

2018 Annual Implementation Plan

for improving student outcomes

Panton Hill Primary School (1134)



Submitted for review by Kylie Richards (School Principal) on 21 December, 2017 at 01:00 PM

Endorsed by Clare Read (Senior Education Improvement Leader) on 15 February, 2018 at 04:04 PM

Endorsed by Jason Ditcham (School Council President) on 15 February, 2018 at 04:39 PM

Self-evaluation Summary - 2018

Panton Hill Primary School (1134)

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.	Self-evaluation Level
Excellence in teaching and learning	Building practice excellence	Evolving moving towards Embedding
	Curriculum planning and assessment	Evolving moving towards Embedding
	Evidence-based high-impact teaching strategies	Evolving moving towards Embedding
	Evaluating impact on learning	Embedding moving towards Excelling
Professional leadership	Building leadership teams	Embedding moving towards Excelling
	Instructional and shared leadership	Embedding moving towards Excelling
	Strategic resource management	Embedding
	Vision, values and culture	Embedding moving towards Excelling

Positive climate for learning	Empowering students and building school pride	Embedding moving towards Excelling
	Setting expectations and promoting inclusion	Embedding moving towards Excelling
	Health and wellbeing	Excelling
	Intellectual engagement and self-awareness	Evolving moving towards Embedding

Community engagement in learning	Building communities	Embedding
	Global citizenship	Evolving
	Networks with schools, services and agencies	Evolving moving towards Embedding
	Parents and carers as partners	Embedding

Enter your reflective comments	<p>Excellence in teaching and learning is a clear priority. We have just started working through the high impact teaching strategies. This will be a focus for professional learning throughout the school next year.</p> <p>With little diversity amongst our immediate community, there needs to be a greater focus in our planning to explore the concept of being a global citizen. The staff have discussed different ways that we can weave this through our current planning.</p> <p>The climate is a strength of this school. The work we have been doing on genuine student voice appears to be having a positive impact on both students and staff, which is also reflected in the surveys this year. Continued work in this areas is important. We hope to continue to improve in the area of school connectedness and learning confidence.</p>
Considerations for 2019	With two graduates in the first year of their careers, we have a good opportunity for the whole staff to be involved in learning/consolidating priorities such as HITS.
Documents that support this plan	

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Panton Hill Primary School (1134)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative
To develop curious lifelong learners with strong skills in Literacy and Numeracy.	<ul style="list-style-type: none"> • To have all students deemed capable make at least one year of teacher judgement progress annually in Literacy and Numeracy. • To have Year 3 and 5 NAPLAN matched cohort equal or exceed the State mean growth in Literacy and Numeracy. • 25% of students in year 5 to demonstrate high relative growth in NAPLAN. 	Yes	<p>To have 90% of students deemed capable make at least one year of AusVELS teacher judgement progress annually in Literacy and Numeracy.</p> <p>NAPLAN Yr 3&5 Average score at or above state mean with 100% of students showing medium or high growth</p>	Curriculum planning and assessment
To improve student engagement and motivation to learn.	<ul style="list-style-type: none"> ○ To maintain and extend Student Opinion Survey results in the 3rd quartile in the areas of stimulating learning, student 	Yes	To have the majority of the student opinion survey results in the 3rd quartile in stimulating learning, student motivation and learning confidence	Empowering students and building school pride

	<p>motivation and Learning confidence.</p> <ul style="list-style-type: none"> ○ To build a growth trajectory in Student Attitudes, with a particular focus on the grade 5/6 area of Stimulating Learning 		To have the grade 5/6 % of student agreement in Stimulating Learning at least at 75%	
To develop self-motivated, resilient and responsible learners and leaders.	<ul style="list-style-type: none"> ○ School average number of absence days per FTE student for each cohort to be below the state average. ○ Annually reduce the incidence of late attendance as recorded on CASES. ○ By 2019 all average yearly attendance rates by year level will be at or above 95%. 	Yes	Average attendance rates by year level will be at or above 90%	Empowering students and building school pride
To make the best use of existing resources and maximise future funding and resource opportunities.	<ul style="list-style-type: none"> ○ To use ICT across the school to support high quality instructional practice and improved student engagement and wellbeing. ○ Maintain high Numeracy and ICT budget allocation to sustain and expand these programs. ○ Maintain high Literacy budget allocation to sustain the purchase of quality reading and support materials. 	Yes	<p>To have all teachers using the ict scope and sequence in classroom planning.</p> <p>To have ict, numeracy and literacy as priorities in the budget</p>	Curriculum planning and assessment

	<ul style="list-style-type: none"> o Maximise opportunities for teaching staff to improve professional practice with a particular focus on HITS. 	No	To have regular curriculum meetings assigned for staff to work on on identified HITS strategies	
	<ul style="list-style-type: none"> o To aim to have the School Budget in surplus in each year of the Strategic Plan period. 	No	To have the 2018 SRP in surplus	

Improvement Initiatives Rationale
<p>Growth in the area of writing (Naplan) has been inconsistent throughout the years. The staff feel that the implementation of a consistent writing program, teamed with targeted assessment is required to address this.</p> <p>Although an improvement has been noted in our student opinion surveys, it would be beneficial to consolidate and build on the changes that have been made in this area.</p> <p>Staff have identified the high impact teaching strategies of feedback, learning intentions and success criteria as an area for focus in 2018 - the self evaluation confirms this.</p> <p>Panton Hill Primary has had a significant change in staff in 2017. As our leading teacher has taken the principal role, and with the appointment of two graduate teachers, we need to strategically provide training opportunities to existing staff to fill roles with further responsibilities and leadership roles.</p>

Goal 1	To develop curious lifelong learners with strong skills in Literacy and Numeracy.
12 month target 1.1	<p>To have 90% of students deemed capable make at least one year of AusVELS teacher judgement progress annually in Literacy and Numeracy.</p> <p>NAPLAN Yr 3&5 Average score at or above state mean with 100% of students showing medium or high growth</p>

FISO Initiative	Curriculum planning and assessment
Key Improvement Strategies	
KIS 1	Build teacher capacity to target writing and develop a consistent approach across the school.

Goal 2	To improve student engagement and motivation to learn.
12 month target 2.1	To have the majority of the student opinion survey results in the 3rd quartile in stimulating learning, student motivation and learning confidence To have the grade 5/6 % of student agreement in Stimulating Learning at least at 75%
FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	
KIS 1	Build teacher practice excellence particularly in the areas of feedback, learning intentions and success criteria.

Goal 3	To develop self-motivated, resilient and responsible learners and leaders.
12 month target 3.1	Average attendance rates by year level will be at or above 90%
FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	
KIS 1	Maintain a consistent school wide approach to student relations and welfare.
KIS 2	Build teacher capacity to incorporate global citizenship more thoroughly in their planning

Goal 4	To make the best use of existing resources and maximise future funding and resource opportunities.
12 month target 4.1	To have all teachers using the ict scope and sequence in classroom planning. To have ict, numeracy and literacy as priorities in the budget
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategies	
KIS 1	Build and maintain teacher familiarity with the ict scope and sequence. Prioritise ict, numeracy and literacy in the 2018 budget.

Define Evidence of Impact and Activities and Milestones - 2018

Panton Hill Primary School (1134)

Goal 1	To develop curious lifelong learners with strong skills in Literacy and Numeracy.
12 month target 1.1	To have 90% of students deemed capable make at least one year of AusVELS teacher judgement progress annually in Literacy and Numeracy. NAPLAN Yr 3&5 Average score at or above state mean with 100% of students showing medium or high growth
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategy 1	Build teacher capacity to target writing and develop a consistent approach across the school.
Actions	Develop teacher capacity to analyse data and assess writing in order to teach at the point of need. Develop teacher capacity to understand effective literacy strategies which maximise student learning.

Evidence of impact	Teachers will regularly refer to student work and data to inform their planning. Students will have a clear idea of their future learning goals as a result of both self evaluation and discussion with teachers. Teachers will implement literacy strategies, evaluate effectiveness as a team and refine practice.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Professional development provided on moderation and data analysis	Teacher(s)	<input checked="" type="checkbox"/> Yes	from: Term 2 to: Term 4	\$5,000.00 <input checked="" type="checkbox"/> Equity funding will be used
Professional development provided on literacy strategies. Curriculum meetings allocated for whole staff to work together on a consistent writing model. Teachers will observe their colleagues during literacy sessions. All staff to attend NESST curriculum day with a focus on the literacy strategy.	Teacher(s)	<input type="checkbox"/> No	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
All staff released for NESST meetings in Term 2 with an opportunity to moderate with other schools	Principal	<input type="checkbox"/> No	from: Term 2 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used
Stafford to be given time to present whole school analysis to the staff.	Principal	<input type="checkbox"/> No	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 2	To improve student engagement and motivation to learn.
12 month target 2.1	To have the majority of the student opinion survey results in the 3rd quartile in stimulating learning, student motivation and learning confidence To have the grade 5/6 % of student agreement in Stimulating Learning at least at 75%

FISO Initiative	Empowering students and building school pride			
Key Improvement Strategy 1	Build teacher practice excellence particularly in the areas of feedback, learning intentions and success criteria.			
Actions	Develop teacher capacity to utilise High Impact Teaching Strategies.			
Evidence of impact	Teachers will incorporate feedback, learning intentions and success criteria in their lessons. Students will develop the skills of self directed learning.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Professional development provided on targeted HITS- feedback, learning intentions, success criteria	Principal	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
Staff will work together as a team on developing the strategies within the context of PHPS	All Staff	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
Staff will share each other's practice regularly to help build collective capacity	All Staff	<input type="checkbox"/> No	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 3	To develop self-motivated, resilient and responsible learners and leaders.
12 month target 3.1	Average attendance rates by year level will be at or above 90%
FISO Initiative	Empowering students and building school pride
Key Improvement Strategy 1	Maintain a consistent school wide approach to student relations and welfare.

Actions	Provide opportunities for new teachers to attend professional development on restorative justice. Continue to build teacher capacity in the area of restorative justice. Sustain whole school commitment to the Bounce Back program. Develop teacher capacity to incorporate global citizenship into their lessons			
Evidence of impact	Teachers will comfortably use the language of restorative justice and the Bounce Back program, building consistency of message. Students will be regularly engaged in lessons that involve a global perspective, drawing on contemporary events.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Restorative Justice regularly discussed at staff meetings and when incidents occur	Principal	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
Planning meetings focus on including a global perspective into class lessons.	Teacher(s)	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
Bounce Back to be embedded in planning throughout the year	All Staff	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 3	To develop self-motivated, resilient and responsible learners and leaders.
12 month target 3.1	Average attendance rates by year level will be at or above 90%
FISO Initiative	Empowering students and building school pride
Key Improvement Strategy 2	Build teacher capacity to incorporate global citizenship more thoroughly in their planning
Actions	Provide curriculum materials to support teacher learning around global citizenship Add relevant significant global events on the school calendar and mention in staff meetings, such as naidoc week, harmony day etc.

	to remind staff to include a global perspective in their lessons. Encourage the use of resources such as BTN and KidsNews in the upper grades to spark discussion			
Evidence of impact	Teachers will build confidence in discussing global issues during the course of their lessons. Teachers will include relevant global perspectives in their planning documents. Students will develop the ability to discuss issues with a broader perspective.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
In planning meetings, expectation of global citizenship is communicated to teachers.	Principal	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
Integrated Studies planning documents to include global citizenship	All Staff	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 4	To make the best use of existing resources and maximise future funding and resource opportunities.
12 month target 4.1	To have all teachers using the ict scope and sequence in classroom planning. To have ict, numeracy and literacy as priorities in the budget
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategy 1	Build and maintain teacher familiarity with the ict scope and sequence. Prioritise ict, numeracy and literacy in the 2018 budget.
Actions	ICT scope and sequence is provided to the staff at the beginning of the year. Opportunities to plan collaboratively with a focus on ICT are provided regularly to staff.
Evidence of impact	Teachers will incorporate ICT consistently throughout lessons, in line with the scope and sequence. Students will develop skills in ICT appropriate to their developmental stage to assist in learning.

Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Budgets are set and maintained.	Principal	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used
Staff have sufficient resources in ict, literacy and numeracy to deliver effective lessons.	PLT Leaders	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Professional Learning and Development Plan - 2018

Panton Hill Primary School (1134)

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
Professional development provided on moderation and data analysis	Teacher(s)	from: Term 2 to: Term 4	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Curriculum development <input checked="" type="checkbox"/> Individualised Reflection	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions <input checked="" type="checkbox"/> Network Professional Learning	<input checked="" type="checkbox"/> Teaching partners <input checked="" type="checkbox"/> Internal staff	<input checked="" type="checkbox"/> On-site
Professional development provided on targeted HITS-feedback, learning intentions, success criteria	Principal	from: Term 1 to: Term 4	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Curriculum development <input checked="" type="checkbox"/> Peer observation including feedback and reflection	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions	<input checked="" type="checkbox"/> Teaching partners <input checked="" type="checkbox"/> Internal staff	<input checked="" type="checkbox"/> On-site

Documents that support the plan

The school has uploaded the following documents to support the self-evaluation.