

Annual Implementation Plan - 2020

Define Actions, Outcomes and Activities

Elsternwick Primary School (2870)



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Goal 1	Students, staff and parents/carers will feel safe, valued and respected as members of our school community.
12 Month Target 1.1	To maintain 'Stretch', or increase to 'Influence' performance group in the School Performance Report in the School Climate domain. To increase from 'Renew' to 'Stretch' or 'Influence' performance group in the School Performance Report in the Participation domain. To increase from 'Renew' to 'Stretch' or 'Influence' performance group in the School Performance Report in the Student Attitude domain
KIS 1 Empowering students and building school pride	To strengthen the social and emotional wellbeing of students and staff by having a whole school approach to health, wellbeing and behaviour management.
Actions	<ul style="list-style-type: none"> * Develop a consistent, whole school approach to behaviour management and monitor its effectiveness. * Provide staff with evidence based professional learning to ensure that social and emotional health are taught explicitly. * Engage with community organisations to strengthen positive partnerships between staff, students and parents/carers.
Outcomes	<p>Students will:</p> <ul style="list-style-type: none"> * identify as individuals who are confident in themselves and their relationships with others. * feel empowered to self regulate their behaviour and seek help when required. * take an active role in promoting safety and in reducing inappropriate behaviour. <p>Teachers will:</p> <ul style="list-style-type: none"> * understand the elements required to provide positive, safe and inclusive learning environments. * develop the knowledge and skills required to support students social and emotional wellbeing. * minimise disruptive behaviour by actively developing students' social, emotional and cognitive skills. <p>Leaders will:</p> <ul style="list-style-type: none"> * develop a strong culture of mutual trust and support between the school and community to promote positive, safe and inclusive environments. * develop an understanding of research based health and wellbeing initiatives to provide staff with professional learning. * ensure students are supported consistently and equitably in line with the school wide supporting positive behaviour approach.
Success Indicators	Feedback will be obtained from staff, students and parents/carers, evaluating connectedness and satisfaction across the school community.

Goal 2	Students will achieve continuous learning growth.
12 Month Target 2.1	All students to achieve a minimum of 12 months learning growth, from Semester 2 2019 to Semester 2, 2020.
KIS 1 Curriculum planning and assessment	Implement Professional Learning Communities with a focus of data literacy to improve student learning growth.
Actions	<ul style="list-style-type: none"> * Establish Professional Learning Communities informed by evidence based research. * Develop a consistent and coherent approach to the documentation of the curriculum - English Guaranteed and Viable Curriculum. * Implement a coaching program to support consistency in the use of the pedagogical model.
Outcomes	<p>Continuous improvement in teaching practice is sustained by systematically collecting, analysing and evaluating teaching practices and student achievement data.</p> <p>Leaders will:</p> <ul style="list-style-type: none"> * Use multiple sources of evidence to evaluate the implementation of PLCs. * Align teacher's individual learning needs with school priorities and goals. * Routinely integrate student learning data with teacher professional development and strategic planning. * Lead the moderation of student data to build data literacy of teachers. <p>Teachers will:</p> <ul style="list-style-type: none"> * Build their data literacy skills to enact/employ: <ul style="list-style-type: none"> - rigorous analysis of student achievement to inform sequential curriculum planning. - ongoing critical interrogation of teaching practices across the school. - high impact, evidence-based pedagogical and assessment practices (evidenced in planning documents and classroom practice). - a collective responsibility for improved student outcomes.
Success Indicators	<p>Students at EPS will achieve continuous learning growth as evidenced by one or more years growth when comparing student data from Semester 2 2019 to Semester 2 2020.</p> <p>Staff will use the following evidence to measure the success of the outcomes:</p> <ul style="list-style-type: none"> * minutes/agendas/presentations * planning documents * observations, notes and records * student outcomes such as NAPLAN, Insight platform reports, common assessment tasks, other diagnostic tools including the PAT Suite and On-demand testing.

Goal 3	Students will be curious, creative and critical thinkers who have agency over their learning and experiences.
12 Month Target 3.1	Percentage of positive responses in the 'Student Voice & Agency', 'Effective Teaching Practice for Cognitive Engagement' and 'Learner Characteristics and Disposition' factor in the Attitudes to School Survey exceeds similar schools.
KIS 1 - Empowering students and building school pride	To build a school culture where teachers and students work together and student voice is heard and respected.
Actions	<ul style="list-style-type: none"> * Provide students with a high level of autonomy in their learning experiences. * Develop informal and formal structures to engage with, listen and respond to a full range of student perspectives.
Outcomes	<p>Leaders will:</p> <ul style="list-style-type: none"> * collect feedback from students about their school experience. * investigate student led or three way conferences as a way for students to present an understanding of their learning and achievements. * provide staff with opportunities to engage in peer observation and coaching. <p>Teachers will:</p> <ul style="list-style-type: none"> * encourage students to direct and take responsibility for their learning. * participate in peer observations and coaching, focused on student led learning. * collaborate in teams to act upon student feedback. <p>Students will:</p> <ul style="list-style-type: none"> * work with teachers in making decisions about teaching and learning. * display the capabilities, confidence and willingness to contribute ideas and make decisions about what and how they learn. * actively seek feedback from teachers and peers to progress their learning and reflect on their learning experience.
Success Indicators	<p>Leaders will use the following evidence to measure the success of the outcomes:</p> <ul style="list-style-type: none"> * minutes/agendas/presentations. * coaching/modelling/peer observations. * student voice team action plans, agendas and minutes. <p>Teachers will use the following evidence to measure the success of the outcomes:</p> <ul style="list-style-type: none"> * planning documents. * solo taxonomy documentation. * student learning outcomes in inquiry driven learning domains.