

Hawkesdale P12 College 5434

Annual Implementation Plan 2009

(Based on Strategic Plan developed for 2006 - 2009)



Endorsement by School Council	Insertion of a tick (✓) in the next column indicates that the School Principal, as Executive Officer of the School Council, verifies that this Annual Implementation Plan was endorsed at a meeting of School Council.	✓
		Colan Distel 17/03/2009
Endorsement by Regional Network Leader	Insertion of a tick (✓) in the next column indicates that the Regional Network Leader (or nominee) has endorsed this Annual Implementation Plan	
		Jane Maine

Strategic Intent

	Goals	Targets	One Year Targets
Student Learning	<ul style="list-style-type: none"> • Improve skills, knowledge and competency of Middle Years students in Mathematics • Improve Literacy/English skills of current Year 1 and Year 7 (2005) cohorts 	<ul style="list-style-type: none"> • Students in Years 5 – 9 increment at least one CSF level in Mathematics every two years and 10% of students incrementing more than this. • Continuous advancement of individual student data using the Numeracy Interview (CEO/ACU) • Students in Years 1 and 7 (2005) increment at least one CSF level in English every two years and 10% of students incrementing more than this. (exc RR students)* <p>* Reading Recovery students' goal is listed under <i>Student Pathways and Transition</i> and allows for 10% of cohort in need of continuous <i>Additional Assistance</i>.</p>	<p>70% of students achieving at or above expected levels as measured by NAPLAN.</p> <p>PLT formed for P to 4 literacy, 5 to 9 literacy, 5 to 9 Numeracy. Literacy and numeracy targets set and detail action plans developed. Strategic plan development has these actions embedded.</p>

Student Engagement and Wellbeing	<ul style="list-style-type: none"> • Develop curriculum options at Middle Years that provide greater engagement and academic rigor, with greater emphasis on real world contexts 	<ul style="list-style-type: none"> • Student survey indicates a 10% positive shift in response to connectedness to school and motivation to learn variables during the life of the Strategic Plan. 	Improved outcomes in terms of all aspects of Teaching & Learning section of Attitudes to school survey for year 5 & 6 students (2008).
Student Pathways and Transitions	<ul style="list-style-type: none"> • Continue to build Pathway options at post compulsory years leading to strong retention. • Strive for continuous improvement of Reading Recovery students beyond Year 1 	<ul style="list-style-type: none"> • Real retention at or above 75th percentile • 90% of post Reading Recovery student incrementing at least one CSF level in Reading every two years 	100% of students 10 to 12 have a MIPS plan. Increase in student motivation data by 10% 10 to 12.

Implementation

Key Improvement Strategies and Significant Projects	What (Actions) the activities and programs required to progress the key improvement strategies	How (Resources) the budget, equipment, IT, learning time, learning space	Who the individuals or teams responsible for implementation	When the date, week, month or term for completion	Achievement milestones the changes in practice or behaviours
<p>Student learning</p> <p>Use item analysis and student response data from 2008 NAPLAN to target specific areas of weakness in literacy and numeracy.</p> <p>Develop shared responsibility for student learning outcomes.</p> <p>Provide relevant staff with detailed data from NAPLAN on individual</p>	<p>Literacy PLTs will focus on improvement of student outcomes in the writing block P-6 and English classes 7 to 9, which includes grammar, punctuation and spelling.</p> <p>A PLAT (numeracy) PLT will focus on numeracy 5 – 7.</p>	<p>Establish professional learning teams to use action research model to drive student improvement. Each professional learning team will have a budget.</p> <p>The acquisition of 3 Reading Boxes to facilitate the continued progress in reading and comprehension.</p> <p>Develop teacher's</p>	<p>Leadership Team</p> <p>Literacy Coordinator</p> <p>Literacy and PLAT</p>	<p>Term 1 2009</p> <p>Term 4 2008</p> <p>Ongoing</p>	<p>The establishment of PLT's and report of progress.</p> <p>On demand testing shows at least 0.5 improvement in writing including spelling, punctuation and grammar for target years 4 and 6 2009.</p>

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<p>students to inform future teaching and learning, following the assessment for learning principle.</p> <p>Establishment of key PLTs with specific improvement of student learning outcomes as their focus.</p>	<p>Use of data that is both predictive and indicative to enable the distinction to be drawn between progress and student potential.</p>	<p>knowledge and skills.</p> <p>English homework book to address parental concern regard homework.</p> <p>p-6 Literacy PLT will be involved in the Highlighting Writing PD which will be presented in March 2009.</p> <p>Learning support money will be available for up to 8 hours per week.</p> <p>Budgets PD opportunities Meeting support structure.</p> <p>More integral use of</p>	<p>coordinators</p> <p>PLT coordinator</p> <p>Principal</p> <p>Principal/ leadership team</p> <p>PLAT team</p>	<p>Term 1 2009</p> <p>Term 1 2009</p> <p>Term 1 2009</p> <p>Term 4 2008-12-03</p> <p>Ongoing</p>	<p>On demand testing shows at least 0.5 improvement in numeracy for all students in years 5 – 7 2009.</p>

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Systematic tracking & measurement of student achievement in core areas P to 12.	PRP teams to be reorganised to reflect the shift to focused performance reflection teams.	<p>Maths 300 resources in the overall maths program years 5 – 9.</p> <p>Coordination and monitoring of data to be disseminated to individual PLT's / relevant year level teachers.</p> <p>Underachieving students between years 3 and 9, will be identified and ILIP's will be drawn up.</p> <p>Whole school numeracy and literacy plans developed.</p>	<p>Jeff Keith</p> <p>Jeff Keith, Trish Butters</p> <p>Dominic Quinlan, Frank Huglin with numeracy PLAT</p>	<p>Ongoing</p> <p>Term 2 2009</p> <p>Term 1 2009</p>	<p>Positive shift of student outcomes data directly linked to actions of PLTs.</p> <p>Students on ILIP's improving at or above expected rate.</p> <p>Plans developed and acted on.</p>

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<p>Student engagement and wellbeing.</p> <p>Increase opportunity for students to have input in to decision making.</p> <p>Provide leadership opportunities for students.</p> <p>Establish whole of school approach to student management.</p> <p>Improve student connectedness to school data.</p> <p>To increase intellectual engagement as defined by incorporating the</p>	<p>Investigate ways in which to give students more of a voice in the running of the school.</p> <p>Staff professional development on student wellbeing and behaviour management.</p> <p>Friendly Families, Friendly Schools program to be implemented.</p>	<p>Establish student consultancy group which meets regularly together and with leadership team.</p> <p>SRC/ Consultancy group able to submit agenda items to School council. Implementation of Restorative practices.</p> <p>Friendly Families, Friendly Schools booklet to be issued to each family at beginning of 2009.</p>	<p>Leadership</p> <p>SRC coordinator</p> <p>Administration</p>	<p>Term 1 2009</p> <p>Ongoing</p> <p>Term 1 2009</p>	<p>Student motivation data to improve by 20% year 5 to 10.</p> <p>Student connectedness to peers data to improve by 20% for year 8 students (2009)</p>

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E5 instructional model and encouraging intrinsic motivation.	<p>Skills For Living program to be continued and further developed.</p> <p>All staff to complete POLT survey.</p> <p>Emphasis will be placed on essential questions or big concepts.</p> <p>Establish a student extension PLT.</p>	<p>Strategies and values in Friendly Families program, to be implemented by home group teachers.</p> <p>Skills For Living teachers to be identified and resources allocated to program.</p>	<p>Student welfare PLT</p> <p>Jeff Keith, Britt Gow</p> <p>Principal</p>	<p>Terms 1 & 2 2009</p> <p>Term 2 & 3</p> <p>Term 4 2008</p>	

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<p>Student pathways and transitions.</p> <p>Continue to build Pathway options at post compulsory years leading to strong retention.</p> <p>Tracking of individual progress.</p>	<p>Establish a MIPS PLT.</p> <p>Review current MIPS planning process.</p> <p>Investigate ways of improving opportunities for students to cross over transitional boundaries.</p>	<p>Careers / work experience / Yr 12 Study Camp</p> <p>VCE / VCAL / VET / SBA ongoing counselling sessions.</p> <p>The 2009 year 6 timetable will more closely resemble that of year 7.</p> <p>Investigate ways of improving the P12 'state of mind' of our college.</p>	<p>Max Wines</p> <p>MIPs coordinator</p> <p>Principal/ mid-years sub-school leader.</p> <p>Leadership/ PLTs</p>	<p>Term 1 2009</p> <p>Ongoing</p> <p>Term 4 2008</p> <p>Ongoing 2009</p>	<p>All students 10 to 12 have MIPS plans that are detailed and there is evidence of ongoing development.</p> <p>Increase above 40 raw VCE study scores.</p> <p>Retention rates maintained at a high level.</p> <p>Evidence of innovation in curriculum delivery and continuity of curriculum across p to 12.</p>

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		other associated technologies. Involvement in P12 School Initiative Research in to the use of ICT & Personalised Learning in a P12 Context.	Principal/ Leadership team	Semester 1 2009	One cross cluster curriculum initiative based on ICT in place. Report on findings of action research published.
Sustainability Sustainability action plan developed, which aims to reduce the schools carbon footprint and embeds sustainability in the curriculum P to 12.	PLT established to develop and implement school sustainability action plan. Focus on reduction of schools carbon footprint and connections to innovative educational opportunities for students.	This PLT will give teachers the opportunity and encouragement to integrate environmental education into key learning areas at all levels of the college. This will be achieved by conducting an audit of current practise and providing resources that 'fill the gaps', to ensure education for	Britt Gow/ Don Finnerty/Ian Clark	Terms 1 & 2 2009	Once data is collected we aim to reduce energy and water usage and waste outputs by at least 10%.

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		sustainability is a recurrent theme. Plan will be publically accessible on the school web site and include our past achievements and successes in environmental awards, our vision, beliefs and values, actions, targets and timelines.			