

Annual Implementation Plan 2020

Goal 1	Improve student engagement and motivation to learn
12 Month Target 1.1	<p>To reduce student absences from 15.21 average days absent in 2019, to 13 average days absent in 2020.</p> <p>To improve student voice above 80% in the Student Attitude Survey under positive climate for learning.</p> <p>Keep reduced instances of bullying to 20% or less in the Student Attitude Survey under positive climate for learning</p>
KIS 1 Building practice excellence	To develop and embed an agreed whole-school approach to student wellbeing and engagement that is consistently implemented by all staff
Actions	<p>Monitor, review and revise the Student Well Being Program.</p> <p>Review all Student Well Being data.</p> <p>Investigate and research available Student Well Being Resources.</p> <p>Support Professional Learning by enabling staff access and participation.</p> <p>Ensure all staff have an understanding of the line of sight between DET priorities, FPS SSP, AIP, PDPs, SIT, PLCs, PL schedule, Assessment schedule and resources.</p> <p>Support staff in the exploration and development of the DET documentation including, HITS, Amplify and Inclusion</p>
Outcomes	<p>Students will:</p> <ul style="list-style-type: none"> -Attend school on time and consistently. -Differentiate between bullying and inappropriate behavior. -Refuse to be bullied and bully. -Engage and be motivated in their learning. -Show an increase in resilience, responsibility and self regulation. <p>Staff will:</p> <ul style="list-style-type: none"> -Use a whole school consistent approach to Student Well Being. -Understand and reinforce the difference between bullying and inappropriate behaviour. <p>Leaders will:</p> <ul style="list-style-type: none"> -Demonstrate an increased capacity to create and maintain an environment for all of the above to occur.
Success Indicators	<ul style="list-style-type: none"> -Attitudes to School Survey/Positive Climate for learning -Student attendance data -Parent opinion survey -Staff opinion survey

Goal 2	Improve the learning growth of every student in literacy and numeracy
12 Month Target 2.1	<p>Reading: -NAPLAN high growth from 0% in 2019 to 25% in 2020 -Achieve 12 months growth in all students reflected in Teacher judgments.</p> <p>Numeracy: -NAPLAN high growth from 24% in 2019 to 30% in 2020 -Achieve 12 months growth in all students reflected in Teacher judgments.</p>
KIS 1 Building practice excellence	To develop the capacity of all teachers to consistently implement the agreed whole school teaching and learning program based on the Victorian Curriculum
Actions	<p>Numeracy Ensure a guaranteed and viable Numeracy curriculum based on the Victorian Curriculum. Revise the teaching and learning program with all staff and develop collective responsibility. Ensure every teacher is a teacher of Numeracy. Use the Peer Feedback program to focus on Numeracy. Use visuals to support and celebrate learning in Numeracy. Review and develop skills in the following HITS: Setting Goals, Structuring Lessons, Worked Examples, and Feedback.</p> <p>Reading Ensure a guaranteed and viable Reading curriculum based on the Victorian Curriculum. Revise the teaching and learning program with all staff and develop collective responsibility. Ensure every teacher is a teacher of Reading. Use the Peer Feedback program to focus on Reading. Use visuals to support and celebrate learning in Reading. Develop a Vocabulary focus within classrooms and subjects. Review and develop skills in the following HITS: Setting Goals, Structuring Lessons, Worked Examples, and Feedback.</p>
Outcomes	<p>Numeracy Students: -will understand and confidently use the Fairhills Primary School Numeracy Program -will have broadened and deepened their Numeracy Vocabulary</p> <p>Staff: -will have reviewed, documented and consistently implemented the Fairhills Primary School Numeracy program. -will now follow the Numeracy structure of each lesson -will have Numeracy assessment data based on the Fairhills Primary School Assessment Schedule. -will consistently and confidently use Learning Intentions and Success Criteria in each session -will have been involved in the Peer Feedback Program and given and received feedback throughout the year</p>

	<p>-will have developed Numeracy Vocabulary with their classrooms</p> <p>Leaders: -will have ensured PLCs have focused on Numeracy and developed a collective efficacy in Numeracy -will have led the organisation of the Peer Feedback program and given feedback to staff throughout the year</p> <p>Reading Students: -will understand and confidently use the Fairhills Primary School Reading Program -will have broadened and deepened their Reading Vocabulary</p> <p>Staff: -will have reviewed, documented and consistently implemented the Fairhills Primary School Reading program. -will now follow the Reading structure of each lesson -will have Reading assessment data based on the Fairhills Primary School Assessment Schedule. -will consistently and confidently use Learning Intentions and Success Criteria in each session -will have been involved in the Peer Feedback Program and given and received feedback throughout the year -will have developed Reading Vocabulary with their classrooms</p> <p>Leaders: -will have ensured PLCs have focused on Reading and developed a collective efficacy in Numeracy -will have led the organisation of the Peer Feedback program and given feedback to staff throughout the year</p>
Success Indicators	<p>-NAPLAN data -Essential Assessments data -Assessment Schedule requirements -Teacher judgement data</p>

KIS 2 Building practice excellence	To develop the capacity of all teachers to use assessment data to inform practice and to differentiate learning for all students
Actions	<p>Implement assessment schedule. Develop understanding of DET, standardised and in house assessments and data sets. Develop data literacy skills of all staff. Collate, upload and analyse data on COMPASS and Essential Assessments. Use data to drive programs, planning and implementation of differentiated curriculum in the classroom.</p>
Outcomes	<p>Students: -will achieve 12 months growth -will have been assessed using a variety of assessment tools</p> <p>Staff:</p>

	<ul style="list-style-type: none">-will have implemented the agreed assessment schedule-will understand and confidently use DET, standardised and in house assessments and data sets-will have developed their data literacy skills-will be able to use COMPASS Analytics and Essential Assessments to collate, upload and analyse data-will have used data to drive programs, planning and implementation of a differentiated curriculum across all learning areas. <p>Leaders:</p> <ul style="list-style-type: none">-will have led staff in the implementation of the assessment schedule
Success Indicators	<ul style="list-style-type: none">-Compass data-Essential Assessments-Staff Opinion Survey Data-Student Attitudes to School Survey Data-Parent Opinion Survey Data