

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

Upwey South Primary School (4894)



Submitted for review by Damien Kitch (School Principal) on 22 February, 2018 at 12:48 AM

Endorsed by Denise Kotsikas (Senior Education Improvement Leader) on 22 February, 2018 at 10:33 AM

Endorsed by Nick Orr (School Council President) on 27 February, 2018 at 04:48 PM

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

Upwey South Primary School (4894)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target Outline what you want achieve in the next 12 months against your Strategic Plan target.	FISO initiative
Achievement SSP Goal: To improve student learning outcomes in all areas of the curriculum.	<p><b>NAPLAN</b>            Increase the proportion of students in the top two bands            Decrease the proportion in the lower two bands            Increase the percentage of students achieving high growth (relative gain)  <b>Numeracy Outcomes:</b>  <i>School Performance Report 2017 – Numeracy</i>  <i>Domain Performance Group Overall – Renew</i>            % of students in top 2 bands (Year 5) 44% Change result over the last 3 years: 17%            Increased Significantly – <b>Influence</b>            % of students in bottom 2 bands (Year 5) 13%            Change result over the last 3 years: 2%            Increased - <b>Renew</b>            % of students with high or medium gains (Years 3 – 5) 68%</p>	Yes	<p>2017 Data:            NAPLAN Writing            High growth:            = 32%            medium growth            = 48%            low growth            = 19%</p> <p>2018 Target Writing            = &gt;40% high growth            = &lt; 15% low growth</p> <p>2017 Data            NAPLAN Spelling            high growth            = 13%            medium growth            = 55%            low growth            = 32%</p> <p>2018 target Spelling</p>	Building practice excellence

	<p>Change result over last 3 years: -1% Maintained - <b>Renew</b></p> <p><b>Reading Outcomes:</b> <i>School Performance Report 2017 – Reading</i> <i>Domain Performance Group Overall – Influence</i> % of students in top 2 bands (Year 5) 66% Change result over the last 3 years: 24% Increased Significantly – <b>Influence</b> % of students in bottom 2 bands (Year 5) 13% Change result over the last 3 years: -9% Decreased Significantly - <b>Influence</b> % of students with high or medium gains (Years 3 – 5) 77% Change result over last 3 years: 7% Increased - <b>Stretch</b></p>		<p>= &gt;15% high growth = &lt;25% low growth</p> <p>2017 Data NAPLAN Grammar and Punctuation high growth = 19% medium growth = 58% low growth = 23%</p>	
<p>Engagement SSP Goal: To deepen student engagement in their learning</p>	<p>Target - Attitudes to School Survey Attitudes to School Survey variable means including stimulating learning, teacher effectiveness, school connectedness and teacher empathy in the 3rd quartile Target - Absence Decrease the mean F-6 for average days absent per year <b>Absence Outcomes:</b></p>	<p>No</p>	<p>2017 ATSS Learner Resilience: I can recover in a short time when something bad happens to me 2017 data= 65%  2018 target= 70%</p>	

	<p><i>School Performance Report 2017 – Engagement</i>  <i>Domain Performance Group Overall – Renew</i>  Attendance Rate 2017 92%  Change result over the last 3 years: -1%  Decreased (Medium) – <b>Renew</b></p>			
<p>Wellbeing SSP Goal: To build student resilience, responsibility and respect.</p>	<p>Target - Attitudes to School Survey  Attitudes to School Survey variable means including connectedness to teacher and peers, classroom behaviour and safety in the 3rd quartile.  Target- Parent Opinion Survey  Student behaviour management and student engagement to improve by at least one quartile measure.</p>	<p>Yes</p>	<p>2017 ATSS Data:   Classroom Behaviour= 83%  Students at this school treat teachers with respect= 67%  My teacher expects students to pay attention= 100%  My teacher sets clear rules for classroom behaviour= 94%  Students at this school treat each other with respect= 72%   Managing bullying = 77%  I feel safe at this school = 86%  The school deals fairly with bullying problems= 67%  I know where to get help if I feel bullied= 78%   2018 Target= &gt;5% increase in areas listed above</p>	<p>Setting expectations and promoting inclusion</p>

			<p>2017 Parent Opinion Survey Data:</p> <p>Safety- Promoting Positive Behaviour= 58% (1st quartile &lt;5th percentile)</p> <p>Stimulating Learning Environment= 55% (1st quartile &lt;5th percentile)</p> <p>2018 Target= &gt;5% increase in areas listed above</p>	
<p>Productivity SSP Goal: To optimise the allocations of resources to improve learning outcomes for all students.</p>	<p>Target- Staff and Parent Opinion Survey improved levels of teacher satisfaction with professional growth and parent satisfaction with school improvement</p>	No	<p>2017 Staff Opinion Survey Data:</p> <p>Professional learning through peer observation = 0%</p> <p>2018 Target = &lt;40%</p> <p>School Staff Safety and Wellbeing Supports the psychological health and safety of staff members. = 30%</p> <p>2018 Target = &gt;60%</p> <p>2017 Parent Opinion Survey Data:</p> <p>General school improvement= 44%</p> <p>The school has a clear understanding of its</p>	

			strengths and areas for improvement= 39% (1st quartile <5th percentile)  2018 target= > 50%	
--	--	--	---	--

<b>Improvement Initiatives Rationale</b>
<p>At the beginning of Term Four, 2017 USPS did not have in place agreed school-wide structures to drive school-wide positive behaviors for learning.</p> <p>In support of achieving the goals which we have set out in our 2018 Annual implementation Plan (AIP) each staff member is required to join two Professional Learning Teams (PLTs). These will be underpinned by the formation of a Strategic School Improvement Team (SIT). The SIT Members will play a pivotal role in 2018 and beyond.</p> <p>The Roles and Responsibilities of the SIT can be categorized into three subsets:</p> <ul style="list-style-type: none"> <li>• Drive the Curriculum of the school- through meaningful data literacy and curriculum mapping</li> <li>• Drive the Culture of the school- oversee the SWPBL and welfare of all learners. Plan for continuous improvement and future learning gains; with strategic intent.</li> <li>• Drive the Climate of the school- model and lead others through exemplary practice and professionalism.</li> </ul> <p>In 2018, the SIT Members will meet each Thursday from 2:00pm-3:30pm. Members are provided with class coverage to attend weekly meetings.</p> <p>Membership of the 2018 team consists of: Damien Kitch (Principal) Gary Monopoli (3-6 Horizontal Curriculum Learning Leader) Mel Rowe (F-2 Horizontal Curriculum Leader) Paul Hennessy (Positive Behaviors for Learning/ School Culture Leader) Jess Cameron (Digital Learning/ Inquiry Learning Leader) and Toby McIlrath (DET Coach- Curriculum Development and Continuous Learning Improvement)</p> <p>Curriculum PLT's: these teams focus upon learning content - English</p>

- Mathematics
- Digital Learning/ Inquiry

Culture and Climate PLT's: these teams focus upon learning structure

- PBL and School Culture
- Personalized Learning Engagement
- Data Literacy/ mapping a Connected Climate for Learning

<b>Goal 1</b>	Achievement SSP Goal: To improve student learning outcomes in all areas of the curriculum.
<b>12 month target 1.1</b>	<p>2017 Data:  NAPLAN Writing  High growth:  = 32%  medium growth  = 48%  low growth  = 19%</p> <p>2018 Target Writing  = &gt;40% high growth  = &lt; 15% low growth</p> <p>2017 Data  NAPLAN Spelling  high growth  = 13%  medium growth  = 55%  low growth  = 32%</p> <p>2018 target Spelling  = &gt;15% high growth  = &lt;25% low growth</p>

	2017 Data NAPLAN Grammar and Punctuation high growth = 19% medium growth = 58% low growth = 23%
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Restructure PLT's across the school in the curriculum area. Articulate KIS through 2018 Action Plans in Mathematics, English and Digital Learning/ Inquiry.
KIS 2	Engage in the Leading Literacy Initiative and 2018 Professional Learning Community (PLC) Initiative.
KIS 3	Develop and implement an agreed school-wide instructional model, based upon: - Gradual Release of Responsibility - SOLO Taxonomy - explicit subsets of learning intentions and success criteria
KIS 4	Restructure the school-wide daily timetable to include an increased focus upon writing structure.

<b>Goal 2</b>	Wellbeing SSP Goal: To build student resilience, responsibility and respect.
<b>12 month target 2.1</b>	2017 ATSS Data:  Classroom Behaviour= 83% Students at this school treat teachers with respect= 67% My teacher expects students to pay attention= 100% My teacher sets clear rules for classroom behaviour= 94% Students at this school treat each other with respect= 72%



	<p>Managing bullying = 77%</p> <p>I feel safe at this school = 86%</p> <p>The school deals fairly with bullying problems= 67%</p> <p>I know where to get help if I feel bullied= 78%</p> <p>2018 Target= &gt;5% increase in areas listed above</p> <p>2017 Parent Opinion Survey Data:</p> <p>Safety- Promoting Positive Behaviour= 58% (1st quartile &lt;5th percentile)</p> <p>Stimulating Learning Environment= 55% (1st quartile &lt;5th percentile)</p> <p>2018 Target= &gt;5% increase in areas listed above</p>
<b>FISO Initiative</b>	Setting expectations and promoting inclusion
<b>Key Improvement Strategies</b>	
KIS 1	Revisit and develop an updated understanding of school-wide values: Respect, Responsibility & Resilience.
KIS 2	Adopt talk moves as a school-wide approach to dialogic teaching