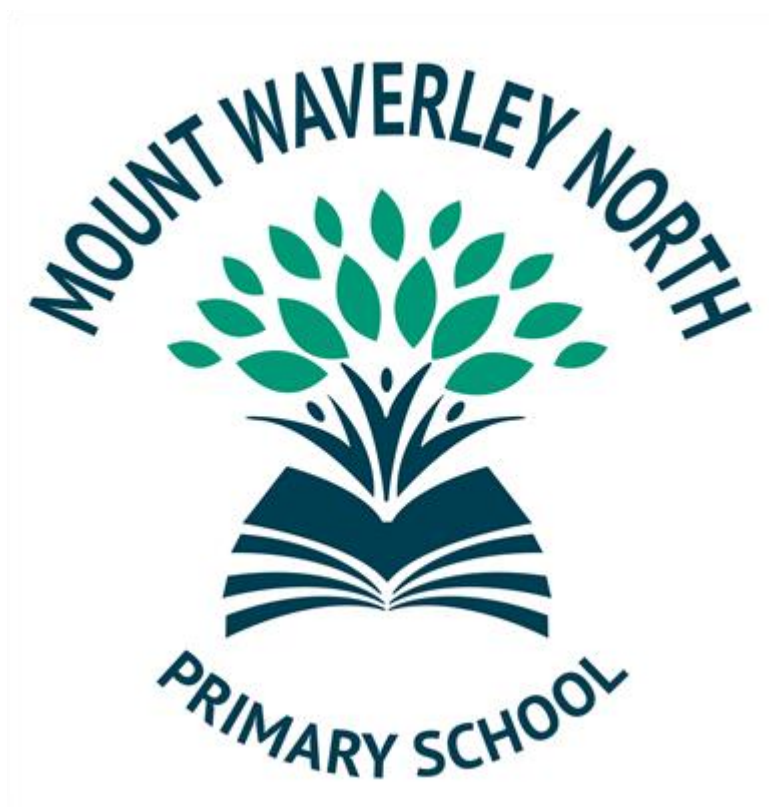


# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

Mount Waverley North Primary School (5430)



Submitted for review by Natalie Grieve (School Principal) on 21 December, 2017 at 08:11 AM

Endorsed by Allen McAuliffe (Senior Education Improvement Leader) on 22 December, 2017 at 12:35 PM

Endorsed by Bill Fitzpatrick (School Council President) on 22 February, 2018 at 03:51 PM

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

Mount Waverley North Primary School (5430)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative
To optimise every student's outcomes (or growth) with a specific focus on Literacy and Numeracy.	Improved student outcomes in NAPLAN growth from Years 3-5 in all areas, with Relative High Gain of 35% or higher in all Areas; Relative Low Gain of 15% or less in all areas.	Yes	<p>Students Outcomes in NAPLAN growth from Years 3-5: Relative High Gain</p> <p>HIGH GROWTH - Targets Reading: from 15% to 20% Writing: retain above 35% Numeracy: from 24% to 29%</p> <p>LOW GROWTH - Targets Reading: from 20% to 15% Writing: retain below 15% Numeracy: from 19% to 15%</p>	Curriculum planning and assessment
	Each deemed capable student to make equal to or greater than one Victorian Curriculum level of learning progress in each school year during the strategic plan period in English and Mathematics.	Yes	Each deemed capable student to make equal to or greater than one Victorian Curriculum level of learning progress in each school year during the strategic	Curriculum planning and assessment

			plan period in English and Mathematics.	
	Improve student performance in the top two bands of NAPLAN Reading, Writing and Numeracy to 60%.	Yes	<p>Students performance in the top two bands of NAPLAN reading, writing and numeracy:</p> <p>YEAR 3 - Targets Reading: from 38% to 43% Writing: retain above 50% Numeracy: retain above 45%</p> <p>YEAR 5 - Targets Reading: from 35% to 40% Writing: retain above 30% Numeracy: from 31% to 36%</p>	Curriculum planning and assessment
	To increase the percentage of positive responses to student ATSS data in the areas of Sense of Confidence (Learning Confidence) and Motivation and Interest (Student Motivation) and maintain strong Third Quartile results.	Yes	<p>Percentage of Positive Responses in:</p> <p>Learning Confidence: from 84% to 86% Motivation and Interest: from 90% to 92%</p>	Building practice excellence
To ensure all students are actively engaged in learning that is purposeful, deepens understanding, optimises opportunities and is present in all aspects of school life. (Changed in consultation with SEIL and Region).	<p>Improved scores on the student ATSS, achieving strong Third Quartile results for the areas of:</p> <ul style="list-style-type: none"> <li>-Motivation and Interest,</li> <li>-Stimulated Learning,</li> <li>-Learning Confidence,</li> <li>-Differentiated Learning Challenge.</li> </ul>	Yes	<p>Percentage of Positive Responses in:</p> <p>Motivation and Interest: from 90% to 92% Stimulated Learning: from 78% to 80% Learning Confidence: from 84% to 86%</p>	Building practice excellence

			Differentiated Learning Challenge: from 86% to 88%	
	Improved scores on the Parent Opinion Survey, achieving strong Third Quartile results for the areas of: -Stimulating Learning Environment, -School Connectedness.	No	Percentage of Positive Responses in:  Stimulating Learning Environment: from 78% to 80% School Connectedness: from 91% to 93%	
	Improved scores on the Staff Opinion Survey for the areas of: -Collective Efficacy -Collective Responsibility -Staff Trust in Colleagues -Collective Focus on Student Learning -Guaranteed and Viable Curriculum	Yes	Percentage of Positive Responses in:  Collective Efficacy: from 83.8% to 86% Collective Responsibility: from 88.9% to 91% Staff Trust in Colleagues: from 96.5% to 98% Collective Focus on Student Learning: from 87.5% to 90%	Building practice excellence
To increase the capacity of the school to function strategically as an effective organisation. (Changed in consultation with SEIL and Region).	Improved scores on the Staff Opinion Survey for the areas of: -Professional Learning to Improve Practice -Collective Participation	No	Percentage of Positive Responses in:  Professional Learning to Improve Practice: from 92.3% to 94% Collective Participation: from 90.2% to 92%	

	Improved scores on the Parent Opinion Survey, achieving strong Third Quartile results for the areas of: -General Satisfaction.	No	Percentage of Positive Responses in:  General Satisfaction: from 84% to 86%	
To develop resilient, problem-solving students with the capacity to be effective contributors to the broader and global communities.	By the delivery of a whole-school positive education approach to wellbeing, improved scores on the Student ATSS, achieving strong Third Quartile results for the areas of: -Resilience -Sense of Connectedness -Student Voice and Agency -Experience of Non-Bullying	Yes	Percentage of Positive Responses in:  Resilience: from 78% to 80% Sense of Connectedness: from 78% to 80% Student Voice and Agency: from 78% to 80% Experience of Non-Bullying: from 81% to 83%	Building practice excellence

<b>Improvement Initiatives Rationale</b>
Throughout 2018, a major focus at MWNPS will be on maximising the capacity of teachers to implement a robust Literacy and Numeracy curriculum, supporting the growth and achievement of all students. Evaluation of current school practices through our self-evaluation has highlighted the need to develop a consistent approach to teaching and learning and embed this across the school culture. Supporting and empowering students to be connected to their learning, their peers and their school will be a further focus. Increasing the school's capacity to function strategically as an effective organisation will be an ongoing focus as we move through 2018. Building the capacity of all teachers to work collaboratively and school leaders to foster a collegiate culture to support and implement the vision of the school will be a sustained focus. The school's standing within the local community has evolved within 2017 and we look to further develop our community connections and build the reputation of our school as a centre of excellence for student learning and wellbeing. This will be evident in our improved enrolment numbers, academic achievements and positive school culture.

<b>Goal 1</b>	To optimise every student's outcomes (or growth) with a specific focus on Literacy and Numeracy.
<b>12 month target 1.1</b>	Students Outcomes in NAPLAN growth from Years 3-5: Relative High Gain  HIGH GROWTH - Targets Reading: from 15% to 20%

	<p>Writing: retain above 35% Numeracy: from 24% to 29%</p> <p>LOW GROWTH - Targets Reading: from 20% to 15% Writing: retain below 15% Numeracy: from 19% to 15%</p>
<b>FISO Initiative</b>	Curriculum planning and assessment
<b>Key Improvement Strategies</b>	
KIS 1	Implement whole school approach to Literacy that includes consistent lesson structures and expectations, developing teacher knowledge and capacity in the teaching of Literacy.
KIS 2	Refine and implement the Mount Waverley North whole school instructional model, with further development of specific IM's for Reading, Spelling and Writing.
KIS 3	Build teacher capacity to differentiate the teaching of Maths to cater for the needs of all learners.
<b>12 month target 1.2</b>	Each deemed capable student to make equal to or greater than one Victorian Curriculum level of learning progress in each school year during the strategic plan period in English and Mathematics.
<b>FISO Initiative</b>	Curriculum planning and assessment
<b>Key Improvement Strategies</b>	
KIS 1	Effectively audit and implement the Victorian Curriculum to ensure that all students have access to a guaranteed and viable curriculum
<b>12 month target 1.3</b>	<p>Students performance in the top two bands of NAPLAN reading, writing and numeracy:</p> <p>YEAR 3 - Targets Reading: from 38% to 43% Writing: retain above 50% Numeracy: retain above 45%</p>

	<p>YEAR 5 - Targets</p> <p>Reading: from 35% to 40%</p> <p>Writing: retain above 30%</p> <p>Numeracy: from 31% to 36%</p>
<b>FISO Initiative</b>	Curriculum planning and assessment
<b>Key Improvement Strategies</b>	
KIS 1	Build the capacity of teachers to differentiate the curriculum to provide high-level opportunities and extension for students deemed capable.
<b>12 month target 1.4</b>	<p>Percentage of Positive Responses in:</p> <p>Learning Confidence: from 84% to 86%</p> <p>Motivation and Interest: from 90% to 92%</p>
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Build teacher capacity to utilise High-Impact Teaching Strategies to engage students in their learning and increase learner confidence
KIS 2	Empower team leaders to support classroom teachers in developing high quality teaching and learning plans linked directly to student learning outcomes and progress in literacy and numeracy

<b>Goal 2</b>	To ensure all students are actively engaged in learning that is purposeful, deepens understanding, optimises opportunities and is present in all aspects of school life. (Changed in consultation with SEIL and Region).
<b>12 month target 2.1</b>	<p>Percentage of Positive Responses in:</p> <p>Motivation and Interest: from 90% to 92%</p> <p>Stimulated Learning: from 78% to 80%</p>

	Learning Confidence: from 84% to 86% Differentiated Learning Challenge: from 86% to 88%
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Engage students with their learning through the implementation of a structured literacy and numeracy program and whole school curriculum plan.
KIS 2	Develop teacher capacity to provide students with the power to influence their learning through collaborative decision-making and action.
<b>12 month target 2.2</b>	Percentage of Positive Responses in:  Collective Efficacy: from 83.8% to 86% Collective Responsibility: from 88.9% to 91% Staff Trust in Colleagues: from 96.5% to 98% Collective Focus on Student Learning: from 87.5% to 90%
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Review current whole school IM to consider and include HITS. Use updated model in planning and reflecting on collegiate peer observations of practice.

<b>Goal 3</b>	To develop resilient, problem-solving students with the capacity to be effective contributors to the broader and global communities.
<b>12 month target 3.1</b>	Percentage of Positive Responses in:  Resilience: from 78% to 80% Sense of Connectedness: from 78% to 80%



	Student Voice and Agency: from 78% to 80% Experience of Non-Bullying: from 81% to 83%
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Revise current school wellbeing practices and programs to identify areas for development and enhancement
KIS 2	Develop an agreed whole school approach to Positive Education and student resilience to support student health and wellbeing