regularly assess students and identify their point of need.</li> <li>• Undertake SPA PD and provide PD for staff</li> <li>• Establish a consistent approach to literacy and numeracy assessment</li> <li>• Provide structured time during PLT meetings for SPA Data analysis and sharing how teachers assess and set personal learning goals</li> </ul> <p><b>Teachers</b></p> <ul style="list-style-type: none"> <li>• Structure Literacy and Numeracy time to ensure students are assessed and personal learning goals are set every week</li> <li>• Conduct a student conference at least once a week with each student. Specifically explaining what is observed, what strategies should be used and what each students target should be.</li> <li>• Conduct PAT testing and cross reference these results against other assessments</li> <li>• Use SPA to analyse students' learning growth</li> </ul> <p><b>Educational Support Staff</b></p> <ul style="list-style-type: none"> <li>• Support teaching staff to improve literacy and numeracy growth</li> </ul>	<ul style="list-style-type: none"> <li>- TJ (Teacher Judgement) against AusVELS in English and Mathematics</li> <li>- PAT Testing</li> <li>- Planning documents</li> <li>- Teacher records</li> <li>- Attendance at PD sessions</li> </ul>	<p>Student Outcome Goal</p> <p>PK1 – Know students and how they learn</p> <p>PK2 – Know the content and how to teach</p>
<p><b>Engagement</b></p> <p><b>Strategic Goal:</b> To promote high levels of student engagement with their learning and connectedness with their peers, their teachers, their school and community</p> <p><b>KIS:</b> Enhance the three-way education partnership between the school, student and parents with a shared language and documentation relating to student engagement.</p> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>* ATTS variables, related to Teaching and Learning, are at or above state mean over the life of the Strategic Plan.</li> <li>* POS variables, related to Student Engagement are at or above state mean over the life of the Strategic Plan.</li> </ul>	<p><b>GREAT Teaching PDP Teams</b> - Implement an Action Research/Reflective Practice/Peer Support model for improving teaching and learning at the College.</p> <p><b>Compass Learning Tasks</b> – Provide individualised feedback to students and parents on how students have performed on learning tasks</p>	<p><b>Whole School/Leadership</b></p> <ul style="list-style-type: none"> <li>• Establish PDP learning teams that use action research and peer support to reflect on and improve teaching practices</li> <li>• Provide time for PDP teams with a structure and time to meet</li> <li>• Supply PDP teams with current and relevant research</li> <li>• Establish a consistent assessment and reporting protocol for end of semester reports</li> </ul> <p><b>Teachers</b></p> <ul style="list-style-type: none"> <li>• Actively participate in PDP team process including reflection, research and peer support</li> <li>• Provide written personalised feedback on Student Learning Tasks in semester reports</li> </ul> <p><b>Educational Support Staff</b></p> <ul style="list-style-type: none"> <li>• Support teaching staff to produce individualised feedback on learning tasks</li> </ul>	<ul style="list-style-type: none"> <li>- Attendance at PDP team meetings</li> <li>- PDP team documentation</li> <li>- Semester reports/portal records</li> </ul>	<p>PP3 – Plan for and implement effective teaching and learning</p> <p>PP5 – Assess, provide feedback and report on student learning</p> <p>PE6 – Engage in Professional learning</p>
<p><b>Wellbeing</b></p> <p><b>Strategic Goal:</b> Establish a whole-school focus on the promotion of positive relationships, risk taking in learning and student behaviour.</p> <p><b>KIS:</b> Build a positive school culture through the implementation of shared and agreed vision and values.</p> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>* ATTS variables related to Student Wellbeing, Classroom Behaviour and Connectedness to Peers remain at or above the State mean over the course of the Strategic Plan.</li> </ul>	<p><b>Whole School P-12</b> – Provide opportunities for students, staff and parents to work together as a whole school to provide relationship building opportunities.</p> <p><b>Positive Behaviour</b> – Rewarding positive behaviour and choices</p>	<p><b>Whole School/Leadership</b></p> <ul style="list-style-type: none"> <li>• Establish a whole-school (P-12) focus on the promotion of positive relationships</li> <li>• Develop ways to acknowledge and reward positive behaviour across the College</li> </ul> <p><b>Teachers</b></p> <ul style="list-style-type: none"> <li>• Participation, promotion and establishment of P-12 activities.</li> <li>• Acknowledge and reward positive behaviour within every class</li> <li>• Use the College Management Process</li> </ul> <p><b>Educational Support Staff</b></p> <ul style="list-style-type: none"> <li>• Participation, promotion and establishment of P-12 activities</li> </ul>	<ul style="list-style-type: none"> <li>- Newsletter, Facebook, school magazine, newspaper, etc. recognition</li> <li>- Correspondence with parents and other teachers.</li> </ul>	<p>PP4 – Create and maintain supportive and safe learning environments</p>
<p><b>Productivity</b></p> <p><b>Strategic Goal:</b> To ensure consistency and alignment of all aspects of school operations and resource allocations to achieve the school vision.</p> <p><b>KIS:</b> Allocate resources to optimize student outcomes.</p> <p><b>Targets:</b></p> <ul style="list-style-type: none"> <li>* POS indicates General satisfaction above the state mean over the life of the Strategic Plan.</li> <li>* SCS Collective Efficacy and Collective focus on student learning both remain above state mean over the life of the Strategic Plan.</li> </ul>	<p><b>Review</b> - Staff, school council and parents have participated in a collaborative process to review school performance and develop new strategic priorities</p>	<p><b>Whole School/Leadership</b></p> <ul style="list-style-type: none"> <li>• Use of School's Performance Framework/ School Self Evaluation Tool-School Practice and Performance matrix as basis for reflection.</li> <li>• Reviewing data and discussion related to attainment of previous strategic plan goals in relation to student achievement, engagement, wellbeing &amp; productivity</li> <li>• Completion of self-evaluation report – presentation to school council</li> <li>• Completion of School strategic plan 2016-19 including profile, strategic direction (in the areas of achievement, engagement, wellbeing and productivity) and an indicative planner</li> </ul> <p><b>Teachers</b></p> <ul style="list-style-type: none"> <li>• Actively participate in the College review and development of the 2016-19 strategic plan</li> </ul> <p><b>Educational Support Staff</b></p> <ul style="list-style-type: none"> <li>• Actively participate in the College review and development of the 2016-19 strategic plan</li> </ul>	<ul style="list-style-type: none"> <li>- Self evaluation, review report and strategic plan</li> </ul>	<p>PE7 – Engage professionally with colleagues, parents/carers and the community</p>
<p><b>Significant Projects</b></p> <ul style="list-style-type: none"> <li>•</li> </ul>				