

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

Great Ryrie Primary School (5478)



Submitted for review by Douglas Elliott (School Principal) on 17 February, 2018 at 07:56 PM

Endorsed by Jennifer Small (Senior Education Improvement Leader) on 22 February, 2018 at 07:49 AM

Endorsed by Terry Jenvey (School Council President) on 27 February, 2018 at 09:34 AM

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Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative																																																
To improve individual student learning outcomes in Literacy and Numeracy.	<p><b><u>NAPLAN</u></b></p> <p>Increase high relative growth in NAPLAN for Year 3 to 5 and Year 5 to 7, in all literacy and numeracy domains.</p> <table border="1" data-bbox="293 839 1682 1034"> <thead> <tr> <th>Year 3-5 2017</th> <th>Year 3-5 Target</th> <th>Year 5-7 2017</th> <th>Year 5-7 Target</th> </tr> </thead> <tbody> <tr> <td>Reading 28.33%</td> <td>Reading 35.00%</td> <td>Reading 22.67%</td> <td>Reading 30.00%</td> </tr> <tr> <td>Writing 24.59%</td> <td>Writing 30.00%</td> <td>Writing 17.33%</td> <td>Writing 25.00%</td> </tr> <tr> <td>Grammar 21.31%</td> <td>Grammar 25.00%</td> <td>Grammar 25.00%</td> <td>Grammar 30.00%</td> </tr> <tr> <td>Spelling 19.67%</td> <td>Spelling 25.00%</td> <td>Spelling 15.79%</td> <td>Spelling 25.00%</td> </tr> <tr> <td>Numeracy 13.11%</td> <td>Numeracy 25.00%</td> <td>Numeracy 21.33%</td> <td>Numeracy 25.00%</td> </tr> </tbody> </table> <p>The percentage of students achieving high gain to be above similar schools for reading, writing and numeracy.</p> <p>Decrease low relative growth in NAPLAN for Year 3 to 5 and Year 5 to 7, in all literacy and numeracy domains.</p> <table border="1" data-bbox="293 1134 1653 1329"> <thead> <tr> <th>Year 3-5 2017</th> <th>Year 3-5 Target</th> <th>Year 5-7 2017</th> <th>Year 5-7 Target</th> </tr> </thead> <tbody> <tr> <td>Reading 26.67%</td> <td>Reading 20.00%</td> <td>Reading 24.00%</td> <td>Reading 20.00%</td> </tr> <tr> <td>Writing 32.79%</td> <td>Writing 25.00%</td> <td>Writing 16.00%</td> <td>Writing 15.00%</td> </tr> <tr> <td>Grammar 24.59%</td> <td>Grammar 20.00%</td> <td>Grammar 15.79%</td> <td>Grammar 15.00%</td> </tr> <tr> <td>Spelling 26.23%</td> <td>Spelling 20.00%</td> <td>Spelling 17.11%</td> <td>Spelling 15.00%</td> </tr> <tr> <td>Numeracy 31.15%</td> <td>Numeracy 25.00%</td> <td>Numeracy 26.67%</td> <td>Numeracy 20.00%</td> </tr> </tbody> </table> <p>The percentage of students achieving low gain to be below similar schools for reading, writing and numeracy.</p>	Year 3-5 2017	Year 3-5 Target	Year 5-7 2017	Year 5-7 Target	Reading 28.33%	Reading 35.00%	Reading 22.67%	Reading 30.00%	Writing 24.59%	Writing 30.00%	Writing 17.33%	Writing 25.00%	Grammar 21.31%	Grammar 25.00%	Grammar 25.00%	Grammar 30.00%	Spelling 19.67%	Spelling 25.00%	Spelling 15.79%	Spelling 25.00%	Numeracy 13.11%	Numeracy 25.00%	Numeracy 21.33%	Numeracy 25.00%	Year 3-5 2017	Year 3-5 Target	Year 5-7 2017	Year 5-7 Target	Reading 26.67%	Reading 20.00%	Reading 24.00%	Reading 20.00%	Writing 32.79%	Writing 25.00%	Writing 16.00%	Writing 15.00%	Grammar 24.59%	Grammar 20.00%	Grammar 15.79%	Grammar 15.00%	Spelling 26.23%	Spelling 20.00%	Spelling 17.11%	Spelling 15.00%	Numeracy 31.15%	Numeracy 25.00%	Numeracy 26.67%	Numeracy 20.00%	Yes	<p>NAPLAN Increase NAPLAN high gain (3-5) from 24.59 in Writing to 30% Increase NAPLAN high gain (3-5) from 13.11 in Numeracy to 25% Reduce NAPLAN low gain (3-5) from 32.79 in Writing to 25% Reduce NAPLAN low gain (3-5) from 31.15 in Numeracy to 25%</p>	Building practice excellence
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Increase the percentage of students in the top two bands of NAPLAN for reading, writing and numeracy and for the percentage to be above similar schools.

<b>Year 3 2017</b>	<b>Year 3 Target</b>	<b>Year 5 2017</b>	<b>Year 5 Target</b>
Reading 12.8+43.6=56.4%	Reading 15.0+45.0=60.0%	Reading 19.4+19.4=38.8%	Reading 22.5+22.5=45.0%
Writing 52.6+17.1=69.7%	Writing 55.0+20.0=70.0%	Writing 7.4+2.9=10.3%	Writing 15.0+10.0=25.0%
Numeracy 11.7+28.6=40.3%	Numeracy 15.0+30.0=45.0%	Numeracy 20.6+10.3=30.9%	Numeracy 25.0+15.0=40.0%

The percentage of students in the top two bands of NAPLAN for reading, writing and numeracy to be above similar schools.

Decrease the percentage of students in the bottom two bands of NAPLAN for reading, writing and numeracy

<b>Year 3 2017</b>	<b>Year 3 Target</b>	<b>Year 5 2017</b>	<b>Year 5 Target</b>
Reading 1.3+1.3=2.6%	Reading 0.0+0.0=0.0%	Reading 4.5+9.0=13.5%	Reading 2.5+5.0=7.5%
Writing 0.0+1.3=1.3%	Writing 0.0+0.0=0.0%	Writing 1.5+7.4=8.9%	Writing 0.0+5.0=5.0%
Numeracy 0.0+9.1=9.1%	Numeracy 0.0+5.0=5.0%	Numeracy 2.9+11.8=14.7%	Numeracy 0.0+5.0=5.0%

The percentage of students in the bottom two bands of NAPLAN for reading, writing and numeracy to be below similar schools.

### **Victorian Curriculum – Teacher Judgements**

Increase the percentages of students achieving a minimum of 12 months learning growth in 12 months from Foundation

to Year 6 in literacy and numeracy.

Where; **R&V** Reading & Viewing, **S&L** Speaking & Listening, **W** Writing, **M&G** Measurement & Geometry,

**N&A** Number & Algebra, **S&P** Statistics & Probability

#### **2016-2017 Semester 1 – Semester 1 Actual:**

F-1 R&V 1.22, S&L 0.99, W 1.10, M&G 1.04, N&A 1.06, S&P 1.03

#### **2020-2021 Semester 1 – Semester 1 Target:**

F-1 R&V 1.25, S&L 1.20, W 1.20, M&G 1.20, N&A 1.20, S&P 1.20

Year 3 NAPLAN  
Increase top 2 bands in Numeracy from 40.3% to 45.0% and in Writing from 69.7% to 75.0%

Year 5 NAPLAN  
Increase the top 2 Bands in Numeracy from 30.9% to 40.0% and in Writing from 10.3% to 25%

Year 3 NAPLAN  
Decrease bottom 2 bands in Numeracy from 9.1 % to 5.0% and maintain in Writing at 1.3% or below.

Year 5 NAPLAN  
Decrease bottom 2 bands in Numeracy from 14.7% to 10.0% and in Writing from 8.9% to 5.0%

1-2 R&V 0.96, S&L 1.00, W 1.03, M&G 1.08, N&A 1.03, S&P 1.10	1-2 R&V 1.20, S&L 1.20, W 1.20, M&G 1.20, N&A 1.20, S&P 1.20
2-3 R&V 0.97, S&L 0.90, W 0.84, M&G 1.02, N&A 0.96, S&P 1.01	2-3 R&V 1.20, S&L 1.20, W 1.20, M&G 1.20, N&A 1.20, S&P 1.20
3-4 R&V 0.94, S&L 1.03, W 1.00, M&G 1.01, N&A 1.02, S&P 1.04	3-4 R&V 1.20, S&L 1.20, W 1.20, M&G 1.20, N&A 1.20, S&P 1.20
4-5 R&V 0.88, S&L 1.00 W 0.94, M&G 1.08, N&A 1.08, S&P 0.98	4-5 R&V 1.20, S&L 1.20, W 1.20, M&G 1.20, N&A 1.20, S&P 1.20
5-6 R&V 1.05, S&L 1.04 W 1.08, M&G 1.13, N&A 1.04, S&P 1.05	5-6 R&V 1.20, S&L 1.20, W 1.20, M&G 1.20, N&A 1.20, S&P 1.20

**Student Attitudes to School Survey**

Increase the percentage of positive endorsement in the domain of Effective teaching practices for cognitive development.

<b>Attitudes to School Survey Results, Percentile - 2017 - Years 4-6</b>			
		<b>Percentile</b>	
<b>Parent Factor Name</b>	<b>Factor Name</b>	<b>School</b>	<b>Target</b>
<b>Effective teaching practice for cognitive engagement</b>	Differentiated learning challenge	38.1	75.0
	Effective classroom behaviour	46.7	75.0
	Effective teaching time	24.8	75.0
	Stimulated learning	37.6	75.0

**Parent Opinion Survey**

Increase the school 'percent endorsed', plotted as percentage ranks against Primary School 'percent endorsed', for all student cognitive engagement. measures

<b>Parent Opinion Survey - Percentile by Factor by School Type</b>
<b>School percent endorsed plotted as percentage ranks against Primary School percent endorsed</b>

**TEACHER JUDGEMENTS**  
 The Between Year Growth in PAT Math for Numeracy at each Year Level to be at or above 1.05, as recorded in SPA.

The Between Year Growth in the 'Cold Write' for Writing at each Year Level to be at or above 1.00, as recorded in SPA.

Teacher Judgements in 'Reading & Viewing', 'Writing' and 'Number & Algebra' to show growth at or above 1.05

**SUDENT ATTITUDES TO SCHOOL SURVEY**  
 Increase the percentage endorsement for Differentiated

	<table border="1"> <thead> <tr> <th></th> <th>Percentile</th> <th>Percentile</th> </tr> <tr> <th>Student cognitive engagement</th> <th>2017</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>High expectations for success</td> <td>23.2</td> <td>50.0</td> </tr> <tr> <td>Student motivation and support</td> <td>26.7</td> <td>55.0</td> </tr> <tr> <td>Stimulating learning environment</td> <td>29.4</td> <td>60.0</td> </tr> <tr> <td>Effective teaching</td> <td>26.1</td> <td>55.0</td> </tr> </tbody> </table>		Percentile	Percentile	Student cognitive engagement	2017	Target	High expectations for success	23.2	50.0	Student motivation and support	26.7	55.0	Stimulating learning environment	29.4	60.0	Effective teaching	26.1	55.0		<p>learning challenge from 38.1% to 75%, Effective classroom behaviour from 46.7% to 75%, Effective Teaching Time from 24.8% to 75%, Stimulated learning, from 37.6% to 75%.</p> <p>PARENT OPINION SURVEY Increase the percentage endorsement for Effective Teaching from 26.1% to 50%.</p>	
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<p>Enhance the level of professional leadership in the school.</p>	<p><b>School Staff Survey</b></p> <p>Increase the percentage endorsement (Principal/Teachers) in the School Staff Survey in the following measures:</p> <ul style="list-style-type: none"> <li>all school climate measures</li> </ul> <table border="1"> <thead> <tr> <th colspan="4">Summary of module Percent Endorsement scores for School climate</th> </tr> <tr> <th>Component</th> <th>Definition: The degree to which....</th> <th>Percent Endorsement 2017</th> <th>Percent Endorsement Target</th> </tr> </thead> <tbody> <tr> <td><b>Collective efficacy</b></td> <td>School staff believe they have the necessary skills expertise and resources to successfully educate students.</td> <td>62.72%</td> <td>75.00%</td> </tr> </tbody> </table>	Summary of module Percent Endorsement scores for School climate				Component	Definition: The degree to which....	Percent Endorsement 2017	Percent Endorsement Target	<b>Collective efficacy</b>	School staff believe they have the necessary skills expertise and resources to successfully educate students.	62.72%	75.00%	Yes	<p>STAFF OPINION SURVEY SCHOOL CLIMATE MODULE Increase the percentage endorsement for; Academic Emphasis from 58.55% to 75.00%,</p>	<p>Building leadership teams</p>						
Summary of module Percent Endorsement scores for School climate																						
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<b>Collective efficacy</b>	School staff believe they have the necessary skills expertise and resources to successfully educate students.	62.72%	75.00%																			

<b>Collective responsibility</b>	Staff view the success of all students as their shared responsibility.	67.54%	75.00%
<b>Academic emphasis</b>	Emphasis is placed on the importance of academic success and school norms support learning.	58.55%	75.00%
<b>Trust in students and parents</b>	Staff trust the students and parents of the school community.	66.32%	75.00%
<b>Staff trust in colleagues</b>	Staff in schools trust and understand one another.	64.47%	75.00%
<b>Teacher collaboration</b>	Staff seek advice from colleagues and participate in collaborative discussion to improve learning and teaching.	66.32%	75.00%
<b>Parent and community involvement</b>	Parents and the wider community are involved in school activities and programs.	75.44%	80.00%
<b>Collective focus on student learning</b>	All of the school's activities are organised to promote student learning.	73.68%	80.00%
<b>Guaranteed and viable curriculum</b>	The curriculum is coherent across year levels and is delivered adequately in the time allotted.	67.11%	75.00%
<b>Shielding/Buffering</b>	Staff are protected from intrusions that distract from learning and teaching.	40.35%	75.00%
<b>Overall Percent Endorsement for module</b>		<b>64.75%</b>	<b>76.00%</b>

- all professional learning measures

<b>Summary of module Percent Endorsement scores for Professional Learning</b>			
<b>Component</b>	<b>Definition: The degree to which....</b>	<b>Percent Endorsement 2017</b>	<b>Percent Endorsement Target</b>
<b>School level support</b>	The school leadership team promotes supports and encourages professional learning opportunities for staff.	67.5%	75.0%
<b>Renewal of knowledge and skills</b>	Professional learning activities improve instructional strategies and teaching skills.	91.7%	95.0%

Collective efficacy from 62.72% to 75.00%,  
PROFESSIONAL LEARNING MODULE  
Feedback from 61.1% to 75.0%,  
SCHOOL LEADERSHIP MODULE  
Visibility from 43.9% to 75.0%,  
and the Overall Percent Endorsement for the Leadership module from 67.9% to 80%,

<b>Applicability of Professional Learning</b>	Professional learning activities are relevant to learning and teaching strategies in the school.	85.6%	95.0%
<b>Collective participation</b>	Staff seek advice from colleagues and participate in collaborative discussion to improve learning and teaching.	66.7%	75.0%
<b>Active participation</b>	Professional learning activities provide opportunities to develop review or practice learning and teaching strategies.	82.5%	90.0%
<b>Coherence</b>	Professional learning activities align with school wide agendas.	86.8%	95.0%
<b>Feedback</b>	Feedback is seen as crucial to the professional learning process.	61.1%	75.0%
<b>Overall Percent Endorsement for module</b>		<b>78.5%</b>	<b>85.7%</b>

- all school leadership measures.

<b>Summary of module Percent Endorsement scores for School Leadership</b>			
<b>Component</b>	<b>Definition: The degree to which....</b>	<b>Percent Endorsement 2017</b>	<b>Percent Endorsement Target</b>
<b>Leading Change</b>	Is able to facilitate change including those that challenge the status quo and manage their impact on teachers	68.4%	75.0%
<b>Cultural Leadership</b>	Can build a culture of well-being cohesion and shared vision	64.9%	75.0%
<b>Flexibility</b>	Adapt leadership behaviour to the needs of the current situation and are comfortable with dissent	53.9%	75.0%
<b>Intellectual Stimulation</b>	Ensures that staff are aware of the most current theories and practices regarding effective schooling and make discussions of those theories/practices a regular part of the school culture	76.3%	85.0%
<b>Instructional Leadership</b>	Is directly involved in the design implementation and monitoring of curriculum instruction and assessment; hands-on support for instruction	74.2%	85.0%

	<b>Parent and Community Involvement, Engagement, and Outreach</b>	Advocates for the school to parents and community members to meet the needs of students and support their learning	71.9%	85.0%		
	<b>Leaders' Support for Change</b>	Supports staff to grow and improve	70.2%	85.0%		
	<b>Visibility</b>	Has frequent contact and interacts with teachers students and parents	43.9%	75.0%		
	<b>Overall Percent Endorsement for module</b>		<b>67.9%</b>	<b>80.0%</b>		

**Improvement Initiatives Rationale**

At the time of our School Review in 2017, there were approximately 90 students who had been assessed on the EAL continuum. The review panel suggested the school continue to build the capacity of all teachers to teach EAL students and ensure the school policies and curriculum structures are inclusive of EAL learner needs. The analysis of EAL learning growth indicated a similarity to all students at the school with a range of low, medium and high growth. It was also the view of the Review Panel that the school should continue to develop and document curriculum expectations and whole school approaches, in order to embed the consistent implementation of evidence-based, high-impact, teaching strategies in all areas of the curriculum. The desire being to simultaneously deepen teachers' curriculum and assessment knowledge, build our understanding of learning as a continuum and to plan for learning in response to assessment data, in order to maximise student learning in all cohorts. The panel agreed that the school build collective responsibility and accountability processes to maximise and improve performance outcomes. After consultation with staff and leadership, the above areas were identified and discussed with the SEIL as appropriate targets in the first year of our 2018-2021 Strategic Plan.

<b>Goal 1</b>	To improve individual student learning outcomes in Literacy and Numeracy.
<b>12 month target 1.1</b>	NAPLAN Increase NAPLAN high gain (3-5) from 24.59 in Writing to 30% Increase NAPLAN high gain (3-5) from 13.11 in Numeracy to 25% Reduce NAPLAN low gain (3-5) from 32.79 in Writing to 25%



	<p>Reduce NAPLAN low gain (3-5) from 31.15 in Numeracy to 25%</p> <p>Year 3 NAPLAN Increase top 2 bands in Numeracy from 40.3% to 45.0% and in Writing from 69.7% to 75.0%</p> <p>Year 5 NAPLAN Increase the top 2 Bands in Numeracy from 30.9% to 40.0% and in Writing from 10.3% to 25%</p> <p>Year 3 NAPLAN Decrease bottom 2 bands in Numeracy from 9.1 % to 5.0% and maintain in Writing at 1.3% or below.</p> <p>Year 5 NAPLAN Decrease bottom 2 bands in Numeracy from 14.7% to 10.0% and in Writing from 8.9% to 5.0%</p> <p><b>TEACHER JUDGEMENTS</b> The Between Year Growth in PAT Math for Numeracy at each Year Level to be at or above 1.05, as recorded in SPA.</p> <p>The Between Year Growth in the 'Cold Write' for Writing at each Year Level to be at or above 1.00, as recorded in SPA.</p> <p>Teacher Judgements in 'Reading &amp; Viewing', 'Writing' and 'Number &amp; Algebra' to show growth at or above 1.05</p> <p><b>SUDENT ATTITUDES TO SCHOOL SURVEY</b> Increase the percentage endorsement for Differentiated learning challenge from 38.1% to 75%, Effective classroom behaviour from 46.7% to 75%, Effective Teaching Time from 24.8% to 75%, Stimulated learning, from 37.6% to 75%.</p> <p><b>PARENT OPINION SURVEY</b> Increase the percentage endorsement for Effective Teaching from 26.1% to 50%.</p>
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	Embed evidence-based and consistent teaching and learning practices in Writing .

KIS 2	Embed evidence-based and consistent teaching and learning practices in Numeracy.
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<b>Goal 2</b>	Enhance the level of professional leadership in the school.
<b>12 month target 2.1</b>	<p>STAFF OPINION SURVEY          SCHOOL CLIMATE MODULE          Increase the percentage endorsement for;          Academic Emphasis from 58.55% to 75.00%,          Collective efficacy from 62.72% to 75.00%,          PROFESSIONAL LEARNING MODULE          Feedback from 61.1% to 75.0%,          SCHOOL LEADERSHIP MODULE          Visibility from 43.9% to 75.0%,          and the          Overall Percent Endorsement for the Leadership module from          67.9% to 80%,</p>
<b>FISO Initiative</b>	Building leadership teams
<b>Key Improvement Strategies</b>	
KIS 1	Build the capabilities of the school leadership teams to lead school improvement.