

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Kew Primary School (1075)



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Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target Outline what you want achieve in the next 12 months against your Strategic Plan target.	FISO initiative																														
<p>To improve student achievement in English & Maths (Literacy & Numeracy) for all students.</p>	<p>NAPLAN Increase the percentage of students achieving in the Top 2 Bands of NAPLAN to:</p> <table border="1" data-bbox="577 837 1048 1013"> <thead> <tr> <th></th> <th>YEAR 3</th> <th>YEAR 5</th> </tr> </thead> <tbody> <tr> <td>READING</td> <td>75%</td> <td>65%</td> </tr> <tr> <td>WRITING</td> <td>75%</td> <td>65%</td> </tr> <tr> <td>SPELLING</td> <td>75%</td> <td>65%</td> </tr> <tr> <td>NUMERACY</td> <td>75%</td> <td>65%</td> </tr> </tbody> </table> <p>TOP 2 NAPLAN BAND PERCENTAGES 2016 - ACTUAL</p> <table border="1" data-bbox="577 1145 1048 1321"> <thead> <tr> <th></th> <th>YEAR 3</th> <th>YEAR 5</th> </tr> </thead> <tbody> <tr> <td>READING</td> <td>60%</td> <td>49%</td> </tr> <tr> <td>WRITING</td> <td>67%</td> <td>43%</td> </tr> <tr> <td>SPELLING</td> <td>60%</td> <td>40%</td> </tr> <tr> <td>NUMERACY</td> <td>62%</td> <td>45%</td> </tr> </tbody> </table>		YEAR 3	YEAR 5	READING	75%	65%	WRITING	75%	65%	SPELLING	75%	65%	NUMERACY	75%	65%		YEAR 3	YEAR 5	READING	60%	49%	WRITING	67%	43%	SPELLING	60%	40%	NUMERACY	62%	45%	<p>Yes</p>	<p>60% of students to be in the Top 2 bands of NAPLAN. Year 3 – Bands 5 & 6 Year 5 Bands 7 & 8</p> <p>YEAR 3 2018 Reading Target - 60% 2017 Reading Actual - 56% 2018 Writing Target - 60% 2017 Writing Actual - 44% 2018 Spelling Target - 60% 2017 Spelling Actual - 51% 2018 Numeracy Target - 60% 2017 Numeracy Actual - 56%</p> <p>YEAR 5 2018 Reading Target - 60% 2017 Reading Actual - 54% 2018 Writing Target - 60%</p>	<p>Building practice excellence</p>
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			2017 Numeracy Actual - 90%	
	Decrease the percentage of students (deemed capable) at or below the National minimum standard (NMS) to zero over the life of this plan.	Yes	<p>Reduce the percentage of students deemed capable who are achieving below the National Minimum Standard in reading, writing, spelling and numeracy to zero. (2017 data represented in table below).</p> <p>YEAR 3 Reading Below 1.6% (1) / At 3.2% (2) Writing Below 0% / At 1.6% (1) Spelling 0% / At 6.3% (4) Numeracy 0% / At 7.9% (5)</p> <p>YEAR 5 Reading Below 0% / At 1.8% (1) Writing Below 0% / At 5.6% (3) Spelling Below 0% / At 1.9% (1) Numeracy 0% / At 0%</p>	Building practice excellence
	<p>LEARNING GROWTH</p> <p>Increase the percentages of students making a high relative gain to above 40% in all learning areas.</p>	Yes	To have Year 3 and Year 5 NAPLAN matched cohort equal or exceed the State mean growth in Literacy and Numeracy.	Curriculum planning and assessment

	<p>Reduce the percentages of students making low relative growth to below 10% in all learning areas.</p> <p>To have Year 3 and Year 5 NAPLAN matched cohort exceed the State growth in Literacy and Numeracy.</p>		<p>High growth above 40% in all areas: 2018 Reading Target - 33% 2017 Reading Actual - 46.5% 2018 Writing Target - 33% 2017 Writing Actual - 54.8% 2018 Spelling Target - 33% 2017 Spelling Actual - 17.5% 2018 Numeracy Target - 33% 2017 Numeracy Actual - 55.8%</p> <p>Low growth below 10% in all areas: 2018 Reading Target - 17% 2017 Reading Actual - 20.9% 2018 Writing Target - 17% 2017 Writing Actual - 14.3% 2018 Spelling Target - 17% 2017 Spelling Actual - 20% 2018 Numeracy Target - 17% 2017 Numeracy Actual - 11.6%</p>	
	<p>VIC CURRICULUM – TEACHER JUDGEMENT</p> <p>Increase the number of students identified as working 6+ months above level by at least 5% growth each year. The target in 2020 for the percentage of students</p>	<p>Yes</p>	<p>Increase the number of students identified as working 6+ months above level as follows for 2018: 2018 Reading & Viewing Target -75% 2018 Writing target - 60%</p>	<p>Curriculum planning and assessment</p>

achieving 6 - 12 months above standard at each level as follows:

	2016 ACTUAL	2020 TARGET
READING & VIEWING	70%	85%
WRITING	50%	70%
SPEAKING & LISTENING	45%	70%
NUMBER & ALGEBRA	55%	70%
MEASUREMENT & GEOMETRY	52%	70%
STATISTICS & PROBABILITY	52%	70%

Increase the number of students identified as working 12+ months above level by at least 5% growth each year. The target in 2020 for the percentage of students achieving 12+ months above standard at each level as follows:

	2016 ACTUAL (Sem 1)	2020 TARGET
READING & VIEWING	36%	50%
WRITING	11%	40%
SPEAKING & LISTENING	11%	40%
NUMBER & ALGEBRA	18%	40%

2018 Speaking & Listening Target - 55%
 2018 Number & Algebra Target - 60%
 2018 Measurement & Geometry Target - 60%
 2018 Speaking & Listening Target - 60%

Increase the number of students identified as working 12+ months above level as follows for 2018:
 2018 Reading & Viewing Target -40%
 2018 Writing target - 30%
 2018 Speaking & Listening Target - 30%
 2018 Number & Algebra Target - 30%
 2018 Measurement & Geometry Target - 30%
 2018 Speaking & Listening Target - 30%

	<table border="1"> <tr> <td>MEASUREMENT & GEOMETRY</td> <td>10%</td> <td>40%</td> </tr> <tr> <td>STATISTICS & PROBABILITY</td> <td>7%</td> <td>40%</td> </tr> </table>	MEASUREMENT & GEOMETRY	10%	40%	STATISTICS & PROBABILITY	7%	40%						
MEASUREMENT & GEOMETRY	10%	40%											
STATISTICS & PROBABILITY	7%	40%											
	<p>Ensure all students (deemed capable) make higher than average learning growth each school year (12+ months).</p>	Yes	<p>To have Year 3 and Year 5 NAPLAN matched cohort equal or exceed the State mean growth in Literacy and Numeracy.</p> <p>To have teacher data (referencing Norm Based Assessments) indicating that all students within their PLT or subject area making 12+ months progress in learning.</p>	Curriculum planning and assessment									
	<p>STAFF OPINION SURVEY Increase the percentage endorsement scores for each of the following areas:</p> <table border="1"> <thead> <tr> <th></th> <th>2016 ACTUAL</th> <th>2020 TARGET</th> </tr> </thead> <tbody> <tr> <td>Guaranteed and viable curriculum</td> <td>84%</td> <td>95%</td> </tr> <tr> <td>Academic emphasis</td> <td>76%</td> <td>90%</td> </tr> </tbody> </table>		2016 ACTUAL	2020 TARGET	Guaranteed and viable curriculum	84%	95%	Academic emphasis	76%	90%	Yes	<p>STAFF OPINION SURVEY Increase the percentage endorsement scores as follows: 2018 Targets</p> <p>Guaranteed & Viable Curriculum 2018 Target - 85% 2017 Actual 78% / 75.9%</p> <p>Academic Emphasis 2018 Target 80% 2017 Actual 72% / 72%</p>	Building practice excellence
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To improve student engagement in their learning.	<p>To improve the Student Attitudes to School Survey as follows:</p> <table border="1"> <thead> <tr> <th></th> <th>2016 ACTUAL</th> <th>2020 TARGET</th> </tr> </thead> <tbody> <tr> <td>Stimulating Learning</td> <td>3.72</td> <td>5.0</td> </tr> <tr> <td>School Connectedness</td> <td>4.21</td> <td>5.5</td> </tr> <tr> <td>Connectedness to Peers</td> <td>4.28</td> <td>5.5</td> </tr> <tr> <td>Student Safety</td> <td>4.2</td> <td>5.5</td> </tr> <tr> <td>Student Motivation</td> <td>4.6</td> <td>5.5</td> </tr> </tbody> </table>		2016 ACTUAL	2020 TARGET	Stimulating Learning	3.72	5.0	School Connectedness	4.21	5.5	Connectedness to Peers	4.28	5.5	Student Safety	4.2	5.5	Student Motivation	4.6	5.5	Yes	<p>To improve the Student Attitudes to School Survey as measured by higher percentages of positive responses as follows:</p> <p>Effective Teaching Practice for Cognitive Engagement 2018 Target - 90% overall</p> <p>Effective teaching time 2018 Target 90% 2017 Actual 84%</p> <p>Differentiated learning</p>	Instructional and shared leadership
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Teacher Effectiveness	4.09	5.0							
Learning Confidence	4.01	5.0							

			<p>above 90%</p> <p>Student Voice & Agency 2018 Target 85% 2017 Actual 76%</p> <p>Student Safety 2018 Target - all areas above 90%</p> <p>Experience of Bullying 2018 Target 85% 2017 Actual 80%</p> <p>To improve the percentage of positive responses in areas that have significant variation between female and male data as outlined in the 2017 survey as follows:</p> <p>Male - Improve "My teacher asks me questions that challenge my thinking". 2018 Target 80% 2017 Actual 74% (Female 2017 Actual 88%)</p> <p>Male - Improve "My teacher understands how I learn". 2018 Target 80% 2017 Actual 76% (Female 2017 Actual 87%)</p>	
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			<p>Male - Improve Effort 2018 Target 85% 2017 Actual 81% (Female 2017 Actual 94%)</p> <p>Male - Improve "I usually pay attention in class". 2018 Target 80% 2017 Actual 76% (Female 2017 Actual 94%)</p> <p>Male - Improve "I enjoy doing my work in class". 2018 Target 85% 2017 Actual 80% (Female 2017 Actual 91%)</p> <p>Male - Motivation & Interest "I am learning things that really interest me". 2018 Target 80% 2017 Actual 74% (Female 2017 Actual 85%)</p> <p>Male - Student Voice & Agency Overall 2018 Target 75% 2017 Actual 69% (Female 2017 Actual 82%)</p>	
	<p>STAFF OPINION SURVEY Increase the percentage endorsement scores for each of the following areas:</p>	Yes	<p>STAFF OPINION SURVEY Increase the percentage endorsement scores as follows: 2018 Targets</p>	Instructional and shared leadership

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To develop a high functioning and positive learning community.	STAFF OPINION SURVEY Increase the percentage endorsement scores for each of the following areas:	Yes	STAFF OPINION SURVEY Increase the percentage endorsement scores as follows: 2018 Targets	Empowering students and building school pride																								

	2016 ACTUAL	2020 TARGET		
Guaranteed and viable curriculum	84%	95%		Teacher Collaboration 2018 Target 80% 2017 Actual 72% / 67%
Academic emphasis	76%	90%		Parent & Community Involvement 2018 Target 95% 2017 Actual 87% / 90%
Collective focus on student learning	94%	95%		Parent & Community Involvement, Engagement & Outreach 2018 Target 85% 2017 Actual 80% / 82%
Shielding and buffering	73%	90%		Cultural Leadership 2018 Target 80% 2017 Actual 72% / 72%
Collective Efficacy	82%	95%		Instructional Leadership 2018 Target 75% 2017 Actual 69% / 65%
Collective Responsibility	92%	95%		Collective Participation 2018 Target 80% 2017 Actual 76% / 70%
SCHOOL CLIMATE (OVERALL)	82%	95%		Active Participation 2018 Target 80% 2017 Actual 74% / 71%
				Time To Share Pedagogical Content Knowledge 2018 Target 80% 2017 Actual 67%

			<p>Knowledge of High Impact Teaching Strategies 2018 Target 80% 2017 Actual 75%</p> <p>Understand How To Analyse Data 2018 Target 80% 2017 Actual 71%</p>																															
	<p>PARENT OPINION SURVEY To maintain and improve the Parent Opinion Survey as follows:</p> <table border="1" data-bbox="577 695 1050 1238"> <thead> <tr> <th></th> <th>2016 ACTUAL</th> <th>2020 TARGET</th> </tr> </thead> <tbody> <tr> <td>School Improvement</td> <td>6.08</td> <td>6.5</td> </tr> <tr> <td>Parent Input</td> <td>6.10</td> <td>6.5</td> </tr> <tr> <td>Stimulating Learning</td> <td>5.92</td> <td>6.4</td> </tr> <tr> <td>Learning Focus</td> <td>5.56</td> <td>6.0</td> </tr> <tr> <td>Approachability</td> <td>5.91</td> <td>6.4</td> </tr> <tr> <td>General Satisfaction</td> <td>5.83</td> <td>6.3</td> </tr> <tr> <td>Student Safety</td> <td>5.73</td> <td>6.2</td> </tr> <tr> <td>Student Motivation</td> <td>5.94</td> <td>6.4</td> </tr> <tr> <td>School Connectedness</td> <td>6.03</td> <td>6.5</td> </tr> </tbody> </table>		2016 ACTUAL	2020 TARGET	School Improvement	6.08	6.5	Parent Input	6.10	6.5	Stimulating Learning	5.92	6.4	Learning Focus	5.56	6.0	Approachability	5.91	6.4	General Satisfaction	5.83	6.3	Student Safety	5.73	6.2	Student Motivation	5.94	6.4	School Connectedness	6.03	6.5	No	<p>PARENT OPINION SURVEY Increase the percentage endorsement scores as follows: 2018 Targets - all areas of the survey to be 85% and above.</p> <p>Teacher Communication 2018 Target 85% 2017 Actual 76% (13% Neutral and 11% Negative) Improve "Teachers communicate with me often enough about my child's progress". 2018 Target 75% 2017 Actual 66% (18% Negative)</p> <p>Stimulating Learning Environment 2018 Target 85% 2017 Actual 81%</p>	
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			<p>(12 Neutral and 7% Negative)</p> <p>Effective Teaching 2018 Target 85% 2017 Actual 79% (145 Neutral and 6 % Negative) Improve "I understand how my child is assessed". 2018 Target 75% 2017 Actual 69% (17% Neutral and 14% Negative)</p> <p>Improve "My child has been bullied recently at school". 2018 Target 75% 2017 Actual 70% (21% Negative)</p>	
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Improvement Initiatives Rationale
<p>Why? We have made consistent progress and improvements in our school numeracy and writing data over a period of time. This centred on targeted and action-oriented staff professional learning. Whilst there has been some growth in reading data, this work remains unfinished business. Our entry to school data is very strong. We need to ensure that we continue to push and extend our students so that they achieve a minimum of 12 months learning growth in every school year from Prep through to Year 6.</p> <p>How? We need to build on existing high quality practice and ensure more consistency of "HITS" within PLT's and across the school.</p> <p>Why? Our data is trending in a very positive way, however we still have students who are not performing at the level of which they are capable or not making sufficient learning growth. We must maintain a relentless focus on student learning and in particular the areas of literacy and numeracy.</p> <p>How? By further developing and embedding the High Impact Teaching Strategies including a focus on understanding, measuring and articulating the impact of our teaching. This will be achieved through a "putting faces on data / case management" review cycle model within and across the professional learning team model.</p>

Why? We know that student engagement is a key driver in their success as a learner. Our student survey data has started to move in a positive direction and we need to keep up this momentum so that we deliver an engaging and authentic learning environment.

How? Provide an inquiry based stimulating learning environment, together with high impact learning and teaching practices, where students are active learners who collaborate, explore and connect with the school and the wider community.

Goal 1	To improve student achievement in English & Maths (Literacy & Numeracy) for all students.
12 month target 1.1	<p>60% of students to be in the Top 2 bands of NAPLAN. Year 3 – Bands 5 & 6 Year 5 Bands 7 & 8</p> <p>YEAR 3 2018 Reading Target - 60% 2017 Reading Actual - 56% 2018 Writing Target - 60% 2017 Writing Actual - 44% 2018 Spelling Target - 60% 2017 Spelling Actual - 51% 2018 Numeracy Target - 60% 2017 Numeracy Actual - 56%</p> <p>YEAR 5 2018 Reading Target - 60% 2017 Reading Actual - 54% 2018 Writing Target - 60% 2017 Writing Actual - 36% 2018 Spelling Target - 60% 2017 Spelling Actual - 40% 2018 Numeracy Target - 60% 2017 Numeracy Actual - 58%</p>
FISO Initiative	Building practice excellence

Key Improvement Strategies	
KIS 1	Develop, refine and implement a consistent instructional model in Literacy (focus on reading and spelling). Develop an agreed approach to the effective teaching of literacy. Further embed the agreed approach to the effective teaching of numeracy.
KIS 2	Build the capacity, knowledge and skills of all teachers in the "Big 6" with a particular focus on Vocabulary and Oral Language.
KIS 3	Enhance the capacity, skills and knowledge of staff in teaching reading strategies effectively.
12 month target 1.2	<p>85% of students to be in the Top 3 bands of NAPLAN. Year 3 – Bands 4, 5 & 6 Year 5 Bands 6, 7 & 8</p> <p>YEAR 3 2018 Reading Target - 85% 2017 Reading Actual - 80% 2018 Writing Target - 85% 2017 Writing Actual - 67% 2018 Spelling Target - 85% 2017 Spelling Actual - 75% 2018 Numeracy Target - 85% 2017 Numeracy Actual - 80%</p> <p>YEAR 5 2018 Reading Target - 85% 2017 Reading Actual - 84% 2018 Writing Target - 85% 2017 Writing Actual - 76% 2018 Spelling Target - 85% 2017 Spelling Actual - 74% 2018 Numeracy Target - 85% 2017 Numeracy Actual - 90%</p>

FISO Initiative	Building practice excellence
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KIS 1	Develop, refine and implement a consistent instructional model in Literacy (focus on reading and spelling). Develop an agreed approach to the effective teaching of literacy. Further embed the agreed approach to the effective teaching of numeracy.
12 month target 1.3	Reduce the percentage of students deemed capable who are achieving below the National Minimum Standard in reading, writing, spelling and numeracy to zero. (2017 data represented in table below). YEAR 3 Reading Below 1.6% (1) / At 3.2% (2) Writing Below 0% / At 1.6% (1) Spelling 0% / At 6.3% (4) Numeracy 0% / At 7.9% (5) YEAR 5 Reading Below 0% / At 1.8% (1) Writing Below 0% / At 5.6% (3) Spelling Below 0% / At 1.9% (1) Numeracy 0% / At 0%
FISO Initiative	Building practice excellence
Key Improvement Strategies	
KIS 1	Develop, refine and implement a consistent instructional model in Literacy (focus on reading and spelling). Develop an agreed approach to the effective teaching of literacy. Further embed the agreed approach to the effective teaching of numeracy.
12 month target 1.4	To have Year 3 and Year 5 NAPLAN matched cohort equal or exceed the State mean growth in Literacy and Numeracy. High growth above 40% in all areas:

	<p>2018 Reading Target - 33%</p> <p>2017 Reading Actual - 46.5%</p> <p>2018 Writing Target - 33%</p> <p>2017 Writing Actual - 54.8%</p> <p>2018 Spelling Target - 33%</p> <p>2017 Spelling Actual - 17.5%</p> <p>2018 Numeracy Target - 33%</p> <p>2017 Numeracy Actual - 55.8%</p> <p>Low growth below 10% in all areas:</p> <p>2018 Reading Target - 17%</p> <p>2017 Reading Actual - 20.9%</p> <p>2018 Writing Target - 17%</p> <p>2017 Writing Actual - 14.3%</p> <p>2018 Spelling Target - 17%</p> <p>2017 Spelling Actual - 20%</p> <p>2018 Numeracy Target - 17%</p> <p>2017 Numeracy Actual - 11.6%</p>
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategies	
KIS 1	<p>Develop, refine and implement a consistent instructional model in Literacy (focus on reading and spelling).</p> <p>Develop an agreed approach to the effective teaching of literacy.</p> <p>Further embed the agreed approach to the effective teaching of numeracy.</p>
12 month target 1.5	<p>Increase the number of students identified as working 6+ months above level as follows for 2018:</p> <p>2018 Reading & Viewing Target -75%</p> <p>2018 Writing target - 60%</p> <p>2018 Speaking & Listening Target - 55%</p> <p>2018 Number & Algebra Target - 60%</p> <p>2018 Measurement & Geometry Target - 60%</p> <p>2018 Speaking & Listening Target - 60%</p>

	<p>Increase the number of students identified as working 12+ months above level as follows for 2018:</p> <p>2018 Reading & Viewing Target -40%</p> <p>2018 Writing target - 30%</p> <p>2018 Speaking & Listening Target - 30%</p> <p>2018 Number & Algebra Target - 30%</p> <p>2018 Measurement & Geometry Target - 30%</p> <p>2018 Speaking & Listening Target - 30%</p>
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategies	
KIS 1	<p>Develop, refine and implement a consistent instructional model in Literacy (focus on reading and spelling).</p> <p>Develop an agreed approach to the effective teaching of literacy.</p> <p>Further embed the agreed approach to the effective teaching of numeracy.</p>
12 month target 1.6	<p>To have Year 3 and Year 5 NAPLAN matched cohort equal or exceed the State mean growth in Literacy and Numeracy.</p> <p>To have teacher data (referencing Norm Based Assessments) indicating that all students within their PLT or subject area making 12+ months progress in learning.</p>
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategies	
KIS 1	<p>Develop, refine and implement a consistent instructional model in Literacy (focus on reading and spelling).</p> <p>Develop an agreed approach to the effective teaching of literacy.</p> <p>Further embed the agreed approach to the effective teaching of numeracy.</p>
12 month target 1.7	<p>STAFF OPINION SURVEY</p> <p>Increase the percentage endorsement scores as follows:</p> <p>2018 Targets</p> <p>Guaranteed & Viable Curriculum 2018 Target - 85%</p>

	<p>2017 Actual 78% / 75.9%</p> <p>Academic Emphasis 2018 Target 80% 2017 Actual 72% / 72%</p> <p>Collective Focus on Student Learning 2018 Target 95% 2017 Actual 92% / 92%</p> <p>Shielding & Buffering 2018 Target 80% 2017 Actual 77.8% / 73.8%</p> <p>Collective Efficacy 2018 Target 90% 2017 Actual 80% / 86%</p> <p>Collective Responsibility 2018 Target 95% 2017 Actual 90% / 94%</p> <p>School Climate (Overall) 2018 Target 90% 2017 Actual 81.5% / 84%</p>
FISO Initiative	Building practice excellence
Key Improvement Strategies	
KIS 1	Build teacher capacity to utilise and analyse data and a range of assessments to teach a students point of learning. Strengthen the PLT structure and process to increase collaboration and collective responsibility for the learning of all students.

Goal 2	To improve student engagement in their learning.
12 month target 2.1	<p>To improve the Student Attitudes to School Survey as measured by higher percentages of positive responses as follows:</p> <p>Effective Teaching Practice for Cognitive Engagement 2018 Target - 90% overall</p>

	<p>Effective teaching time 2018 Target 90% 2017 Actual 84%</p> <p>Differentiated learning challenge 2018 Target 90% 2017 Actual 88%</p> <p>Stimulated learning 2018 Target 90% 2017 Actual 86%</p> <p>Classroom behaviour 2018 Target 90% 2017 Actual 85%</p> <p>Effective Teacher-Student Relations 2018 Target - 90% overall</p> <p>High expectations for success 2018 Target 95% 2017 Actual 95%</p> <p>Effort 2018 Target 95% 2017 Actual 88%</p> <p>Teacher concern 2018 Target 80% 2017 Actual 75%</p> <p>Learner Characteristics and Disposition 2018 Target - all areas above 90%</p> <p>Social Engagement 2018 Target - all areas above 90%</p>
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Student Voice & Agency

2018 Target 85%

2017 Actual 76%

Student Safety

2018 Target - all areas above 90%

Experience of Bullying

2018 Target 85%

2017 Actual 80%

To improve the percentage of positive responses in areas that have significant variation between female and male data as outlined in the 2017 survey as follows:

Male - Improve "My teacher asks me questions that challenge my thinking".

2018 Target 80% 2017 Actual 74%

(Female 2017 Actual 88%)

Male - Improve "My teacher understands how I learn".

2018 Target 80% 2017 Actual 76%

(Female 2017 Actual 87%)

Male - Improve Effort

2018 Target 85% 2017 Actual 81%

(Female 2017 Actual 94%)

Male - Improve "I usually pay attention in class".

2018 Target 80% 2017 Actual 76%

(Female 2017 Actual 94%)

Male - Improve "I enjoy doing my work in class".

2018 Target 85% 2017 Actual 80%

(Female 2017 Actual 91%)

	<p>Male - Motivation & Interest "I am learning things that really interest me". 2018 Target 80% 2017 Actual 74% (Female 2017 Actual 85%)</p> <p>Male - Student Voice & Agency Overall 2018 Target 75% 2017 Actual 69% (Female 2017 Actual 82%)</p>
FISO Initiative	Instructional and shared leadership
Key Improvement Strategies	
KIS 1	Build teacher capacity to utilise and analyse data and a range of assessments to teach a students point of learning.
KIS 2	Strengthen the PLT structure and process to increase collaboration and collective responsibility for the learning of all students.
KIS 3	Develop and strengthen teaching practices and evidence based assessment approaches.
12 month target 2.2	<p>STAFF OPINION SURVEY Increase the percentage endorsement scores as follows: 2018 Targets</p> <p>Guaranteed & Viable Curriculum 2018 Target - 85% 2017 Actual 78% / 75.9%</p> <p>Academic Emphasis 2018 Target 80% 2017 Actual 72% / 72%</p> <p>Collective Focus on Student Learning 2018 Target 95% 2017 Actual 92% / 92%</p> <p>Shielding & Buffering 2018 Target 80% 2017 Actual 77.8% / 73.8%</p>

	<p>Collective Efficacy 2018 Target 90% 2017 Actual 80% / 86%</p> <p>Collective Responsibility 2018 Target 95% 2017 Actual 90% / 94%</p> <p>School Climate (Overall) 2018 Target 90% 2017 Actual 81.5% / 84%</p>
FISO Initiative	Instructional and shared leadership
Key Improvement Strategies	
KIS 1	Build teacher capacity to utilise and analyse data and a range of assessments to teach a students point of learning.
KIS 2	Strengthen the PLT structure and process to increase collaboration and collective responsibility for the learning of all students.
KIS 3	Develop and strengthen teaching practices and evidence based assessment approaches.

Goal 3	To develop a high functioning and positive learning community.
12 month target 3.1	<p>STAFF OPINION SURVEY Increase the percentage endorsement scores as follows: 2018 Targets</p> <p>Teacher Collaboration 2018 Target 80% 2017 Actual 72% / 67%</p> <p>Parent & Community Involvement 2018 Target 95% 2017 Actual 87% / 90%</p> <p>Parent & Community Involvement, Engagement & Outreach</p>

	<p>2018 Target 85% 2017 Actual 80% / 82%</p> <p>Cultural Leadership 2018 Target 80% 2017 Actual 72% / 72%</p> <p>Instructional Leadership 2018 Target 75% 2017 Actual 69% / 65%</p> <p>Collective Participation 2018 Target 80% 2017 Actual 76% / 70%</p> <p>Active Participation 2018 Target 80% 2017 Actual 74% / 71%</p> <p>Time To Share Pedagogical Content Knowledge 2018 Target 80% 2017 Actual 67%</p> <p>Knowledge of High Impact Teaching Strategies 2018 Target 80% 2017 Actual 75%</p> <p>Understand How To Analyse Data 2018 Target 80% 2017 Actual 71%</p>
FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	

KIS 1	Develop a learning community that builds positive relationships which strengthen connections, empowers, engages and challenges.
KIS 2	Implement and embed programs that cultivate an environment that enable student voice, agency and leadership.
KIS 3	Use an agreed whole school Inquiry approach (IB PYP Model) to promote students as active learners and involve students in decision making.