Annual Implementation Plan: for Improving Student Outcomes

School name: Glenallen School

School number: 4968

Year: 2017

Based on strategic plan: 2015 - 2018

Endorsement:

Principal   Michael Cole

Senior Education Improvement Leader   Alan McAuliffe

School council   Kate Wheller

Section 1: The school's Improvement Priorities and Initiatives

Report here the goals identified in the current School Strategic Plan and tick the Improvement Initiative/s that your school will address in this Annual Implementation Plan: for Improving Student Outcomes.

School Strategic Plan goals
1. To improve individual student learning outcomes in literacy/communication. 2. To improve the Performance and Development Culture within the school community. 3. To enhance the safety and wellbeing of all students in the school.   ✓

Improvement Priorities	Improvement Initiatives	✓
Excellence in teaching and learning	Building practice excellence	✓
	Curriculum planning and assessment	✓
Professional leadership	Building leadership teams	
Positive climate for learning	Empowering students and building school pride	✓
	Setting expectations and promoting inclusion	
Community engagement in learning	Building communities	

Improvement Initiatives rationale:
Explain why the school, in consultation with the Senior Education Improvement Leader (SEIL), has selected the above Improvement Initiative/s as a focus for this year. Please make reference to the evaluation of school data, the progress against School Strategic Plan (SSP) goals and targets, and the diagnosis of issues requiring particular attention.

- Literacy learning is the right of every student and every student has the potential to learn. The Four Blocks to Literacy approach provides a framework to introduce and expand literacy skills to all students at Glenallen. It provides many strategies for both emergent and conventional literacy learners particularly students with additional and complex communication needs. This approach is based on implementing structured lessons in Guided Reading, Self-Selected Reading, Writing and Working with Words.

- Glenallen School has a focus on strengthening teacher practice to improve student outcomes by creating a whole school culture of accountability and feedback through effective professional learning.

- Health and wellbeing programs have a positive and significant impact on attitudes to learning, social relationships and student achievement. The Glenallen Health and Safety program will support students' physical needs, foster a sense of belonging, develop students' self-management and awareness of self and others.

Key improvement strategies (KIS)
List the Key improvement strategies that enable the implementation of each Improvement Initiative. This could include existing strategies already being implemented as well as new ones identified through analysis of data; evaluation of impact of prior efforts, measurement of progress against targets and the diagnosis of issues requiring particular attention. KIS may be specific to one outcome area or applicable across several areas.

Improvement initiative:	Key improvement strategies (KIS)
Curriculum planning and assessment	To build teacher/team capacity to plan, deliver and assess individualised literacy and / or communication programs • Provide professional learning linked to the Writing component of the Four Blocks model for literacy.

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	• PLT to provide a resource bank of writing activities. • Implement Writing component of the 4 Blocks Literacy program across the school
Building practice excellence	Create a whole school culture of accountability and feedback through: • focusing on improving teacher practice • collaborating, involving reflection and feedback • collection of evidence-based data to guide improvement and to measure impact
Empowering students and building school pride	Develop and implement a Glenallen Health and Safety Program addressing the areas of: • Body Awareness • Personal Hygiene • Feelings • Public and Private

Section 2: Improvement Initiatives

STRATEGIC PLAN GOALS	To improve individual student learning outcomes in literacy/communication
IMPROVEMENT INITIATIVE	Curriculum planning and assessment
STRATEGIC PLAN TARGETS	90% of students achieve (satisfactory or above) their literacy/communication goals (Benchmark 2015).
12 MONTH TARGETS	Every student deemed capable will demonstrate a learning growth in English (Literacy) & Communication.

KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING				
					Progress Status	Evidence of impact	Budget		
							Estimate	YTD	
To build teacher/team capacity to plan, deliver and assess individualised literacy and / or communication programs.	**What** Provide professional learning linked to the Writing component of the Four Blocks model for literacy. **How** • Professional learning at staff meetings • Classroom and peer observation • Moderation and discussion at team meetings and section meetings	Principal & AP Literacy PLT Teachers/ Class Teams	Terms 1-2 Terms 1-4 Terms 2-4	***6 months*** • Identify strategy focus for Writing block within work plan • Writing component implemented across the school	🔴🟡🟢	• Class timetables and work programs reflect implementation of the writing component			
				12 months: • 100% of students using alternative pencils will have a completed "Alternative Pencil Proforma" • Completion of all appropriate assessments	🔴🟡🟢	• Satisfactory or above performance against individual learning goals (Victorian Curriculum) or Individual Learning Plan (ILP) goals			
	What Design a resource bank of Writing activities **How** • Staff to work collaboratively in Literacy PLT to investigate, plan and develop appropriate teaching resources for writing	Literacy PLT Teachers/ Class Teams	Terms 1-4	**6 months:** • PLT to establish electronic file for capturing appropriate resources and activities	🔴🟡🟢	• Electronic folder on shared drive on school network			
				12 months: • Staff contribute and utilize resource bank	🔴🟡🟢	• Resources collated and used			
	What Implement Writing component of the 4 Blocks Literacy program across the school **How** • Time allocation for program delivery • Ongoing targeted Professional Development • Mentoring and coaching	AP Literacy PLT Class teams	Term 1 Terms 1-4 Terms 1-4	**6 months:** • Class timetables and work programs to reflect delivery of Four Blocks to Literacy implementation, particularly writing component.	🔴🟡🟢	• Time allocation for delivery of four blocks to literacy			
				12 months: • Writing focus implemented in classrooms across the school and evidenced through teachers work programs, media and documented peer observation.	🔴🟡🟢	• 100% of students using alternative pencils will have a completed "Alternative Pencil Proforma • All students with writing goals have satisfactory or above achievement			

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STRATEGIC PLAN GOALS	To improve the Performance and Development Culture within the school community.
IMPROVEMENT INITIATIVE	Building practice excellence

STRATEGIC PLAN TARGETS

- Improve the school staff survey response rate in relation to:

Variable	2014	2018
Teacher/Team collaboration (whole school)	77%	87%
Teacher/Team Collaboration (Prin/Tchr/Team)	82%	90%

- Improve on the P&D Culture Self-Assessment,:

Element	2014	2018
Multiple Sources of Feedback	Level 1	Level 3

12 MONTH TARGETS

- Staff survey to increase in Teacher/Team collaboration (whole School) by 2% in 2017
- Staff survey to increase in Principal/Teacher/Team collaboration (whole School) by 2% in 2017
- Achievement at level 2 on P&D Culture Self-Assessment (Multiple sources of feedback)

KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING		Budget	
					Progress Status	Evidence of impact	Estimate	YTD
Create a whole school culture of accountability and feedback	**What** Improve teacher practice **How** • Implement classroom observational rounds in all classrooms	Principal LTs AITSL PLT All teaching staff	Terms 1-4	**6 months** • 50% teachers participate in program	● ● ●	Documented feedback through observational rounds		
				12 months: • !00% teachers participate in program	● ● ●	Documented feedback through observational rounds and documented improvements		
	What Staff will strengthen collaboration, reflection and feedback processes **How** • Through training in the use of protocols for peer observation and feedback (Level 2 P&D Culture)	Principal LTs AITSL PLT All teaching staff	Terms 1-4	**6 months:** • AITSL PLT deliver training in the use of protocols	● ● ●	Training delivered		
				12 months: • Scheduled PD, observational rounds and documentation completed for all teachers	● ● ●	Established structures and processes enable regular observation and feedback All teaching staff complete observational rounds and have used multiple sources of feedback		
	What Collect and analyse evidence-based data to guide improvement and to measure impact **How** • Staff to provide multiple sources of feedback as evidence of achievement of PDP SMART goals	Principal Aps HOD Staff		**6 months:** • PDP mid cycle reviews	● ● ●	Documented feedback through observational rounds		
				12 months: • PDP end of year cycle reviews	● ● ●	Documented feedback through observational rounds and documented improvements recorded as evidence in PDP end of cycle review		

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STRATEGIC PLAN GOALS	To enhance the safety and wellbeing of all students in the school.			
IMPROVEMENT INITIATIVE	Empowering students and building school pride			
STRATEGIC PLAN TARGETS	• Improved responses to student attitudes to school survey.			
12 MONTH TARGETS	Implementation of the completed Health & Safety program			

Within STRATEGIC PLAN TARGETS:

Area	2015	2018
Wellbeing	Benchmark	10% improvement

90% of students achieve(satisfactory or above) their Health and Safety Program goals

KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING		Budget	
					Progress Status	Evidence of impact	Estimate	YTD
Develop and implement a Glenallen Health and Safety Program addressing the areas of: • Body Awareness • Personal Hygiene • Feelings • Public and Private	**What** Implement all four areas of the Health & Safety Program across the school **How** • Timetable agreed blocks across the school • Document Safety component of the program for delivery in term 4	Class teams SLT PLT	Terms 1-4 Term 1 Terms 1-2	**6 months:** • Implement 2 components of the program	● ● ●	Student mid-year reports		
				12 months: • Implement 4 components of the program	● ● ●	Student end of year reports		
	What Measure the effectiveness of the program **How** • Survey staff, students and parents as to the effectiveness of the program			**6 months:** • Survey developed	● ● ●	NA		
				12 months: • Surveys completed	● ● ●	Changes to be implemented in 2018		

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Section 3: Other Improvement Model Dimensions

STRATEGIC PLAN GOALS	[**Drafting Note** these are the goals in your SSP related to this Dimension. Sometimes a goal in the SSP can be related to more than one Dimension/Initiative. They are recorded here exactly as they are in the SSP] **Bricks and Morta Project $2,000,000.00 – Up grade amenities/ Student bathrooms and pool change rooms.**
OTHER IMPROVEMENT MODEL DIMENSIONS	Health and wellbeing
STRATEGIC PLAN TARGETS	[**Drafting Note** these are the targets in your SSP related to this Dimension. Sometimes a target in the SSP can be related to more than one Dimension/Initiative. They are recorded here exactly as they are in the SSP]
12 MONTH TARGETS	[**Drafting Notes** the measures of progress may be a breakdown of the 4 year targets, however, where this is not possible due to availability of data (e.g. NAPLAN), schools may use alternative data sets (e.g. OnDemand data)]

KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING			
					Progress Status	Evidence of impact	Budget	
							Estimate	YTD
[**Drafting Notes** report here the KIS from the previous summary page]	[**Drafting Notes** report here what the school will do and how - including financial and human resources]	[**Drafting Notes** report here the person responsible]	[**Drafting Notes** report here the timeframe for completion]	6 months: [**Drafting Notes** report here the tangible markers or indicators of success reflecting observable changes in practice, behaviour, and measures of progress]	● ● ●	[**Drafting Notes** report here the quantifiable school and student outcomes and/or qualitative information about the change in practice]		
				12 months:	● ● ●			
Develop a Project Business Case to support the ongoing development of the physical learning spaces in the context of student needs	Continue to plan for the school's future resource management in the context of students needs Complete a HPS Educational Rationale aligned to the Education State agenda to inform the development of a Project Business Case for CARS Capital Works funding: Review the plan for investment of school-based funds to optimize teaching and learning spaces. Maintain a surplus in SRP each year to support the implementation of School Strategic Plan	Principal, DET Provision and Planning, DET Infrastructure and Sustainability Division Principal, School Council region Principal	Sem 1 Sem 2	6 months: This will be evidenced by: • DET clarity obtained regarding Facilities Schedule and options for learning spaces aligned with School and Education State priorities. Bricks and Mortar Project $2,000,000.00 – Up grade amenities/ Student bathrooms and pool change rooms completed School Investment Policy evaluated and renewed	● ● ●			
				12 months: This will be evidenced by: • School Resourcing & Investment plan documented CARS capital works funding attained or relocatable building provision for 2018.	● ● ●			
				6 months:	● ● ●			
				12 months:	● ● ●			
				6 months:	● ● ●			
				12 months:	● ● ●			
				6 months:	● ● ●			
				12 months:	● ● ●			

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Section 4: Annual Self-Evaluation

[**Drafting Note** Annual self-evaluation section enables schools to continuously collect, monitor and analyse school data about all aspects of school performance. This ensures that all aspects of school performance are considered throughout the year and that any risks, issues and opportunities are identified as they emerge. The Annual self-evaluation against the Continua of Practice should be completed as data becomes available]

Priority	Improvement model dimensions – note state-wide Improvement Initiatives are bolded	Is this an identified initiative or dimension in the AIP?	Continuum status	Evidence and analysis
Excellence in teaching and learning	**Building practice excellence**	Select	Select status	[**Drafting note** For current AIP improvement initiatives and/or dimensions, please provide a succinct and conclusive statement referring to the monitoring section of this plan. This statement can refer to the progress status and/or make reference to the achievement of the appropriate goals, targets and success criteria.]
	Curriculum planning and assessment	Select	Select status	
	Evidence-based high impact teaching strategies	Select	Select status	
	Evaluating impact on learning	Select	Select status	
Professional leadership	**Building leadership teams**	Select	Select status	
	Instructional and shared leadership	Select	Select status	
	Strategic resource management	Select	Select status	
	Vision, values and culture	Select	Select status	
Positive climate for learning	**Empowering students and building school pride**	Select	Select status	
	Setting expectations and promoting inclusion	Select	Select status	
	Health and wellbeing	Select	Select status	
	Intellectual engagement and self-awareness	Select	Select status	
Community engagement in learning	**Building communities**	Select	Select status	
	Global citizenship	Select	Select status	
	Networks with schools, services and agencies	Select	Select status	
	Parents and carers as partners	Select	Select status	

Reflective comments: [**Drafting Note** Please use this section to summarise your learnings from the self-evaluation process, including professional growth and key findings]

Confidential cohorts analysis: [**Drafting note** This section is not for public distribution. Report here the extent to which cohorts of students within the school (including Koorie, high ability, refugee, EAL, PSD, out of home care students, etc.) are being supported and challenged, leading to an inclusive and stimulating environment for all students]

Next Steps:

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