

Annual Implementation Plan - 2019

Select Annual Goals and KIS

Mordialloc Beach Primary School (0846)



Submitted for review by Sue Leighton-Janse (School Principal) on 17 December, 2018 at 10:22 AM

Endorsed by Jennifer McCrabb (Senior Education Improvement Leader) on 17 December, 2018 at 02:51 PM

Awaiting endorsement by School Council President

Select Annual Goals and KIS

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.	Self-evaluation Level
Excellence in teaching and learning	Building practice excellence	Embedding
	Curriculum planning and assessment	Evolving moving towards Embedding
	Evidence-based high-impact teaching strategies	Embedding moving towards Excelling
	Evaluating impact on learning	Embedding
Professional leadership	Building leadership teams	Embedding
	Instructional and shared leadership	Embedding
	Strategic resource management	Evolving moving towards Embedding
	Vision, values and culture	Embedding
Positive climate for learning	Empowering students and building school pride	Evolving
	Setting expectations and promoting inclusion	Evolving moving towards Embedding
	Health and wellbeing	Evolving moving towards Embedding
	Intellectual engagement and self-awareness	Emerging moving towards Evolving

Community engagement in learning	Building communities	Embedding moving towards Excelling
	Global citizenship	Embedding
	Networks with schools, services and agencies	Embedding moving towards Excelling
	Parents and carers as partners	Evolving moving towards Embedding
Enter your reflective comments	<p>MBPS Primary School has met it's targets for 2017. There has been a major focus on Excellence in teaching and learning and it is not surprising to see the school rate higher in this particular area. To see a shared teaching model, P&D process, Data Collation and moderation now a part of what the school does is a reflection of the hard work, skill and dedication of every member at MBPS.</p> <p>There are still major areas that need to be systemised to ensure the school reaches the excelling stage and ensure sustainability of the practices and processes that have been emphasised.</p> <p>Leadership has also been area that has been developed as no school change can occur successfully without excellent leadership. For the school to achieve unprecedented results in NAPLAN and testing is testament to good leadership at SIT and Team leader level. Along with enhanced teamwork.</p>	
Considerations for 2019	<p>The SIT team believes continuing our focus on Excellence in Teaching and Learning as well as Leadership is still required as it is via these avenues other areas of FISO can also improve. We have seen Networks with schools; services and agencies improve in this manner.</p> <p>Further refinement of Professional Development and induction is needed to ensure sustained teacher development and growth. A focus on numeracy is reflected alongside literacy is also an important development area for 2021.</p>	
Documents that support this plan		

Four Year Strategic Goals	Is this selected for	Four Year Strategic Targets	12 month target
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	focus this year?		The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.
To improve literacy outcomes for all students F-6 with particular focus on Writing and Spelling	Yes	<p>The percentage of students assessed at high growth in NAPLAN writing from Year 3 to 5 to increase from 10% in 2017 to 20% in 2018.</p> <p>The percentage of students assessed at high growth in NAPLAN spelling to Year 3 - 5 to increase from 18% in 2017 to 20% in 2018</p> <p>The number of students in the top two bands for NAPLAN writing and spelling in Years 3- 5 to increase from 33% in 2017 to 40% in 2018.</p> <p>To reduce the low growth in Reading from Year 3-5 from 41% to 35% in 2018.</p>	<p>To improve literacy outcomes for all students F-6 with particular focus on Reading, Writing, Spelling, Punctuation and Grammar.</p> <p>To continue to maintain the high growth in Reading from Year 3-5 in 2019 – stay above the State average of 25% of high growth.</p> <p>The percentage of students assessed at high growth in NAPLAN writing Year 5 to increase from 11.5% in 2018 to 25% in 2019.</p> <p>The number of students in the top two bands for NAPLAN in Spelling in Year 5 to increase from 23% in 2018 to 30% in 2019.</p> <p>The number of students in the top two bands for NAPLAN in grammar & punctuation in Year 5 to increase from 38% in 2018 to 45% in 2019.</p> <p>Embed a consistent instructional approach to reading, writing and spelling that incorporates high impact teaching strategies and formative assessment practices and student voice.</p> <p>To maintain the outstanding results in Numeracy.</p>

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Goal 1	To improve literacy outcomes for all students F-6 with particular focus on Writing and Spelling	
12 Month Target 1.1	<p>To improve literacy outcomes for all students F-6 with particular focus on Reading, Writing, Spelling, Punctuation and Grammar.</p> <p>To continue to maintain the high growth in Reading from Year 3-5 in 2019 – stay above the State average of 25% of high growth. The percentage of students assessed at high growth in NAPLAN writing Year 5 to increase from 11.5% in 2018 to 25% in 2019.</p> <p>The number of students in the top two bands for NAPLAN in Spelling in Year 5 to increase from 23% in 2018 to 30% in 2019.</p> <p>The number of students in the top two bands for NAPLAN in grammar & punctuation in Year 5 to increase from 38% in 2018 to 45% in 2019. Embed a consistent instructional approach to reading, writing and spelling that incorporates high impact teaching strategies and formative assessment practices and student voice. To maintain the outstanding results in Numeracy.</p>	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Building practice excellence	Embed a consistent instructional approach to reading, writing, spelling, grammar and punctuation that incorporates high impact teaching strategies and formative assessment practices and student voice.	Yes

<p>Explain why the school has selected this KIS as a focus for this year. Please refer to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.</p>	<p>Last year MBPS became a school of influence. Now our next goal is to maintain and improve that ranking. This year we started the year with a professional learning activity with Misty Adoniou focused on our needs. Scaffolding Literacy – using quality literature to teach reading and writing.</p> <p>We need to continue to develop our consistent approach to teaching reading, writing and spelling, grammar and punctuation. Planners and assessment checked each term. Devise our own Victorian Teaching and Learning Model that incorporates Vision, Practice Principles, Pedagogical Model and High Impact Teaching Strategies.</p> <p>Diagnosis of issues include the need to:-</p> <ul style="list-style-type: none"> Develop a Teaching and Learning Schedule of Professional Learning Activities. Develop a Teaching and Assessment Flow Chart Using the PLC guide Continue to support our early intervention plan. Continue to focus on our Professional Learning Communities with AP/LS and I need to attend the PLC meetings each week. Auditing our digital technologies program to make sure students are digitally literate from F-6. <p>Continue to focus on student voice re the Amplify document.</p>
<p>FISO Initiative</p>	<p>Building practice excellence</p>
<p>Key Improvement Strategy 1</p>	<p>Build an effective and consistent application of the school's pedagogical model.</p>
<p>Actions</p>	<p>Embed MBPS PLC evidence based focus.</p> <p>Whole school and PLT based professional learning. Develop research and reading hub on one drive.</p> <p>Implement MBPS teacher development strategy focusing on developmental needs of 1st to 3rd year teachers beginning with Induction.</p> <p>Implement MBPS Pre-teacher Induction.</p> <p>Launch MBPS whole school leadership model – Visual Learning – go to schools and conference to see if it is worth the investment.</p> <p>Student Leadership structure modified to align with staff leadership development.</p> <p>Develop and embed low variance curriculum Prep - 6 in focus areas of Literacy, Numeracy and Science.</p> <p>Develop consistent assessment and teaching of writing using 7 Steps to Writing and align to Kingston NETWORK Focus.</p> <p>Prep - 6 link to books and Novels at each year level.</p> <p>Implement IMSLE Prep to 2.</p> <p>Spelling spreadsheet produced by Oresti trialed- Investigate differentiated grouping as per guidelines.</p>

	<p>Vertical Teams and Horizontal Teams to identify and monitor highly able students and measure impact of strategies to support and maintain growth with a focus between 3 – 6. Embed high-level numeracy Math's fluid grouping strategy- Year 5-6. Worked example techniques for mathematical problem solving to be examined Prep - 6.</p> <p>STEM to be evident in planning docs with a minimum of 1 x 1hour block dedicated explicit Science Teaching Science Key Understandings to be written from Vic Curriculum and forms low variance Science Curriculum.</p> <p>Publish MBPS Teaching Handbook and implement consistent, evidence based teaching resources.</p>
Evidence of impact	<p>Leaders will: Provide PL and coaching in Implementing Low variance curriculum in literacy, numeracy and science documented in their PLC's. Lead the implementation and evaluation of an Induction for new teachers and pre-service teachers. Continue to develop teachers' skills in evidence informed practice in reading and writing via PL and coaching Continue to develop teachers' skills in evidence informed practice in numeracy via PL and coaching</p> <p>Teachers will: Continue to engage in research around High Impact Teaching Strategies. Continue use evidence informed literacy and numeracy strategies. Use online portal and toolkit to build to further support literacy and numeracy strategies. Implement consistent behavioral norms and positive behavior strategies.</p> <p>Students will: Improve their decoding and language comprehension skills to comprehend increasingly sophisticated texts in a wide range of mediums and genres. Improve their spelling and writing skills. Improve their automaticity of number facts and basic skills.</p>

Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Low Variance Curriculum Implementation, Evaluation and Planning: Leadership has set curriculum 12 - 18 months above level to align with data in Literacy and Numeracy.	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$10,000 <input checked="" type="checkbox"/> Equity funding will be used

<p>Meetings to evaluate and plan changes in response to evaluation will be ongoing through the year. The school is also committed to continue to build content knowledge in these areas and will: Engage with international experts in literacy to develop train the trainer skills in the areas of Vocabulary, Fluency, Phonics, Phonemic Awareness and Oral Language. Train staff members in MSL Structured Synthetic Phonics.</p> <p>Develop consistent assessment and teaching of writing using 7 Steps and Lisa Keskinen to Writing and align to Kingston NETWORK Focus. Literacy and Numeracy Support teams developed</p>				
<p>Continue to embed and train to evidence based MBPS teaching models. Reading Comprehension and broaden explicit writing focus. Visible learning</p>	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$5,000.00 <input checked="" type="checkbox"/> Leadership PD funding will be used
<p>Developing systems and support to ensure changes are sustained: Induction Program developed Embedding of Video observations and up-skill to pair feedback. Documentation around all areas completed including updates to assessment schedule etc</p>	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	
<p>Development of Numeracy Support Team to enhance MBPS led by Oresti and Literacy Support Team led by Dani. Assessments and Professional Development added to the whole school schedule. Further development of Literacy Support Team</p>	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	

Goal 1	<p>Student Achievement To maximize learning growth for all students through a consistent whole-school approach to learning and teaching.</p>
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FISO Initiative	Building practice excellence
Key Improvement Strategy 2	Build teacher capabilities and understanding of the continuum of learning informed by a consistent and rigorous analysis of data.
Actions	<p>Focused understanding of using assessment data effectively to inform teaching practice. Numeracy support team operating Numeracy support using</p> <ul style="list-style-type: none"> • ILIP for Highly Able and at risk students. • Evidence of extension in the areas of literacy and numeracy. • Numeracy PD online • Numeracy Team investigate evidence based models for early Numeracy acquisition
Evidence of impact	<ul style="list-style-type: none"> • Low variance curriculum in literacy, numeracy implemented and Assessment Schedule published to reflect key areas of focus. • Whole Staff PL Overview Published and implemented • Class Observation Processes established. • Teacher Observations established. • Staff P&D reflecting implemented areas • ILIP for Highly Able and at risk students. • Evidence of extension in the areas of literacy and numeracy. • Numeracy PD

