

Annual Implementation Plan - 2023

Define Actions, Outcomes and Activities

Keilor Heights Primary School (4877)



Awaiting for review by School Principal

Awaiting endorsement by Senior Education Improvement Leader

Awaiting endorsement by School Council President

Define Actions, Outcomes and Activities

Goal 1	2023 Priorities Goal In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.
12 Month Target 1.1	Number to similar schools 87% Increase School Connectedness to 87%
KIS 1 Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy
Actions	-Numeracy PLT to lead and support the implementation of the KHPS Numeracy Instructional Model.
Outcomes	<p>Staff will;</p> <ul style="list-style-type: none"> - have buy in and shared agreement why the need for change - change in teacher practice to facilitate and enable more exploration from students - increased competency and knowledge implementing the KHPS Maths Instructional Model - increase teacher voice through the implementation process - increase in curriculum knowledge and ability to use data to differentiate effectively <p>Students will;</p> <ul style="list-style-type: none"> - gain more student voice and agency - have individual Maths learning goals - increased engagement - increased understanding and be able to articulate their strategies and apply their knowledge independently
Success Indicators	<ul style="list-style-type: none"> - formative and summative data assessment rubrics will show student learning growth. - feedback from internal surveys (staff and students) - Classroom observations and Learning Walks (development in collaboration, student engagement and ability to explain their thinking) - evidence of the instructional model in planners

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
- Numeracy PLT provide whole staff PL on KHPS Numeracy Instructional Model	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> PLT Leaders	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Numeracy PLT develop and facilitate survey to identify Maths experts in the school	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> PLT Leaders	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Implement Classroom Observations, learning walks, coaching model to support implementation of KHPS Maths Instructional Model	<input checked="" type="checkbox"/> All Staff	<input checked="" type="checkbox"/> PLP Priority	from: Term 2	\$0.00

			to: Term 3	<input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Implement Maths Fluid groups across the school within cohorts	<input checked="" type="checkbox"/> All Staff	<input type="checkbox"/> PLP Priority	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
KIS 2 Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable			
Actions	-Revise and refine our Multi-Tiered Support System			
Outcomes	Staff - increased data knowledge and capacity to use effectively for planning - increased collaboration - increased in shared responsibility and knowledge of all students within co-horts			

	<ul style="list-style-type: none"> - increase job satisfaction <p>Students</p> <ul style="list-style-type: none"> - increased engagement - improved student outcomes for all students - increased independence - reduction in classroom management and student behaviour concerns 			
Success Indicators	<ul style="list-style-type: none"> - Time Tables (evidence of support and extension groups) - PLT meeting minutes - Compass Chronicles 			
Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Time Table Support and Extension groups across the school	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Principal 	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Co-hort Leaders to oversee the facilitation of support and extension groups Educational Support Staff	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leadership Team 	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$50,468.10 <input checked="" type="checkbox"/> Equity funding will be used

				<input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Time Table support for Social Skills and Life Skills Groups across the school	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Student Wellbeing Co-ordinator	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Wellbeing Leader to facilitate Social Skills & Life Skills Groups utilising Educational Support Staff	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Wellbeing Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$78,039.22 <input type="checkbox"/> Equity funding will be used <input checked="" type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which

				may include DET funded or free items
Wellbeing Leader to provide mentoring to staff for individualised and or whole class wellbeing needs	<input checked="" type="checkbox"/> Student Wellbeing Co-ordinator <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 2 to: Term 4	\$78,039.22 <input type="checkbox"/> Equity funding will be used <input checked="" type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Goal 2	To improve the learning growth of every student in literacy and numeracy			
12 Month Target 2.1	Yr 3 Reading 52% (2022) to 62% (similar schools 2022) Yr 3 Numeracy 30%(2022) to 37% (similar schools 2022) Yr 5 Reading 34% (2022) to 42% (similar schools (2022) Yr 5 Numeracy 14% (2022) to 23% (similar schools 2022)			
12 Month Target 2.2	Yr 3 Reading below 5% (10% 2022) Yr 3 Numeracy below 5% (15% 2022) Yr 5 Reading from 18% (2022) to 13% Yr 5 Numeracy from 18% (2022) to 14%			
12 Month Target 2.3	unable to measure due to data not being available (COVID)			
12 Month Target 2.4	unable to measure due to data not being available (COVID)			
12 Month Target 2.5	Reading to similar school 87% Number to similar schools 87%			

KIS 1 Building practice excellence	Develop a whole school approach to the teaching and learning of reading, writing & mathematics			
Actions	- Continue to embed the KHPS Reading Instructional Model			
Outcomes	<p>Staff</p> <ul style="list-style-type: none"> - increased capacity to implement all aspects of the KHPS Reading Instructional Model - increase teacher voice (feedback, evaluation process) - consistency in practice - increased collaboration <p>Students</p> <ul style="list-style-type: none"> - increased engagement - greater student voice and agency in their learning by having increased responsibility for setting individual goals - improved outcomes and improved growth 			
Success Indicators	- Evidence through planners, professional discussions, classroom observation and learning walks of the KHPS Reading Instructional Model being implemented in all classrooms			
Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Literacy PLT to provide whole staff PL on KHPS Reading Instructional Model	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> PLT Leaders	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which

				may include DET funded or free items
Literacy PLT to identify which aspects of the Reading Instructional Model require further PL and individual staff (including new staff members)	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Literacy PLT to facilitate mentoring and coaching to individual teachers/units	<input checked="" type="checkbox"/> Learning Specialist(s) <input checked="" type="checkbox"/> Literacy Improvement Teacher <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
KIS 2 Curriculum planning and assessment	Deepen and embed teacher capacity to use rigorous & multiple forms of assessment and feedback to inform teaching & learning practices			

Actions	- Develop and implement a whole school Moderation Process			
Outcomes	<p>Staff</p> <ul style="list-style-type: none"> -increased curriculum knowledge - increased collaboration - shared understanding of progression points and ability to triangulate data - increased trust in teacher judgement - closer alignment between Naplan data and Teacher Judgement - increased ability to effectively differentiate <p>Students</p> <ul style="list-style-type: none"> - increased engagement - increased student voice and agency and ownership for setting individual learning goals 			
Success Indicators	<ul style="list-style-type: none"> - Time allocated in PLC meetings and PLT meetings for moderation to occur - documented process for whole school moderation 			
Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
SIT to develop and document a whole school moderation process	<input checked="" type="checkbox"/> School Improvement Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items

Allocate time in the Time Table for unit and whole school Moderation	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Learning Specialist(s)	<input type="checkbox"/> PLP Priority	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Learning Specialist and SIT to facilitate moderation process with support from PLC Practice Leaders	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> Learning Specialist(s) <input checked="" type="checkbox"/> School Improvement Team	<input type="checkbox"/> PLP Priority	from: Term 2 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Goal 3	To improve student voice & agency in learning			
12 Month Target 3.1	student voice from 68% (2022) to 75% sense of confidence 76% (2022) to 80% stimulated learning maintain or increase 86% (2022) self regulation from 86% (2022) to 90%			

12 Month Target 3.2	maintain or increase 2022 result (TBA) 2022 data not available			
12 Month Target 3.3	Increase Student Voice & Agency from 68% (2022) to 75%			
KIS 1 Empowering students and building school pride	Build teacher capacity to have a consistent understanding of, and provide further opportunities for student engagement, agency & voice in learning			
Actions	- Through the SEIL and network, investigate and identify what best practice looks like for Student Voice and Agency			
Outcomes	<p>Staff</p> <ul style="list-style-type: none"> - shared understanding of what Student Voice and Agency is and the value - greater understanding what teacher voice is and increase in teacher voice - change in mindset and practice - less teacher directed - increase in teachers trying new things (taking risks, trialing) - stronger collaboration between home and school <p>Students</p> <ul style="list-style-type: none"> - greater student voice and agency - more active role in their learning - increased engagement - improved behaviours - more group work and collaboration 			
Success Indicators	investigate and identify some practices to trial at KHPS			
Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Through Professional Readings and Learnings, develop a shared understanding of what Student Voice and Agency is with SIT (Teacher Voice)	<input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00

				<input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
SIT to provide Professional Learning and Professional Discussions with whole staff	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 2 to: Term 2	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Establish a Student Voice and Agency Team comprising of teachers and students	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> Student(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used

				<input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Student Voice and Agency Team visit identified school that are facilitating Student and Agency well	<input checked="" type="checkbox"/> Student Leadership Coordinator <input checked="" type="checkbox"/> Student(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 2 to: Term 3	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Involve students in the pre-review self-evaluation	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Learning Specialist(s) <input checked="" type="checkbox"/> Principal <input checked="" type="checkbox"/> Student(s)	<input type="checkbox"/> PLP Priority	from: Term 3 to: Term 3	\$0.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items

