

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

The Basin Primary School (2329)



Submitted for review by Graeme Russell (School Principal) on 21 November, 2017 at 12:22 PM

Endorsed by Justin Butler (Senior Education Improvement Leader) on 18 December, 2017 at 08:48 AM

Endorsed by Darrell Holden (School Council President) on 20 February, 2018 at 12:20 PM

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

The Basin Primary School (2329)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative
<p>Enhance the leadership structure to develop team leaders' capacity to lead and implement change.</p>	<ul style="list-style-type: none"> <li>• Increase the school improvement and general satisfaction variables on the parent opinion survey (2016 baseline – 6.23).</li> <li>• Increase the staff opinion responses over the period of the Strategic Plan to the additional leadership module (to be first administered in 2017).</li> <li>• Increase the shielding and buffering measure in the staff opinion survey (2016 baseline – 78.72).</li> <li>• Consider inclusion of measures in the new student opinion survey relating to this goal (note that in 2017 a new student opinion survey will be available).</li> </ul>	<p>Yes</p>	<p>Develop a new layer of leadership to ensure the successful implementation of the Literacy and Numeracy curriculum areas.</p> <p>Document the leadership role of each curriculum area with those people responsible for creating the key accountabilities.</p> <p>Identify staff to attend the Leading Maths, Leading Literacy and Curriculum &amp; Assessment programs at Bastow.</p> <ul style="list-style-type: none"> <li>• Increase the Staff Opinion Survey data in the additional leadership module - first</li> </ul>	<p>Building leadership teams</p>

			<p>administered in 2017, will use in 2018</p> <ol style="list-style-type: none"> <li>1. Instructional Leadership 2015 = 82% 2018 target = 90%</li> <li>2. Intellectual Stimulation 2015 = 84% 2018 target = 90%</li> <li>3. Leading Change 2015 = 83% 2018 target = 90%</li> </ol> <p>•Increase the Parent Opinion Survey data in -</p> <ol style="list-style-type: none"> <li>1. School Improvement 2017 = 85% 2018 target = 90%</li> <li>2. General Satisfaction 2017 = 82% 2018 target = 90%</li> </ol>																									
<p>Strengthen the use of assessment data and feedback to evaluate students' progress to inform teaching and learning.</p>	<ul style="list-style-type: none"> <li>• Increase the percentage of students in the top bands of NAPLAN according to the table below:</li> </ul> <table border="1" data-bbox="535 1000 1126 1374"> <thead> <tr> <th colspan="6">NAPLAN TARGETS – Students in the top two bands</th> </tr> <tr> <th></th> <th>Grammar and Punctuation</th> <th>Numeracy</th> <th>Reading</th> <th>Spelling</th> <th>Writing</th> </tr> </thead> <tbody> <tr> <td>Year 3 2016</td> <td>68 per cent</td> <td>49 per cent</td> <td>59 per cent</td> <td>45 per cent</td> <td>60 per cent</td> </tr> <tr> <td><b>Year 3 Target</b></td> <td><b>75 per cent</b></td> <td><b>65 per cent</b></td> <td><b>70 per cent</b></td> <td><b>60 per cent</b></td> <td><b>75 per cent</b></td> </tr> </tbody> </table>	NAPLAN TARGETS – Students in the top two bands							Grammar and Punctuation	Numeracy	Reading	Spelling	Writing	Year 3 2016	68 per cent	49 per cent	59 per cent	45 per cent	60 per cent	<b>Year 3 Target</b>	<b>75 per cent</b>	<b>65 per cent</b>	<b>70 per cent</b>	<b>60 per cent</b>	<b>75 per cent</b>	<p>Yes</p>	<p>Build teacher capacity to utilise data and a range of assessment strategies to effectively plan for and evaluate teaching and learning programs.</p> <p>Higher numbers of students in the top 2 bands of NAPLAN in the FISO area of writing and numeracy in both grade 3 and 5 results</p> <p>NAPLAN RELATIVE GROWTH 2018 target =</p>	<p>Building practice excellence</p>
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	Grammar and Punctuation	Numeracy	Reading	Spelling	Writing																							
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Year 5 2016 BM*	39 per cent	37 per cent	26 per cent	26 per cent	25 per cent
<b>Year 5 Target</b>	<b>45 per cent</b>	<b>45 per cent</b>	<b>45 per cent</b>	<b>45 per cent</b>	<b>45 per cent</b>

- Increase relative growth of students who are in the top bands of NAPLAN at Year 3.

*Baseline measures established through the total percentages of low, medium and high of students (who tested at or above ban5 when in Year 3).*

- Achieve 12 months growth in Victorian curriculum measures for all students for each year of schooling.
- Increase the teaching and learning measures within the 2017 student attitudes to school survey (note: new survey in 2017, no baseline available).
- Increase the parent opinion survey variable for stimulating learning (2016 baseline – 6.22), learning focus (2016 baseline – 6.32) and reporting (2016 baseline – 6.15).
- Increase the staff opinion survey variable for academic emphasis (2016 baseline – 78.36), guaranteed and viable curriculum (2016 baseline – 81.53).

25% high growth in all areas assessed

**NAPLAN TARGETS –**

- 60% to 75% of GRADE 3 students achieve results in the top two bands in all areas of NAPLAN - including the FISO WRITING Priority area.
- 35% to 50% of GRADE 5 students achieve results in the top two bands in all areas of NAPLAN - including the FISO WRITING priority area
- 25% of GRADE 5 students achieving HIGH Relative Growth in all areas of NAPLAN

**TEACHER JUDGEMENT TARGETS**

Achieve 12 months growth in Victorian curriculum measures for all students for each year of schooling 2018  
Target 85-95%

**SURVEY TARGETS**

- Increase the Student Attitudes Survey variable for in the are of Excellence in Teaching and Learning

			<p>2018 Target</p> <p>1. Effective Teaching Time 2017 = 89% 2018 = 93%</p> <p>2. Differentiated Learning Challenge 2017 = 92% 2018 = 95%</p> <p>3. Stimulating Learning 2017 = 83% 2018 = 90%</p> <p>4. Class Behaviour 2017 = 87% 2018 = 90%</p> <p>•Increase the Parent Opinion Survey variable for -</p> <p>1. Stimulating Learning 2017 = 79% 2018 target = 85%</p> <p>2. Effective Teaching 2017 = 70% 2018 target = 85%</p> <p>•Increase the Staff Opinion Survey variable for -</p> <p>1. Academic Emphasis 2017=77% 2018 target=85%</p> <p>2. Guaranteed &amp; Viable Curriculum 2017=81% 2018 target=85%</p>	
Develop and strengthen teaching and assessment approaches and enhance feedback to students and staff.	<ul style="list-style-type: none"> <li>Maintain or increase the staff opinion survey variable for collective focus on student learning (2016 baseline – 91.48), staff trust in</li> </ul>	No	Lead and/or have an expert conduct data analysis sessions with staff using our recent	

	<p>colleagues (2016 baseline – 90.98) and teacher collaboration (2016 baseline – 83.72).</p> <ul style="list-style-type: none"> <li>• Increase the parent opinion survey variables for reporting (2016 baseline – 6.15) and school connectedness (2016 baseline – 6.28).</li> </ul>	<p>review sets plus available 2017 data</p> <p>Evaluate the current diagnostic tests we use to track students progress in English and Mathematics to fine tune our annual assessment schedule and document</p> <p>Use data evaluations to guide planning at each level on a term and weekly basis</p> <p>This work is to be written as a role description for the sub leaders of the English and Maths domains</p> <p>Increase Staff opinion survey variable for -</p> <ol style="list-style-type: none"> <li>1. Collective Focus on Student Learning</li> </ol> <p>2017 = 94% 2018 target = 100%</p> <ol style="list-style-type: none"> <li>2. Staff Trust in Colleagues 2017 = 96% 2018 target = 100%</li> <li>3. Teacher Collaboration 2017 = 82% 2018 target = 90%</li> </ol> <p>Increase the Parent</p>	
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			opinion survey variable for - 1. School Connectedness 2017 = 87% 2018 target = 90% 2. Reporting 2017 = 85% 2018 target = 90%.	
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<b>Improvement Initiatives Rationale</b>
<p>In consultation with Justin Butler, SEIL, we identified the need to develop a new curriculum delivery leadership model. It was also identified that we need to further develop the FISO writing priority as our NAPLAN Grade 5 data (only 6.5% of students in the top two bands) and poor relative gain data of only 3.5% of students achieving high growth. Also identified was that our NAPLAN relative gain data across all five areas assessed needed to improve. Next year's target across all areas will be to achieve at least 25% high growth in all areas assessed.</p>

<b>Goal 1</b>	Enhance the leadership structure to develop team leaders' capacity to lead and implement change.
<b>12 month target 1.1</b>	<p>Develop a new layer of leadership to ensure the successful implementation of the Literacy and Numeracy curriculum areas.</p> <p>Document the leadership role of each curriculum area with those people responsible for creating the key accountabilities.</p> <p>Identify staff to attend the Leading Maths, Leading Literacy and Curriculum &amp; Assessment programs at Bastow.</p> <ul style="list-style-type: none"> <li>•Increase the Staff Opinion Survey data in the additional leadership module - first administered in 2017, will use in 2018           <ul style="list-style-type: none"> <li>1. Instructional Leadership 2015 = 82% 2018 target = 90%</li> <li>2. Intellectual Stimulation 2015 = 84% 2018 target = 90%</li> <li>3. Leading Change 2015 = 83% 2018 target = 90%</li> </ul> </li> <li>•Increase the Parent Opinion Survey data in -           <ul style="list-style-type: none"> <li>1. School Improvement 2017 = 85% 2018 target = 90%</li> <li>2. General Satisfaction 2017 = 82% 2018 target = 90%</li> </ul> </li> </ul>

<b>FISO Initiative</b>	Building leadership teams
<b>Key Improvement Strategies</b>	
KIS 1	<ul style="list-style-type: none"> <li>• Identify future leaders</li> <li>• Send staff to appropriate Bastow Courses, e.g. Leading Maths, Leading Literacy and Curriculum &amp; Assessment</li> <li>• Identify roles for each layer of curriculum leadership</li> <li>- Continued PL, coaching and embedding explicit teaching in Writing - Julie Shepherd building onto 2017</li> </ul>

<b>Goal 2</b>	Strengthen the use of assessment data and feedback to evaluate students' progress to inform teaching and learning.									
<b>12 month target 2.1</b>	<p>Build teacher capacity to utilise data and a range of assessment strategies to effectively plan for and evaluate teaching and learning programs.</p> <p>Higher numbers of students in the top 2 bands of NAPLAN in the FISO area of writing and numeracy in both grade 3 and 5 results</p> <p>NAPLAN RELATIVE GROWTH 2018 target = 25% high growth in all areas assessed</p> <p>NAPLAN TARGETS –</p> <ul style="list-style-type: none"> <li>•60% to 75% of GRADE 3 students achieve results in the top two bands in all areas of NAPLAN - including the FISO WRITING Priority area.</li> <li>•35% to 50% of GRADE 5 students achieve results in the top two bands in all areas of NAPLAN - including the FISO WRITING priority area</li> <li>•25% of GRADE 5 students achieving HIGH Relative Growth in all areas of NAPLAN</li> </ul> <p>TEACHER JUDGEMENT TARGETS</p> <p>Achieve 12 months growth in Victorian curriculum measures for all students for each year of schooling      2018 Target    85-95%</p> <p>SURVEY TARGETS</p> <ul style="list-style-type: none"> <li>•Increase the Student Attitudes Survey variable for in the are of Excellence in Teaching and Learning</li> </ul> <table style="margin-left: 40px;"> <tr> <td></td> <td></td> <td style="text-align: center;">2018 Target</td> </tr> <tr> <td>1. Effective Teaching Time</td> <td>2017 = 89%</td> <td style="text-align: center;">93%</td> </tr> <tr> <td>2. Differentiated Learning Challenge</td> <td>2017 = 92%</td> <td style="text-align: center;">95%</td> </tr> </table>			2018 Target	1. Effective Teaching Time	2017 = 89%	93%	2. Differentiated Learning Challenge	2017 = 92%	95%
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<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	<ul style="list-style-type: none"> <li>• Build teacher and student confidence in utilizing a range of assessment strategies to effectively plan for and assess teaching and learning.</li> <li>• Build teacher capacity to analyse data to inform teaching and learning.</li> <li>• Develop the capacity of the school to maintain accurate data sets.</li> </ul>