

## Annual Implementation Plan - 2018

### FISO Improvement Initiatives and Key Improvement Strategies

Essex Heights Primary School (4903)



Submitted for review by George Perini (School Principal) on 07 December, 2017 at 12:01 PM  
Endorsed by Allen McAuliffe (Senior Education Improvement Leader) on 17 December, 2017 at 05:41 PM  
Endorsed by Kristen Steer Steer (School Council President) on 19 February, 2018 at 10:51 PM

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Essex Heights Primary School (4903)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative																																																									
<p>To maximise student performance across all curriculum areas; but specifically higher levels of growth in Literacy.</p>	<p>Student achievement in Writing, based on teacher judgements, to reflect an increasing proportion of 'A's &amp; 'B's each year.</p> <table border="1" data-bbox="1228 646 1709 1146"> <thead> <tr> <th rowspan="2">Teacher Judgements Writing</th> <th colspan="2">2014</th> </tr> <tr> <th>% A's</th> <th>% B's</th> </tr> </thead> <tbody> <tr><td>Prep</td><td>4%</td><td>10%</td></tr> <tr><td>Yr 1</td><td>15%</td><td>24%</td></tr> <tr><td>Yr 2</td><td>6%</td><td>22%</td></tr> <tr><td>Yr 3</td><td>5%</td><td>29%</td></tr> <tr><td>Yr 4</td><td>10%</td><td>28%</td></tr> <tr><td>Yr 5</td><td>12%</td><td>39%</td></tr> <tr><td>Yr 6</td><td>8%</td><td>20%</td></tr> </tbody> </table> <p>Based on NAPLAN Relative Growth Charts, reduce students achieving Low Growth in Literacy to 10%</p> <table border="1" data-bbox="1228 1157 1682 1423"> <thead> <tr> <th>% Low Growth</th> <th>2014</th> </tr> </thead> <tbody> <tr><td>Writing</td><td>24%</td></tr> <tr><td>Spelling</td><td>26%</td></tr> <tr><td>Grammar and Punctuation</td><td>28%</td></tr> <tr><td>Reading</td><td>22.4%</td></tr> </tbody> </table> <p>Parent Opinion of the Teaching and Learning domain exceeds state means and improve annually.</p> <table border="1" data-bbox="1228 1461 1709 1703"> <thead> <tr> <th>Parent Opinion (7 point scale)</th> <th>2014</th> <th>State Mean</th> </tr> </thead> <tbody> <tr><td>Learning focus</td><td>5.77</td><td>5.7</td></tr> <tr><td>Reporting</td><td>5.59</td><td>5.5</td></tr> <tr><td>Behaviour Management</td><td>5.58</td><td>5.6</td></tr> </tbody> </table> <p>Student Opinion of the Teaching and Learning programs, based on the Student Attitudes to School Survey exceeds the state means and improves annually.</p> <table border="1" data-bbox="1228 1740 1709 1919"> <thead> <tr> <th>Student Attitudes (5 point scale)</th> <th>2014</th> <th>Sate Mean</th> </tr> </thead> <tbody> <tr><td>Stimulating Learning</td><td>4.08</td><td>4.16</td></tr> <tr><td>Teacher Effectiveness</td><td>4.28</td><td>4.44</td></tr> </tbody> </table>	Teacher Judgements Writing	2014		% A's	% B's	Prep	4%	10%	Yr 1	15%	24%	Yr 2	6%	22%	Yr 3	5%	29%	Yr 4	10%	28%	Yr 5	12%	39%	Yr 6	8%	20%	% Low Growth	2014	Writing	24%	Spelling	26%	Grammar and Punctuation	28%	Reading	22.4%	Parent Opinion (7 point scale)	2014	State Mean	Learning focus	5.77	5.7	Reporting	5.59	5.5	Behaviour Management	5.58	5.6	Student Attitudes (5 point scale)	2014	Sate Mean	Stimulating Learning	4.08	4.16	Teacher Effectiveness	4.28	4.44	<p>Yes</p>	<p>Outline what you want achieve in the next 12 months against your Strategic Plan target.</p> <ul style="list-style-type: none"> <li>- Increase students Achieving above expected level in writing P-6 from 33% to 35%</li> <li>- Reduce students achieving Low Growth in NAPLAN Writing from (Yr.3 - 5) from 16.7% to 15%</li> <li>- Improve SATSS data for Year 5 with respect to Differentiated Learning Challenge from 85% to 90% and Effective Teaching Time from 89% to 91%</li> <li>- Improve Parent Opinion survey data in Effective Teaching from 79% to 82%</li> </ul>	<p>Building practice excellence</p>
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**Improvement Initiatives Rationale**

NAPLAN indicates that students growth needs to be a focus in literacy, especially reading and writing. Also NAPLAN numeracy growth is an area that needs to be addressed. This could be a focus of this year as an introduction to our new SSP. SATSS data shows that more effective teaching practice must be a focus. The SATSS data suggests that student engagement in their classroom still needs to improve so we must continue to implement our instructional model using the resources of the 'Hattie' team at University of Melbourne to focus on improving professional practice (learning intentions, success criteria and feedback).

<b>Goal 1</b>	To maximise student performance across all curriculum areas; but specifically higher levels of growth in Literacy.
<b>12 month target 1.1</b>	<ul style="list-style-type: none"> <li>- Increase students Achieving above expected level in writing P-6 from 33% to 35%</li> <li>- Reduce students achieving Low Growth in NAPLAN Writing from (Yr.3 - 5) from 16.7% to 15%</li> <li>- Improve SATSS data for Year 5 with respect to Differentiated Learning Challenge from 85% to 90% and Effective Teaching Time from 89% to 91%</li> <li>- Improve Parent Opinion survey data in Effective Teaching from 79% to 82%</li> </ul>
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Build the practice of every teacher by adopting a whole school approach to instructional practice and an agreed instructional model.
KIS 2	Build teacher capacity to differentiate teaching and personalise learning to ensure challenge and progress for every student.

<b>Goal 2</b>	To maximise levels of Student Engagement and Connectedness to the school for all students years Prep to 6.
<b>12 month target 2.1</b>	<ul style="list-style-type: none"> <li>- Improve SATSS data in the areas of Student Voice and Agency in Year 5 from 79% to 82%</li> <li>- Improve Parent opinion Data in the areas of Student Agency and Voice from 75% to 78%</li> </ul>
<b>FISO Initiative</b>	Setting expectations and promoting inclusion
<b>Key Improvement Strategies</b>	
KIS 1	Develop and formalise feedback processes for teachers that is provided by students for the purpose of school and teacher reflection
KIS 2	Continue to develop and formalise peer observation and feedback for teachers

<b>Goal 3</b>	To improve student health, safety and wellbeing in order to maximise student learning experiences.
<b>12 month target 3.1</b>	<ul style="list-style-type: none"> <li>- Improve SATSS data by reducing student's Experience of bullying for Year 5 from 78% to 80% (positive) and from 24% to 22% in Years 4-6</li> <li>- Improving Parent opinion data with respect to Managing Bullying from 80% to 83% and reduce the Experience of Bullying from 66% to 63%</li> <li>- Continue to monitor and improve students attendance data</li> </ul>

<b>FISO Initiative</b>	Setting expectations and promoting inclusion
<b>Key Improvement Strategies</b>	
KIS 1	Refine School Wide Positive Behaviour Support (SWPBS) program and ensure school wide consistency
KIS 2	Implement ARTSEL throughout the school Prep - 6 to improve social and emotional intelligence