

NORVILLE STATE SCHOOL

Implementation Plan 2021

School Improvement Priorities 2021

Improvement priority – Australian Curriculum (English A to E Data)

Self reflective and necessary adjustments to ensure we are inclusive of all. Data analysis to influence teaching and learning

Strategy - Build leadership capacity.				AIP Progress Review Reflections
Actions	Resources	Timelines	Responsible Officer/s	
Lead an inclusive and collaborative culture, deepen learning and foster accountability	Strategic Staff Meetings PLCs Year Level Meetings	Ongoing	Principal and Leadership team	100% of staff engaged in collegial engagement practices
I4S funding to support teacher capacity in AC implementation, Inclusion & Data Literacy	I4S funding expenditure	2021 I4S Funding	Principal and BSM	
The school leadership team routinely review inclusive practices to ensure alignment with evidence-based inclusive practices	Walkthroughs Community of Practice Project	Each Term	All Staff HOSES	
Establish a strategic learning calendar each term to identify expectations of school staff to enact the strategies within the Strategic Plan & AIP	Strategic Learning Calendar Community of Practice Project	Each Term	Principal	
Strategy – Build teacher quality				
Actions	Resources	Timelines	Responsible Officer/s	
Develop a shared understanding and commitment to developing consistency of practice of the teaching of phonemic awareness across the school	Strategic Meetings Community of Practice Year Level Meetings	Ongoing	Principal and Leadership Team	Survey data indicates 100% satisfaction staff knowledge has increased.
Enhance teacher knowledge of Australian Curriculum through deepening knowledge of Content Descriptors in GTMJ	Pre & Post Moderation Anchor Charts	Each Term	Leadership Team HOC	100%staff participating in PLCs and observation and feedback loops to align practice and improve student performance
Deepen staff knowledge, understanding and pedagogical practice of differentiation in the classroom	Pre & Post Moderation Anchor Charts	Ongoing	Principal and Leadership Team	
Use collegial engagement processes to improve teaching practices of THRASS	Feedback Loops Strategic Meetings Teacher Release	Ongoing	Principal and Leadership Team	All teachers engaging in pre and post moderation in English across each cohort.
Provide opportunities for staff to engage in pre and post moderation and Collaborative Assessment of Student Work within and across schools		Ongoing	Principal and Leadership Team	
Align DPP for staff to the current improvement strategies		DPP Meeting – Term 1	Principal and Leadership team	100% of staff participate in DPP process

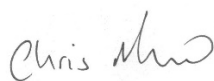
Strategy – Successful Learners					
Actions	Resources	Timelines	Responsible Officer/s		
Assessment is planned to occur in multiple ways to enable choice for students with diverse learning needs to demonstrate their abilities – Reflecting on Pedagogical Framework and School Review findings 2018	Planning documents Anchor Charts	Ongoing	Principal HOC & Leadership Team		Assessment tasks cater for diverse needs of learners
Student achievement and engagement data is used to inform collaborative decisions regarding the allocation of resources, reflecting whole school approach to support student learning aligned with the school improvement agenda	Budget I4S Timetabling Support Services	Each Term	Principal BSM Leadership Team		Available funds are expended targeted to meet student learning needs
Use Early Start and the Literacy Continuum to monitor students' progress in literacy and identify goals for students	Early Start Literacy Continua	Each Term	HOC STL&N Teaching Staff		100% of teachers monitoring students on aspects of writing utilising literacy continua
Provide challenging learning opportunities for students to demonstrate their potential through differentiation for all students including; Students with disabilities, indigenous students, students affected by trauma and children in out of home care	Data analysis processes	Planning meetings – Pre Moderation	Principal and Leadership Team		Data analysis discussions each term with 100% engagement
Monitor and review attendance, behaviour, retention strategies for continuous improvement in English & Maths	OneSchool data PBL data	PBL meetings Weekly attendance follow up	All staff PBL Team		Above 93% attendance Reduction in Behaviour incidents
Engage with NCR offer of Community of Practice Project (P – 2) with Mark Campling focusing on Early Start/Literacy Continua, Data Literacy through the focus on writing	Mark Campling CoPs Team	Each Term	Principal		
Engage with local schools in Bundaberg area including to embed Launching Life Long Learners and ensure consistency of approach across Bundaberg	Transition Officer CoPs Team Local Schools	Each Term	Leadership Team		Improve transition processes between local kindy providers and school
Continue/expand on transition programs into prep, including playgroup and further develop relationships with early years educators.	Transition Officer School Staff funding for Playgroup	Each Term	Leadership Team	Increase number of available transition statements	

Strategy – School Performance				
Actions	Resources	Timelines	Responsible Officer/s	
Provide time for teaching staff to plan effectively for English using data gathered from formative and summative assessments to inform the teaching and learning program aligned to the Australian Curriculum	Strategic Meetings Community of Practice Year Level Meetings	As per Strategic Teaching and Learning Calendar	Principal and Leadership Team	100%staff participating in data analysis and planning sessions

Continue the use of Early Start and Literacy Continua to effectively track the development of P – 2 students not reaching Year Level expectations.	Early Start Literacy Continua	On Entry End of Prep End of Yr 1 End of Yr 2	HOC STL&N Teaching Staff	Prep & Year 1 students data 100% completed
Collect and triangulate English & Maths data to monitor each semester performance and review practice and strategy outcomes. Share data triangulation with whole staff	Formative and Summative data	PRD Term 3	Principal and Leadership Team	80% of students achieving A-C in English & Maths
Analyse maths data at individual (units) and cohort level to monitor performance and inform practice through teacher planning meetings	Strategic Meetings Community of Practice Year Level Meetings	As per Strategic Teaching and Learning Calendar	All staff	Participation as a Year Level in 'Show Me' papers analysis and making judgements process
Strategy – Local Decision Making				
Actions	Resources	Timelines	Responsible Officer/s	
Promote awareness and understanding of the improvement agenda to all stakeholders through communication channels – school newsletter, website, EIA	Newsletters Parades School information and professional learning sessions Website Facebook Communication	Ongoing	Principal All Staff	100% of parents are aware of the school's focus on writing
Provide opportunity for parents to engage with school initiatives through identified whole school events	Newsletters Parades School information and professional learning sessions Website Facebook Communication	Ongoing	Principal All Staff	50% of parents attend professional learnings, Information sessions and celebrations

Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.



Chris Munro
Principal



Jessica McCartney
P&C President



Robyn Taplin
ARD - NCR