

## Annual Implementation Plan - 2018

### FISO Improvement Initiatives and Key Improvement Strategies

Belmont Primary School (0026)



Submitted for review by David Houghton (School Principal) on 29 December, 2017 at 05:34 PM  
Endorsed by Alan Davis (Senior Education Improvement Leader) on 02 March, 2018 at 10:23 AM  
Endorsed by Joanne Manderson (School Council President) on 14 March, 2018 at 01:38 PM

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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 improve Literacy and Numeracy outcomes for every student across the school.	<p>1. To have all students make one year or more growth as indicated by NAPLAN and AusVELS data in both Literacy and Numeracy.</p> <p>2. Increase the percentage of students making high growth as indicated by NAPLAN relative growth trends (Year 3 to Year 5) in Reading higher than 22% (2017)</p> <ul style="list-style-type: none"> <li>• Key Improvement Strategies enhance teachers' understanding and use of high impact teaching strategies and approaches in reading.</li> <li>• Investigate and embed a whole school pedagogy and learning framework to deliver a consistent approach and alignment to planning, teaching</li> </ul>	Yes	To have on average all students deemed capable make one year or more growth in Reading as indicated by NAPLAN and Teacher Judgement.	Building practice excellence

	<p>and assessment of literacy and numeracy across the school.</p> <ul style="list-style-type: none"> <li>• Further build teacher capacity to read, analyse and use data to ensure teacher judgements are consistent across all levels to better inform instruction.</li> <li>• Provide further structured differentiated professional learning opportunities for teachers to achieve high levels of pedagogical knowledge and skill including expert knowledge of evidence based teaching strategies.</li> <li>• Broaden the schools leadership base and strengthen a collegiate culture which values reflection, openness and shared commitment to the improvement of teaching and student learning.</li> </ul>			
<p>To deepen and strengthen students' sense of connectedness to school and peers and promote a stronger sense of engagement in their learning</p>	<p>1. Maintain and increase the teaching and <i>learning and student relationship</i> variables on the student attitudes to school survey to be within the 3rd quartile or higher over the life of the strategic plan.</p> <p>Key Improvement Strategies</p> <ul style="list-style-type: none"> <li>• Increase opportunities and involvement for student voice/feedback across a range</li> </ul>	<p>Yes</p>	<p>Increase Student agency and voice elements of Parent and Student surveys by 10 percentile points or more.</p> <p>Student: 23.7 (2017) Parent: 56.4 (2017)</p>	<p>Empowering students and building school pride</p>

	<p>of areas including but not limited to; student leadership, curriculum, assessment and decision making to more actively involve them in their learning.</p> <ul style="list-style-type: none"> <li>• Maximise the potential of ICT to improve learning and connect students and staff to the ever increasing and wide ranging possibilities technology will present.</li> <li>• Monitor and strengthen student transitions at all levels across the school.</li> </ul>			
To improve student connectedness to their learning across the school	<p>1. Maintain and increase the <i>wellbeing variables on the Attitude to School Survey to be within or above the 3rd quartile or higher over the life of the strategic plan.</i></p> <p>2. <i>Increase all variables on the parent survey to be within the 3rd quartile or higher over the life of the strategic plan.</i></p> <p><i>Key Improvement Strategies</i></p> <ul style="list-style-type: none"> <li>• Further develop a comprehensive, school-wide approach to meet the needs (social and emotional) of all students around an agreed set of values and wider school vision.</li> </ul>	Yes	<p>Increase all components of Parent community engagement area of the parent survey.</p> <p>Parent participation and involvement 24.8 (2017) School Communication 27.3 (2017) Teacher communication 36.6 (2017)</p>	Building communities

	<ul style="list-style-type: none"> <li>• Expand an agreed approach to track student health, safety and well-being.</li> <li>• Continue to monitor and address trends in school attendance.</li> </ul>			
<p>To effectively manage staffing profiles within budget constraints while providing a rigorous and engaging education.</p>	<p>1. Ensure a sustainable and equitable plan for the future which supports the philosophy and needs of the school.</p> <p>Key Improvement Strategies</p> <ul style="list-style-type: none"> <li>• Ensure resources are used with the best possible effect and in the best possible combination to support improved student outcomes and achieve set goals and targets.</li> <li>• Continue to build and deepen the capacity of all leaders and staff across the school through distributive leadership.</li> <li>• Demonstrate a continued commitment to setting high expectations and increasing levels of accountability for all members of the school community to achieve excellence in a high performing school.</li> <li>• Partner with families and the local community to maximise student achievement, engagement, resilience and</li> </ul>	<p>No</p>		

	wellbeing to achieve the schools goals and targets.			
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**Improvement Initiatives Rationale**

Reading fits well with DET focus plans for 2018 so this will help the school connect with this work and allow staff to attend PD offered. Reading was identified in our initial strategic plan identifying our need to focus on increasing the students who demonstrate mid to high growth. Our most recent Teacher judgements for the last 6 months suggest we are still not achieving this or have the necessary skills or assessment tools to judge this. Four of the seven grade levels when students were averaged met 6 months growth. Growth for 6 months ranged from .46-.56. Our recent purchase and work with Fountas and Pinnell materials should allow for better assessment of students at higher levels and provide us with better resources. A new literacy Leader has strong skills with this resource and area. Intervention in reading will continue this year and fits well with our regular assessment of students above and below expected levels.

Our data consistently tells us that we need to focus on involving our students routinely in the decisions we make for them in their learning and more generally. Staff have varied views on the importance they place in student agency so our work in this area should assist all staff in recognising its importance more widely. Student view will influence parent view also but importantly if our work in this area is successful we will have improved engagement and connectedness for our students particularly our more senior students.

We are surprised at the low levels we achieved this past year for several elements of our Parent opinion survey. We have done some great work around connecting with our families through APPS like Seesaw and Skoolbag however this has not translated into satisfied parents. The staff believe much of this view has to do with the way we report to parents so this will be a renewed focus for us this year. The few changes we have made to reports and communication generally have not yet met our parents needs.

<b>Goal 1</b>	To improve Literacy and Numeracy outcomes for every student across the school.
<b>12 month target 1.1</b>	To have on average all students deemed capable make one year or more growth in Reading as indicated by NAPLAN and Teacher Judgement.
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Build staff capacity to assess and track student growth in reading.

KIS 2	Enhance teachers understanding of high impact teaching strategies and approaches in reading.
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<b>Goal 2</b>	To deepen and strengthen students' sense of connectedness to school and peers and promote a stronger sense of engagement in their learning
<b>12 month target 2.1</b>	Increase Student agency and voice elements of Parent and Student surveys by 10 percentile points or more.  Student: 23.7 (2017) Parent: 56.4 (2017)
<b>FISO Initiative</b>	Empowering students and building school pride
<b>Key Improvement Strategies</b>	
KIS 1	Develop avenues both at class and school levels for students to provide regular input and feedback.

<b>Goal 3</b>	To improve student connectedness to their learning across the school
<b>12 month target 3.1</b>	Increase all components of Parent community engagement area of the parent survey.  Parent participation and involvement 24.8 (2017) School Communication 27.3 (2017) Teacher communication 36.6 (2017)
<b>FISO Initiative</b>	Building communities
<b>Key Improvement Strategies</b>	
KIS 1	Strengthen current communication and reporting approaches for our parents.