2018 Annual Implementation Plan

for improving student outcomes

East Bentleigh Primary School (4837)



Submitted for review by Susan Jackson (School Principal) on 13 December, 2017 at 10:01 AM Endorsed by Stuart Andrews (Senior Education Improvement Leader) on 18 December, 2017 at 12:28 PM Endorsed by Kym Mai (School Council President) on 18 December, 2017 at 12:50 PM



Self-evaluation Summary - 2018

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.	Self-evaluation Level	
ug p	Building practice excellence	Embedding moving towards Excelling	
	Curriculum planning and assessment	Evolving moving towards Embedding	
Excellence teaching ar learning	Evidence-based high-impact teaching strategies	Evolving moving towards Embedding	
t ii	Evaluating impact on learning	Evolving moving towards Embedding	
_	Building leadership teams	Embedding	
siona	Instructional and shared leadership	Evolving moving towards Embedding	
Professional leadership	Strategic resource management	Embedding	
₾ =	Vision, values and culture	Embedding	

ate 	Empowering students and building school pride	Evolving moving towards Embedding
ve climate learning	Setting expectations and promoting inclusion	Embedding moving towards Excelling
Positive for lea	Health and wellbeing	Excelling
Po	Intellectual engagement and self-awareness	Embedding
Ë	Building communities	Evolving moving towards Embedding
nunity ment ning	Global citizenship	Evolving moving towards Embedding
Community engagement learning	Networks with schools, services and agencies	Emerging moving towards Evolving
en	Parents and carers as partners	Embedding

Enter your reflective comments

2017 has been a productive year for East Bentleigh P.S. All staff have ownership of our SSP and AIP and work on KIS on a regular basis during S.I.T. sessions.

Embedding

We have continued to work on our core subjects - English and Mathematics. Our English S.I.T. (Strategic Intent Team) has developed explicit moderation protocols for VCOP Cold Write. Fountas and Pinnell was introduced across the school for reading assessment and Essential Assessment - Literacy - was purchased in Term 4 for trialling and now has been purchased for 2018. Comprehension Strategies have been developed across the school and many whole school events have occurred: Book parade, picture story book competition, show, don't tell writing competition and two incursions - poet and author.

In Mathematics S.I.T. (Strategic Intent Team) a Scope and Sequence, aligned to the Victorian Curriculum, was produced for our Mainstream and Steiner Stream. The assessment schedule was reviewed and updated and Maths vocabulary draft completed - need to present to staff in 2018. There were four sessions of Professional Learning delivered - differentiated maths lesson, rich problem solving, Maths Online Interview - how to use the new system and how to access results from the MOI.

Our Wellbeing team have completed the following - purchase and categorising of picture book resources for the library,

Parents and carers as partners

	promotion of character strengths and common language for staff P.L., completion of "Kids Matter folders for all staff - including the Respectful Relationship resources and the delivery of Professional Learning in Kids matter - component 3 and Introduction to Respectful Relationships.
Considerations for 2019	English Goals for 2018: English - Essential Assessment - Literacy - purchased and incorporated into our assessment schedule Developing a school wide common language, common teaching and common expectations in Reading Continue with VCOP - training new staff - ASAP Professional Learning - modelling teaching strategies to teach inferring skills as indicated as an area of improvement from NAPLAN analysis Mathematics Goals for 2018: Revise the Maths Teaching and Learning Model in all staff P.L. Professional Learning on the use of data to assist teaching Introduction of common language in Mathematics - school wide Peer observations - reviewing teaching and learning model implemented across the school Wellbeing Goals for 2018: Develop Respectful Relationship policy Focus on 'Every minute Counts" Complete 'Kids Matter Component 4'
Documents that support this plan	Final 2017 School Annual Implementation Plan.docx (0.11 MB) NAPLAN 2017.docx (0.04 MB) SIT Meeting Minutes - 17th October.doc (0.15 MB)

Annual Implementation Plan - 2018 FISO Improvement Initiatives and Key Improvement Strategies

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
To maximise individual student learning growth, with a whole school focus on literacy and numeracy.	National Assessment Program — Literacy and Numeracy (NAPLAN) Relative Growth. Victorian Curriculum F-10 data Years P-6: Allocation of A's and B's; tracking student growth — average of one Victorian Curriculum F- 10 level per year. Staff opinion — continue to improve School Climate results for Collective Responsibility, Teacher Collaboration and Guaranteed and Viable Curriculum so that they trend up and are sustained at or above the 67th percentile for all primary schools. Staff opinion — continue to improve Professional Learning results for Feedback and Active Participation so that they trend up and are sustained at or above the 67th percentile for all primary schools. ATS Survey — Continue to improve Teacher Effectiveness and Teacher Empathy.	Yes	3.1 Enable all teachers to more deeply understand evidence based practice and how to triangulate data to make more informed judgments so that their teaching is more purposeful and their assessments more accurate. 3.4 Greater use of formative assessment; common assessment tasks; whole school pre and post testing, Shared criteria; rubrics; cross marking; Essential assessment; the use of effective feedback.	Building practice excellence
To create a stimulating learning environment where there are increased opportunities for higher levels of student cognitive engagement, challenge, independence, self-directed inquiry and deep thinking.	ATS Survey – Continue to improve Student Motivation, Learning Confidence, Stimulating Learning, School Connectedness. Student Attendance – an improving trend with attendance for each year level at 95% or better by 2019.	Yes	3.1 Make the importance of regular attendance and punctuality more visible across the school. 3.2 Review and improve strategies for encouraging attendance through more consultation with students	Setting expectations and promoting inclusion

			and student leaders about how to encourage attendance (such as consultation with the JSC), use of personalised interventions as required, running attendance competitions, and an educative program for parents and students about the importance of attendance.	
To continue to foster a safe and supportive environment and culture, one that promotes high expectations, positive relationships, values diversity and supports the development of students' social and emotional skills.	ATS Survey – Continue to improve variable results for Student Morale, Learning Confidence, and Connectedness to Peers. Parent opinion – Continue to improve variable results for School Improvement, Parent Input, Reporting and Homework so that they are sustained above State mean levels.	Yes	3.1 Continue the implementation of three-way student led conferences where students lead discussions with their parents about their progress. 3.2 Investigate the development of a 'parent compact' to make explicit the partnership with parents. This compact would make explicit expectations related to learning partnerships, attendance, assessment, homework policy, expectations, the school's good learning behaviours, reporting, explaining the purpose and importance of three way education conferences.	Building communities

Improvement Initiatives Rationale

We are in our third year of the School Strategic Plan (SSP) and the

Goal 1	To maximise individual student learning growth, with a whole school focus on literacy and numeracy.
12 month target 1.1	3.1 Enable all teachers to more deeply understand evidence based practice and how to triangulate data to make more informed judgments so that their teaching is more purposeful and their assessments more accurate. 3.4 Greater use of formative assessment; common assessment tasks; whole school pre and post testing, Shared criteria; rubrics; cross marking; Essential assessment; the use of effective feedback.
FISO Initiative	Building practice excellence
Key Improvement Strategies	
KIS 1	Build teacher capacity to differentiate teaching to challenge and ensure progress for every student in Reading and Writing

Goal 2	To create a stimulating learning environment where there are increased opportunities for higher levels of student cognitive engagement, challenge, independence, self-directed inquiry and deep thinking.
12 month target 2.1 FISO Initiative	3.1 Make the importance of regular attendance and punctuality more visible across the school. 3.2 Review and improve strategies for encouraging attendance through more consultation with students and student leaders about how to encourage attendance (such as consultation with the JSC), use of personalised interventions as required, running attendance competitions, and an educative program for parents and students about the importance of attendance. Setting expectations and promoting inclusion
Key Improvement Strategies	
KIS 1	Develop a whole school approach to attendance and monitoring of attendance - ensuring that all identified students have individual learning plans that are reflected upon, evaluated and modified regularly.

Goal 3	To continue to foster a safe and supportive environment and culture, one that promotes high expectations, positive relationships, values diversity and supports the development of students' social and emotional skills.
12 month target 3.1	 3.1 Continue the implementation of three-way student led conferences where students lead discussions with their parents about their progress. 3.2 Investigate the development of a 'parent compact' to make explicit the partnership with parents. This compact would make explicit expectations related to learning partnerships, attendance, assessment, homework policy, expectations, the school's good learning behaviours, reporting, explaining the purpose and importance of three way education conferences.
FISO Initiative	Building communities
Key Improvement Strategies	
KIS 1	Build a rich relevant challenging and stimulating learning environment that uses contemporary pedagogy and learning technologies for deep reflective learning and thinking

Define Evidence of Impact and Activities and Milestones - 2018

Goal 1	To maximise individual student learning growth, with a whole school focus on literacy and numeracy.		
12 month target 1.1	3.1 Enable all teachers to more deeply understand evidence based practice and how to triangulate data to make more informed judgments so that their teaching is more purposeful and their assessments more accurate. 3.4 Greater use of formative assessment; common assessment tasks; whole school pre and post testing, Shared criteria; rubrics; cross marking; Essential assessment; the use of effective feedback.		
FISO Initiative	Building practice excellence		
Key Improvement Strategy 1	Build teacher capacity to differentiate teaching to challenge and ensure progress for every student in Reading and Writing		
Actions	Develop teacher capacity and understanding to analyse and use student data to plan for effective teaching Develop teacher knowledge and capacity to plan for and implement differentiated teaching practices in reading and writing		

Support staff to incorporate a school-wide literacy goal into their PDP documentation and facilitate regular meetings with teams and individuals to discuss progress against the literacy goal		Principal	□ No	from: Term 1 to: Term 1	\$6,000.00 Equity funding will be used
Activities and Milestones		Who	Is this a Professional Learning Priority	When	Budget
Evidence of impact	STUDENTS: can articulate the goals of each lesson, and how they will know if they have successfully achieved them can understand and self-assess their progress, and articulate what they need to learn next can explain concepts to peers and record their understanding in multiple ways discuss their progress during conferencing and explain how this supports their learning provide regular feedback in a variety of ways to teachers about the effectiveness of their practice. TEACHERS: demonstrate a deep knowledge of how reading skills develop in early childhood through to adolescence plan and implement lessons that include 'multiple exposures' to new knowledge provide opportunities for students to record and present concepts to peers conduct conferences to support students to discuss their progress and identify their next learning goal work collaboratively with colleagues to moderate common assessment tasks to develop consistent teacher judgement outcomes analyse student data to reflect and review the impact of their practice on learning outcomes identify and adopt differentiated pedagogical practices that meet the learning needs of their students. LEADERS provide regular feedback to teaching teams and individuals, based on evidence collected through observation of practice during learning walks provide regular feedback to teaching teams and individuals, based on evidence collected through observation of practice during learning walks support staff through professional learning and coaching conversations to deepen their understanding of the development of reading and writing skills in children model the use of the school's instructional model for the PL presented to staff fealilitate and support collaborative		ce acher judgement ervation of practice of the development of		
	Develop teacher knowledge and collaborative planning and assess	capacity to work as effective teams to sment practices	to improve studen	at learning outcomes in	writing through

Facilitate the development and implementation of PL on the development of reading skills in children, and effective practices and intervention	Principal	☑ Yes	from: Term 1 to: Term 4	\$4,000.00 Equity funding will be used
Attend regional PL on HITS Lead working group to develop strategy to implement aspects of HITS Develop PL program for staff on HITS Develop and implement peer observation strategy based upon aspects of HITS	Leadership Team	□ No	from: Term 1 to: Term 4	\$4,000.00 Equity funding will be used
Attend PL on HITS Prepare model lessons to demonstrate selected aspects of HITS Monitor teacher lesson plans for HITS	Teacher(s)	☑ Yes	from: Term 1 to: Term 4	\$3,000.00 ☐ Equity funding will be used
Scope and Sequence to incorporate Literacy strategy Conference with students regarding their literacy twice per term	Teacher(s)	☑ Yes	from: Term 1 to: Term 4	\$1,000.00 Equity funding will be used
Oversee development of Instructional Model for reading to incorporate Literacy strategy and HITs Use student free day for staff to work through Reading resources linked to scope and sequence Reflect on L&N Reading resources and disseminate to staff	Leadership Team	☑ Yes	from: Term 1 to: Term 4	\$10,000.00 Equity funding will be used

Goal 2	To create a stimulating learning environment where there are increased opportunities for higher levels of student cognitive engagement, challenge, independence, self-directed inquiry and deep thinking.
12 month target 2.1	3.1 Make the importance of regular attendance and punctuality more visible across the school. 3.2 Review and improve strategies for encouraging attendance through more consultation with students and student leaders about how to encourage attendance (such as consultation with the JSC), use of personalised interventions as required, running attendance competitions, and an educative program for parents and students about the importance of attendance.
FISO Initiative	Setting expectations and promoting inclusion

Key Improvement Strategy 1	Develop a whole school approach to attendance and monitoring of attendance - ensuring that all identified students have individual learning plans that are reflected upon, evaluated and modified regularly.						
Actions	A focus on 'Every Minute Counts' - ensuring that all staff are on board with punctuality/ attendance Professional Learning on strategies to encourage students to be on time for school Engaging and stimulating programs across the school to improve punctuality Parent/carers engagement policy to be review and updated and distributed to the community Complete Kids Matter - Component 3 and 4 - Working with Parents and carers/Helping Children experiencing Mental Health Issues						
Evidence of impact	STUDENTS: can articulate the reasons why it is important to be at school each day can explain concepts to peers and record their understanding in multiple ways discuss their attendance progress during conferencing and explain how being at school has supported their learning TEACHERS: encourage all students to be at school each day by provide a stimulating and engaging learning environment identify and adopt differentiated pedagogical practices that meet the learning needs of their students. work collaboratively with colleagues to incorporate whole school approach to the importance of "Every Minute Counts" analyse student attendance data and support the school's policy on attendance LEADERS Improvement in percentage of students being absent from school Attitudes to School (ATS) - Engagement and Stimulation learning to increase in 2018 Expectations of parents and carers to be clearly documented and distributed to the community						
Activities and Milestones		Who	Is this a Professional Learning Priority	When	Budget		
Celebrating improvement in attendance at weekly assemblies - Grade of the Week		Principal	☑ Yes	from: Term 1 to: Term 4	\$1,000.00 Equity funding will be used		

Leadership Team

✓ Yes

from: Term 1

to: Term 4

\$3,000.00

be used

☐ Equity funding will

meetings with teams and individuals to discuss progress

Support staff to incorporate a school-wide Wellbeing Program - Kids Matter - into their PDP documentation. Facilitate regular

to: Term 4 ☑ Equity fundir	PL on developing stimulating and engaging programs.	Leadership Team	☑ Yes	from: Term 1 to: Term 4	\$3,000.00 Equity funding will be used
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Goal 3	To continue to foster a safe and supportive environment and culture, one that promotes high expectations, positive relationships, values diversity and supports the development of students' social and emotional skills.
12 month target 3.1	3.1 Continue the implementation of three-way student led conferences where students lead discussions with their parents about their progress. 3.2 Investigate the development of a 'parent compact' to make explicit the partnership with parents. This compact would make explicit expectations related to learning partnerships, attendance, assessment, homework policy, expectations, the school's good learning behaviours, reporting, explaining the purpose and importance of three way education conferences.
FISO Initiative	Building communities
Key Improvement Strategy 1	Build a rich relevant challenging and stimulating learning environment that uses contemporary pedagogy and learning technologies for deep reflective learning and thinking
Actions	Enhanced student led conferenced in 2018 supported by school based professional learning sessions in Term 1 Student goal setting professional learning workshop in Term 1 –sharing best practice- establishing SMART goal methodology Review of Parent/Carer Policy and distributed to the community
Evidence of impact	STUDENTS: can articulate the goals of each lesson, and how they will know if they have successfully achieved them can understand and self-assess their progress, and articulate what they need to learn next can explain concepts to peers and record their understanding in multiple ways discuss their progress during conferencing and explain how this supports their learning TEACHERS: will continue to research the most effective way to record student goal setting conduct conferences to support students to discuss their progress and identify their next learning goal work collaboratively with colleagues to moderate common assessment tasks to develop consistent teacher judgement outcomes analyse student data to reflect and review the impact of their practice on learning outcomes identify and adopt differentiated pedagogical practices that meet the learning needs of their students. LEADERS

- Student led conferences to have a defined process where students have developed their learning goals in Literacy, Numeracy and Social and Emotional Learning
- Evidence of Student Goal setting in end of year review cycles
- Feedback from parents in Parent Opinion Survey
- Reporting scale to increase from 2017

Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Transparent communication between school and the community	Principal	□ No	from: Term 1 to: Term 4	\$1,000.00 Equity funding will be used
Students celebrating their learning with their parents through personal goal setting and having ownership of their learning throughout the year.	Teacher(s)	☑ Yes	from: Term 1 to: Term 4	\$1,000.00 Equity funding will be used
PL on what is required for successful Student Led Conferences	Assistant Principal	☑ Yes	from: Term 1 to:	\$1,000.00 Equity funding will be used

Professional Learning and Development Plan - 2018

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
Facilitate the development and implementation of PL on the development of reading skills in children, and effective practices and intervention	Principal	from: Term 1 to: Term 4	✓ Planning✓ Preparation✓ Curriculum development	☑ Professional Practice Day ☑ Timetabled Planning Day	☑ Literacy expertise ☑ Internal staff ☑ Literacy Leaders	☑ On-site

				☑ PLC/PLT Meeting		
Attend PL on HITS Prepare model lessons to demonstrate selected aspects of HITS Monitor teacher lesson plans for HITS	Teacher(s)	from: Term 1 to: Term 4	 ✓ Planning ✓ Curriculum development ✓ Peer observation including feedback and reflection 	☑ Whole School Student Free Day☑ Timetabled Planning Day☑ PLC/PLT Meeting	☑ Literacy expertise ☑ Internal staff ☑ Literacy Leaders	☑ On-site
Scope and Sequence to incorporate Literacy strategy Conference with students regarding their literacy twice per term	Teacher(s)	from: Term 1 to: Term 4	✓ Planning✓ Curriculum development✓ Formalised PLC/PLTs	 ✓ Professional Practice Day ✓ Timetabled Planning Day ✓ Network Professional Learning 	✓ PLC Initiative ✓ Internal staff ✓ Literacy Leaders	☑ On-site
Oversee development of Instructional Model for reading to incorporate Literacy strategy and HITs Use student free day for staff to work through Reading resources linked to scope and sequence Reflect on L&N Reading resources and disseminate to staff	Leadership Team	from: Term 1 to: Term 4	 ✓ Planning ✓ Moderated assessment of student learning ✓ Formalised PLC/PLTs 	☑ Professional Practice Day ☑ Timetabled Planning Day ☑ PLC/PLT Meeting	✓ PLC Initiative ✓ Internal staff ✓ Literacy Leaders	☑ On-site
Celebrating improvement in attendance at weekly assemblies - Grade of the Week	Principal	from: Term 1 to: Term 4	 ✓ Preparation ✓ Peer observation including feedback and reflection ✓ Individualised Reflection 	☑ PLC/PLT Meeting	☑ Internal staff	☑ On-site

Support staff to incorporate a school-wide Wellbeing Program - Kids Matter - into their PDP documentation. Facilitate regular meetings with teams and individuals to discuss progress	Leadership Team	from: Term 1 to: Term 4	☑ Peer observation including feedback and reflection	 ✓ Whole School Student Free Day ✓ Formal School Meeting / Internal Professional Learning Sessions 	☑ Internal staff	☑ On-site
PL on developing stimulating and engaging programs.	Leadership Team	from: Term 1 to: Term 4	✓ Planning✓ Preparation✓ Moderated assessment of student learning	✓ Professional PracticeDay✓ Timetabled PlanningDay✓ PLC/PLT Meeting	☑ Internal staff	☑ On-site
Students celebrating their learning with their parents through personal goal setting and having ownership of their learning throughout the year.	Teacher(s)	from: Term 1 to: Term 4	☑ Planning☑ Preparation☑ Formalised PLC/PLTs	☑ Timetabled Planning Day ☑ PLC/PLT Meeting	☑ Internal staff	☑ On-site
PL on what is required for successful Student Led Conferences	Assistant Principal	from: Term 1	✓ Planning✓ Preparation✓ Peer observation including feedback and reflection	☑ Formal School Meeting / Internal Professional Learning Sessions	☑ Internal staff	☑ On-site

Documents that support the plan

The school has uploaded the following documents to support the self-evaluation.

Dimension 1

2L and 2S Writing Planner 2017 term 4.docx (0.03 MB)

2L Term 4 maths planner 2017.docx (0.08 MB)

3A Literacy planning term 1 2017.docx (0.03 MB)

3A Numeracy planning Term 4 2017.docx (0.03 MB)

3A Writing planner Term 4 2017.docx (0.03 MB)

Dimension 4

East Bentleigh Assessment Schedule 2017.doc (0.21 MB)

NAPLAN 2017.docx (0.04 MB)

Dimension 10

Term 4- 16th Nov.pdf (2.5 MB)

Dimension 11

safe school policy -.docx (0.16 MB)

Dimension 12

Read to Someone Checklist.docx (0.49 MB)

smart goal think sheet.pdf (0.25 MB)

Speaking and Listening Rubric Term 4.docx (0.08 MB)

Writing goal- general.doc (0.14 MB)

year 2 maths goals.pdf (1.68 MB)

Self-evaluation Summary

Final 2017 School Annual Implementation Plan.docx (0.11 MB)

NAPLAN 2017.docx (0.04 MB)

SIT Meeting Minutes - 17th October.doc (0.15 MB)