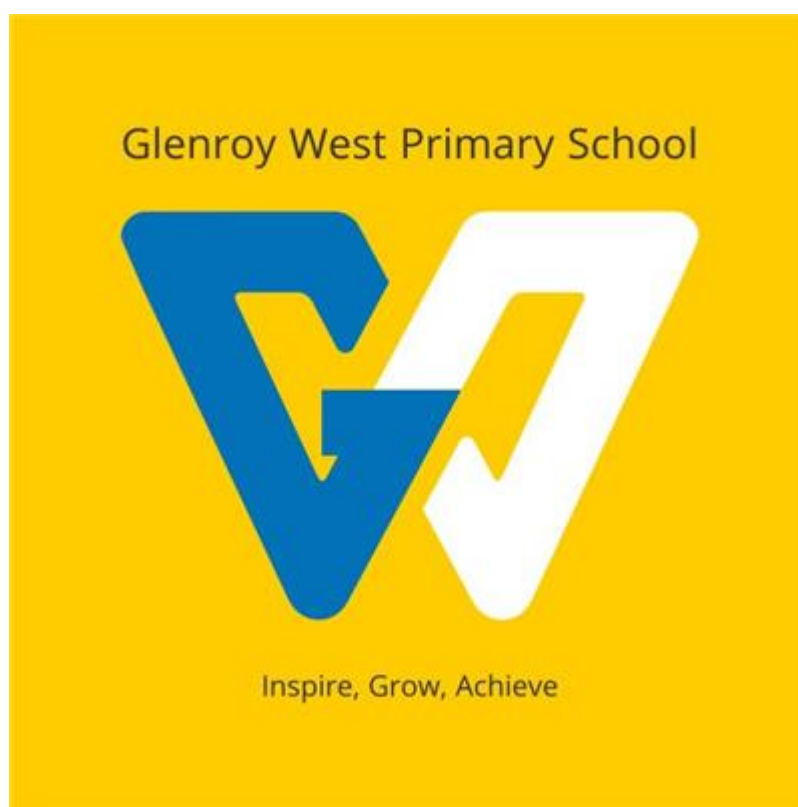


# Annual Implementation Plan - 2020

## Select Annual Goals and KIS

Glenroy West Primary School (4809)



Submitted for review by Pamela Streete (School Principal) on 28 November, 2019 at 09:57 AM  
Awaiting endorsement by Senior Education Improvement Leader  
Awaiting endorsement by School Council President

## Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target
<p>To improve the learning growth of every student in literacy and numeracy across the school.</p>	<p>Yes</p>	<p>For teacher judgements, all students to achieve a minimum growth annually (against the Victorian Curriculum) in all areas of literacy and numeracy.</p> <p>-</p> <p>In NAPLAN literacy and numeracy in Years 3 and 5:</p> <ul style="list-style-type: none"> <li>• Increase the percentage of students achieving in the top two bands of NAPLAN by 10 percentage points</li> <li>• Decrease the percentage of students at or below the National Minimum Standard (NMS). <ul style="list-style-type: none"> <li>• For NAPLAN Learning Growth</li> </ul> </li> <li>• Increase the percentage of students achieving high growth on all NAPLAN relative growth assessments from Year 3 to 5 <ul style="list-style-type: none"> <li>• Decrease the percentage achieving low growth to below the state for all areas of literacy and numeracy.</li> <li>•</li> </ul> </li> </ul> <p>Staff Survey results will show a 10% increase from 2016 in all factors in the Teaching and Learning module</p>	<p>The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.</p> <p>Maintain the percentage of students achieving in the top two bands of NAPLAN in Writing to 55% in 2019 to 55% in 2020 for Year 3 and increase from 13% in 2019 to above 30% in 2020 in Year 5</p> <p>Decrease the percentage of students at or below the National Minimum Standard in Writing in Year 5 from 13% in 2019 to 3% in 2020</p> <p>Decrease the percentage of students at or below the National Minimum Standard in Reading in Year 5 from 17% in 2019 to 3% in 2020</p> <p>Increase the percentage of students achieving high growth in Writing NAPLAN relative growth assessments from Year 3 to 5 from 26% in 2019 to 35% in 2020</p> <p>Decrease the percentage achieving low growth for all areas of Writing from 30% in 2019 to 15% in 2020</p> <p>Increase the percentage of students</p>

			<p>achieving high growth in Reading NAPLAN relative growth assessments from Year 3 to 5 from 48% in 2019 to 55% in 2020</p> <p>Decrease the percentage achieving low growth for all areas of Reading from 22% in 2019 to 10% in 2020</p> <p>Increase the percentage of students achieving high growth in Numeracy NAPLAN relative growth assessments from Year 3 to 5 from 17% in 2019 to 30% in 2020</p> <p>Decrease the percentage achieving low growth for all areas of Numeracy from 22% in 2019 to 10% in 2020</p>
To ensure student engagement and ownership in their learning.	Yes	<p>Staff Survey results will show a 10% increase from 2016 in: Teaching and learning module Leadership module factors Professional development of school staff</p> <p>Improve the following variables in the Student Attitudes to School Survey data to at or above the 80th percentile</p> <p>Reduce student absence every year so that by 2020, student absence is at or below an average of 12 days per student.</p>	<p>Improve the following variables in the Student Attitudes to School Survey</p> <ul style="list-style-type: none"> <li>- Stimulated learning from 35th percentile to 55th percentile</li> <li>- Self Regulation and goal setting from 43rd percentile to 60th percentile</li> <li>- Sense of Confidence from 47th percentile to 60th percentile</li> <li>- Sense of Connectedness from 22nd percentile to 50th percentile</li> <li>- Student Voice/Agency 36th percentile to 55th percentile</li> </ul> <p>Staff survey</p> <p>Increase the percentage of positive responses for shielding and buffering from 44% in 2019 to 65% in 2020. Trust in colleagues from 57% in 2019 to 70%</p>

			<p>2020. Teacher collaboration from 39% to 2019 to 60% to 2020. Trust in students and parents from 53% to 2019 to 70% to 2020.</p> <p>Attendance  Increase the percentage of students in the 0.5 to 9.5 days band from 51% to 65%  Reduce student absence from 17 days per student to an average of 12 days per student</p>
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<b>Goal 1</b>	To improve the learning growth of every student in literacy and numeracy across the school.
<b>12 Month Target 1.1</b>	<p>Maintain the percentage of students achieving in the top two bands of NAPLAN in Writing to 55% in 2019 to 55% in 2020 for Year 3 and increase from 13% in 2019 to above 30% in 2020 in Year 5</p> <p>Decrease the percentage of students at or below the National Minimum Standard in Writing in Year 5 from 13% in 2019 to 3% in 2020</p> <p>Decrease the percentage of students at or below the National Minimum Standard in Reading in Year 5 from 17% in 2019 to 3% in 2020</p> <p>Increase the percentage of students achieving high growth in Writing NAPLAN relative growth assessments from Year 3 to 5 from 26% in 2019 to 35% in 2020</p> <p>Decrease the percentage achieving low growth for all areas of Writing from 30% in 2019 to 15% in 2020</p> <p>Increase the percentage of students achieving high growth in Reading NAPLAN relative growth assessments from Year 3 to 5 from 48% in 2019 to 55% in 2020</p> <p>Decrease the percentage achieving low growth for all areas of Reading from 22% in 2019 to 10% in 2020</p> <p>Increase the percentage of students achieving high growth in Numeracy NAPLAN relative growth assessments from Year 3 to</p>

	5 from 17% in 2019 to 30% in 2020 Decrease the percentage achieving low growth for all areas of Numeracy from 22% in 2019 to 10% in 2020	
<b>Key Improvement Strategies</b>		Is this KIS selected for focus this year?
<b>KIS 1</b> Evidence-based high-impact teaching strategies	Build the capacity of all staff by building instructional practice	Yes
<b>KIS 2</b> Building practice excellence	Build a consistent whole school approach to the collection, use of data and evidence to track student learning and growth, analyse, and inform the next level of learning through Professional Learning Communities.	No
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	The School Strategic Plan 2017-2020 was developed by the community in consultation with the SEIL. The SSP was informed by the school self-evaluation and the review report and identified these Improvement Priorities and Improvement Initiatives. Three years into the strategic plan, the school has reached the student learning four year targets. The school has made progress in all academic areas and Attendance; and is now an accredited International Baccalaureate school in the Primary Years Programme. The decision has been made by leadership to streamline the focus to the HITS and Practice Principles for Writing, Reading and Numeracy based on NAPLAN data; teacher feedback and our self-evaluation against the FISO model.	
<b>Goal 2</b>	To ensure student engagement and ownership in their learning.	
<b>12 Month Target 2.1</b>	<p>Improve the following variables in the Student Attitudes to School Survey</p> <ul style="list-style-type: none"> <li>- Stimulated learning from 35th percentile to 55th percentile</li> <li>- Self Regulation and goal setting from 43rd percentile to 60th percentile</li> <li>- Sense of Confidence from 47th percentile to 60th percentile</li> <li>- Sense of Connectedness from 22nd percentile to 50th percentile</li> <li>- Student Voice/Agency 36th percentile to 55th percentile</li> </ul> <p>Staff survey Increase the percentage of positive responses for shielding and buffering from 44% in 2019 to 65% in 2020. Trust in colleagues from 57% in 2019 to 70% 2020. Teacher collaboration from 39% to 2019 to 60% to 2020. Trust in students and parents from 53% to 2019 to 70% to 2020.</p>	

	Attendance Increase the percentage of students in the 0.5 to 9.5 days band from 51% to 65% Reduce student absence from 17 days per student to an average of 12 days per student	
<b>Key Improvement Strategies</b>		Is this KIS selected for focus this year?
<b>KIS 1</b> Intellectual engagement and self-awareness	Develop and implement a systematic approach to challenging goals and effective feedback for all students and teachers underpinned by the Primary Years Programme.	Yes
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	In accordance our self-evaluation against the FISO model, we need to develop Student Agency and Voice across the curriculum and through the PYP with a particular focus on goal setting and student feedback. Teacher and student surveys reinforce this approach.	