**Annual Implementation Plan - 2022**

**Define Actions, Outcomes and Activities**

Koo Wee Rup Primary School (2629)



Submitted for review by Benton Zimmerle (School Principal) on 10 December, 2021 at 02:10 PM  
Awaiting endorsement by Senior Education Improvement Leader  
Awaiting endorsement by School Council President

**Define Actions, Outcomes and Activities**

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| Goal 1 | **2022 Priorities Goal** Some of our students have thrived in the remote learning environment, others have maintained their learning progress, and some need extra learning and wellbeing support despite the best efforts of their teachers and families. In 2022 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2022 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy. We will teach and support each student at their point of need and in line with FISO. | | | | |
| 12 Month Target 1.1 | NUMERACY - TLI Increase the learning growth (at least 6-months growth) of students accessing the Tutor Learning Initiative in Number and Algebra, based on teacher judgement data from 13% in 2019 to 2020 and 63% in 2020 to Semester 1 2021 to 75% by the end of 2022.  Wellbeing  Increase percentage of students responding positively on the Attitudes to School survey:  In the domain Emotional Awareness and Regulation from 69% in 2021 to at least 72% (Network Average) in 2022 In the domain Individual Social and Emotional Wellbeing from 60% in 2021 to at least 70% (Network Average) in 2022 In the domain Sense of Connectedness from 71% in 2021 to at least 78% (Network Average) in 2022 In the domain Sense of Inclusion from 85% in 2021 to 90% (Above Network Average) in 2022. | | | | |
| KIS 1 Priority 2022 Dimension | Learning - Support both those who need extra support and those who have thrived to continue to extend their learning, especially in numeracy | | | | |
| **Actions** | Tutor Learning Initiative Undertake professional learning on the High Impact Teaching Strategies. Continue to implement a cohort-based tutor learning program. Whole staff professional learning on the Top 10 Maths. | | | | |
| **Outcomes** | Teachers planning will demonstrate evidence of the use of the HITS. The HITS will be evident in teaching practice. Students will understand what they are learning (learning goals). Differentiation in Mathematics teaching will be evident based on observation data. | | | | |
| **Success Indicators** | DAL mathematics data will demonstrate 12 months growth in Number for students accessing the tutor learning program in Mathematics. Walkthrough observations will demonstrate evidence of the HITS being used consistently in tutor-led lessons. School data tracker will demonstrate 12 months growth in Number for students accessing the tutor learning program in Mathematics (teacher judgement data). | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Professional learning for all teachers on the HITS. | | 🗹 Leadership Team | 🗹 PLP Priority | from: Term 1  to: Term 2 | $7,000.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Cohort-based tutor learning program. | | 🗹 Learning Specialist(s)  🗹 Principal | 🞎 PLP Priority | from: Term 1  to: Term 4 | $113,000.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Top 10 Maths Curriculum Day. | | 🗹 All Staff | 🗹 PLP Priority | from: Term 1  to: Term 1 | $5,034.09  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| KIS 2 Priority 2022 Dimension | Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable | | | | |
| **Actions** | Continue implementation of The Resilience Project Extend School Chaplaincy Program (increase from 4 days a fortnight to 5) Explore additional options for extending our school wellbeing programs Continuation of School Wide Positive Behaviour Support - clarity of behaviour matrix & finalise whole school documentation Implementation of The Fathering Project | | | | |
| **Outcomes** | The Resilience Project GEM principles will be embedded in daily classroom practice. Students will demonstrate improved levels of resilience. Teachers will have a collective common understanding of how to use the Behaviour Matrix and when incidents may need to be referred to leadership. | | | | |
| **Success Indicators** | Classroom walkthrough observations will provide evidence of the GEM principles being implemented. SATS - Emotional Awareness and Regulation positive response to increase from 69% in 2021 to at least 72% SATS - Individual Social and Emotional Wellbeing positive response to increase from 60% in 2021 to at least 70% SATS - Sense of Connectedness positive response to increase from 71% in 2021 to at least 78% SATS - Sense of Inclusion positive response to increase from 85% in 2021 to 90% School based teacher survey data will show an increase in teacher confidence and level of understanding in implementation from the beginning of the year, mid year and end of year around their understanding of the behaviour matrix. | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Implement The Resilience Project across the school including new staff induction, whole staff professional learning and parent information sessions. | | 🗹 Assistant Principal  🗹 Wellbeing Team | 🞎 PLP Priority | from: Term 1  to: Term 4 | $15,000.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Research additional wellbeing programs and/or supports for our school | | 🗹 Assistant Principal  🗹 PLC Leaders | 🗹 PLP Priority | from: Term 1  to: Term 2 | $1,500.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Review school behaviour matrix with all staff | | 🗹 Assistant Principal  🗹 Wellbeing Team | 🗹 PLP Priority | from: Term 1  to: Term 2 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Implement The Fathering Project | | 🗹 Assistant Principal  🗹 Principal  🗹 Teacher(s) | 🞎 PLP Priority | from: Term 1  to: Term 4 | $5,000.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Goal 2 | To improve student outcomes in literacy. | | | | |
| 12 Month Target 2.1 | To decrease low benchmark growth (NAPLAN in Writing from 39% in 2019, 33% in 2021 to 30% in 2022. To increase the % of student in the Top 2 Bands from 16% in 2019 (dropped to 10% in 2021) to 20% in 2022. | | | | |
| 12 Month Target 2.2 | Increase Teacher Judgement P-6 in Writing from 7% in 2019, 4% in 2020, 2.7% Semester 1 2021, to 10% of students working above the expected standard in 2022. | | | | |
| 12 Month Target 2.3 | Increase the Top 2 bands in Writing in Year 5 from 9% in 2019, 4% in 2021 to 12% (6 students) in 2022  Decrease the Bottom 2 bands in Writing from 26% in 2019, 21% in 2021 to 18% in 2022. | | | | |
| 12 Month Target 2.4 | Increase the Top 2 bands in Writing in Year 5 from 9% in 2019, 4% in 2021 to 12% (6 students) in 2022  Decrease the Bottom 2 bands in Writing from 26% in 2019, 21% in 2021 to 18% in 2022. | | | | |
| KIS 1 Curriculum planning and assessment | Develop, document, and embed a comprehensive literacy curriculum aligned with the Victorian Curriculum. | | | | |
| **Actions** | PLC teams to undertake action research and trial an evidence based approach to the teaching of writing. Draft of common approach to the teaching of Writing to be be developed. Draft documentation of Writing Scope and Sequence. Draft documentation of 'A guide to teaching Writing at KWRPS' to be developed. | | | | |
| **Outcomes** | Teachers will trial evidence based approaches to the teaching of Writing. The school will, based on student growth data, adopt a common approach to the teaching of writing. Writing scope and sequence documented in DRAFT form. 'A guide to teaching Writing at KWRPS' curriculum document produced in DRAFT form. Teachers will demonstrate consistency of practice in the planning and teaching of Writing. | | | | |
| **Success Indicators** | Teacher judgement data demonstrating student growth Semester 2 2021 to Semester 2 2022. Teacher planners Walkthrough observation data Documented Writing curriculum; A Guide to teaching Writing at KWRPS completed in DRAFT form. Documented Scope and Sequence for Writing | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Action research and trial of evidence based approach to Writing to be implemented. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders  🗹 Principal | 🗹 PLP Priority | from: Term 1  to: Term 3 | $15,000.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Common approach to the teaching of Writing DRAFT documentation completed. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders  🗹 Principal  🗹 Teacher(s) | 🗹 PLP Priority | from: Term 4  to: Term 4 | $5,000.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| e5 Instructional Model used for the planning and teaching of Writing. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders  🗹 Principal  🗹 Teacher(s) | 🗹 PLP Priority | from: Term 1  to: Term 4 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| KIS 2 Building practice excellence | Audit, refine, document and embed an agreed PLC improvement model | | | | |
| **Actions** | All teachers to complete professional learning on Teaching Sprints. Leadership and Team Leaders to attend DET PLC training. PLC inquiry cycles to be implemented. All teachers to complete professional learning on the HITS. PLC process to be documented. | | | | |
| **Outcomes** | Teachers will use PLC time to discuss, research and plan for changes in practice based on the HITS. Teacher practice will improve in the identified HITS identified. Teachers will plan, monitor and review inquiry cycles using agreed Teaching Sprints canvases. Teachers will understand the Teaching Sprints process and develop a shared understanding of the process at a PLC level. A common approach to PLC practice will be documented. | | | | |
| **Success Indicators** | Improved student results based on formative assessment, teacher judgement and end of semester and year summative assessment data - see assessment schedule for data sources. PLC meeting documentation including Teaching Sprints canvases will demonstrate each PLCs growth in the selected HITS. | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| All teaching staff to complete Teaching Sprints professional learning; observe webinar and read Teaching Sprints book. | | 🗹 Teacher(s) | 🗹 PLP Priority | from: Term 1  to: Term 1 | $600.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| All PLC teams to identify a HITS as an area of focus and implement PLC inquiry cycles using the Teaching Sprints approach. | | 🗹 Learning Specialist(s)  🗹 Principal  🗹 Teacher(s) | 🗹 PLP Priority | from: Term 1  to: Term 4 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Teaching Sprints PLC approach to be documented. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders  🗹 Principal | 🞎 PLP Priority | from: Term 3  to: Term 4 | $4,500.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Leadership and PLC Leaders to complete DET PLC training. | | 🗹 Leadership Team  🗹 PLC Leaders | 🗹 PLP Priority | from: Term 1  to: Term 4 | $4,000.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| KIS 3 Building practice excellence | Document and embed agreed pedagogical practices. | | | | |
| **Actions** | e5 instructional model to be developed for the teaching of Writing. e5 instructional model to be completed, including the 'Students will...' component. e5 planning tool to be developed and implemented by all PLC teams. Walkthroughs to be conducted with a focus on consistent implementation of the e5 instructional model. Embed agreed e5 instructional model in Reading (CAFE / Little Learners Love Literacy) across the school. | | | | |
| **Outcomes** | Consistency in the planning of writing across all teams. Improved teaching practice that includes all phases of the e5 model. Improved student results based on teacher judgement data (end 2021 to end 2022). Students will understand the flow of a lesson and know the phases of a lesson. Students will be able to articulate what they are learning and why they are learning that skill in Writing. Consistency in the planning and teaching of reading across all teams. | | | | |
| **Success Indicators** | Teacher judgement results will show an increase in student growth in Reading from 2020-2021 to 2021 to end 2022. Teacher judgement results will show an increase in student growth in Writing from 2020-2021 to 2021 to end 2022. Teacher planning will demonstrate all 5 phases of the lesson are planned for. Walkthrough documentation will demonstrate consistency of practice within and across teams. e5 instructional model for Writing documentation will be finalised. | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Document e5 instructional model for Writing. | | 🗹 Learning Specialist(s)  🗹 Principal  🗹 School Improvement Team | 🗹 PLP Priority | from: Term 1  to: Term 2 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| e5 Planning tool to be developed and implemented by PLCs. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders | 🞎 PLP Priority | from: Term 1  to: Term 2 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Walkthroughs to be conducted focusing on consistent implementation of e5 instructional model in Reading and Writing. | | 🗹 Leadership Team | 🞎 PLP Priority | from: Term 1  to: Term 4 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Goal 3 | To improve student outcomes in numeracy. | | | | |
| 12 Month Target 3.1 | Maintain NAPLAN Year 3 results in the Top 2 Bands above 25% (27% in 2021). | | | | |
| 12 Month Target 3.2 | Increase NAPLAN Year 5 Top 2 bands from 11% in 2019 to 20% in 2022 (19% in 2021). Decrease NAPLAN results Year 5 in the bottom Two Bands from 19% in 2019 to 12% (15% in 2021). | | | | |
| 12 Month Target 3.3 | Increase Teacher Judgement above expected level P-6 in Number from 4% (14 students) in 2019 to 10% in 2022. | | | | |
| KIS 1 Building practice excellence | Develop, document, and embed a whole school instructional model, aligned with HITS. | | | | |
| **Actions** | e5 instructional model for the teaching of Mathematics to be completed, including the 'Students will...' component. e5 planning tool to be developed and implemented by all PLC teams. Walkthroughs to be conducted with a focus on consistent implementation of the e5 instructional model in Mathematics. | | | | |
| **Outcomes** | Consistency in the planning of Mathematics across all teams. Improved teaching practice in Mathematics that includes all phases of the e5 model with a focus on explicit teaching. Improved student results based on teacher judgement data (end 2021 to end 2022). Students will understand the flow of a lesson and know the phases of a lesson. Students will be provided voice and agency within Mathematics lessons. Students will be able to articulate what they are learning and why they are learning that skill in Mathematics. | | | | |
| **Success Indicators** | Improved student growth in Mathematics - see Assessment Schedule for data sources. Team planning documents will display evidence of understanding of the 5 phases of a lesson. Walkthrough observation data (teachers and students) will demonstrate improved levels of consistency in the teaching of Mathematics within and across teams. School developed student surveys will show an increase in levels of student voice and agency from 2021 to end 2022. | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Complete e5 Instructional model for Mathematics including the 'Students will...' section. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders  🗹 Principal | 🞎 PLP Priority | from: Term 1  to: Term 1 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| e5 planning tool to be developed and implemented by all PLC teams in Mathematics. | | 🗹 Learning Specialist(s)  🗹 PLC Leaders  🗹 Principal | 🞎 PLP Priority | from: Term 1  to: Term 1 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Walkthroughs conducted in Mathematics with focus on consistency of implementation of e5 instructional model. | | 🗹 Leadership Team | 🞎 PLP Priority | from: Term 2  to: Term 4 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| KIS 2 Curriculum planning and assessment | Audit, refine, document, and embed comprehensive assessment practices. | | | | |
| **Actions** | Implement Assessment Schedule consistently. Monitor and track student progress in Mathematics using the whole school assessment tracker. Undertake professional learning (Top 10 Curriculum Day) on implementation of Top 10 assessments. Develop central storage of school created assessment tasks. | | | | |
| **Outcomes** | Consistency of practice across all year levels in implementing assessment in Mathematics. School wide Mathematics data will be stored centrally (School data tracker). Data will be entered into the Assessment Tracker each term as assessments are completed. | | | | |
| **Success Indicators** | Student learning growth in Mathematics based on: NAPLAN data. Top 10 and school developed assessment task data entered into the Assessment Tracker. DAL assessment. | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Professional learning, including induction for new staff, on how and when (assessment schedule) to enter data into the school wide assessment tracker. | | 🗹 Leadership Team | 🞎 PLP Priority | from: Term 1  to: Term 2 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Top 10 Maths Curriculum Day. | | 🗹 Leadership Team  🗹 Teacher(s) | 🗹 PLP Priority | from: Term 1  to: Term 1 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Develop central storage for school developed assessments in Mathematics. | | 🗹 Learning Specialist(s)  🗹 Numeracy Improvement Teacher | 🞎 PLP Priority | from: Term 1  to: Term 4 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| KIS 3 Building practice excellence | Build staff capacity to deliver the agreed curriculum and the whole school instructional model. | | | | |
| **Actions** | Plan and deliver professional learning on the High Impact Teaching Strategies. Plan and deliver professional learning on the Top 10 approach to Mathematics (open-ended activities, hands-on and assessment tools). Plan and deliver professional learning on formative assessment. | | | | |
| **Outcomes** | Teachers improve their own understanding of the HITS and how to include within a lesson. Improved practice in planning for and implementing open-ended and hands-on learning tasks in Mathematics. Teachers will implement a broad range of formative assessment tools to gather data for PLC discussion. | | | | |
| **Success Indicators** | Improved student results based on teacher judgement data. Decrease in discrepancy between NAPLAN Mathematics results and teacher judgements. Teacher planning will demonstrate all 5 phases of a lesson. PLC documentation will demonstrate common understanding of the curriculum. Walkthrough observations will demonstrate implementation of the HITS in Mathematics lessons. Teachers will use walkthrough feedback data to drive PLC Teaching Sprint focus. | | | | |
| Activities and Milestones | | People Responsible | Is this a PL Priority | When | Funding Streams |
| Plan and deliver Top 10 Maths Curriculum Day | | 🗹 Learning Specialist(s) | 🗹 PLP Priority | from: Term 1  to: Term 1 | $5,000.00  🗹 Equity funding will be used  🗹 Disability Inclusion Tier 2 Funding will be used  🗹 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Plan and deliver professional learning on the High Impact Teaching Strategies. | | 🗹 Leadership Team | 🗹 PLP Priority | from: Term 1  to: Term 3 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Plan and deliver professional learning on the use of formative assessment tools in Mathematics. | | 🗹 Leadership Team | 🗹 PLP Priority | from: Term 1  to: Term 3 | $2,000.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |
| Conduct walkthroughs focusing on implementation of the e5 instructional model, including the HITS. | | 🗹 Leadership Team | 🗹 PLP Priority | from: Term 2  to: Term 4 | $0.00  🞎 Equity funding will be used  🞎 Disability Inclusion Tier 2 Funding will be used  🞎 Schools Mental Health Menu items will be used which may include DET funded or free items |