

## Annual Implementation Plan - 2018

### FISO Improvement Initiatives and Key Improvement Strategies

Manor Lakes P-12 College (8848)



Submitted for review by Samantha Vella (School Principal) on 19 February, 2018 at 10:49 AM  
Endorsed by Helen Hobley (Senior Education Improvement Leader) on 01 March, 2018 at 10:40 PM  
Endorsed by Janette England (School Council President) on 23 March, 2018 at 05:19 PM

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

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Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative																																				
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<p>Excellence in teaching and learning (Evaluating Impact on Learning)</p>	<p>SUPPORTED:</p> <ul style="list-style-type: none"> <li>To create a 2 year curriculum plan</li> <li>To implement SMART spelling in supported primary and secondary</li> <li>To evaluate effectiveness of the college instructional model through coaching</li> </ul> <p>PRIMARY</p> <ul style="list-style-type: none"> <li>To implement a Scope and Sequence through an Integrated Approach</li> <li>To implement SMART spelling approach College-wide</li> <li>To evaluate effectiveness of the college instructional model through coaching</li> <li>To further develop Genre Writing understanding, planning and teaching</li> </ul> <p><b>Staff Opinion Survey</b></p> <table border="1"> <tr> <td>Collective Efficacy</td> <td>Increase staff endorsement from 30.9% to 40%</td> </tr> <tr> <td>Academic Excellence</td> <td>Increase staff endorsement from 29.5% to 40%</td> </tr> </table>	Collective Efficacy	Increase staff endorsement from 30.9% to 40%	Academic Excellence	Increase staff endorsement from 29.5% to 40%	<p>Yes</p>	<p>SUPPORTED:</p> <p>Two year curriculum plan written for primary and secondary supported learning SMART spelling introduced and implemented across primary and secondary supported learning Evaluation of the Instructional Model by coaches and coachees</p> <p>PRIMARY:</p> <p>Scope and Sequence evident in planning documentation and differentiated work programs Smart Spelling approach is implemented in every classroom Instructional Model is evident in classrooms, planning documentation and through observational data and coaching documentation Consistent practices in Writing pedagogy and use of data across P-6</p>	<p>Evaluating impact on learning</p>									
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**Improvement Initiatives Rationale**

**SECONDARY**

The Secondary site selected two initiatives that will focus our work and improve our environment to support learning. These initiatives are Building a practice of excellence and Setting expectations and promoting inclusion. We believe that a focus on these areas at our College will see a significant improvement - as teachers will be able to focus on the teaching and building their pedagogical practice. Teachers will be given support to build their student management capacity, and in turn drive school improvement and better learning outcomes for all students. We will continue to build literacy across all curriculum areas and embed writing strategies and the Instructional Model as priority areas. The Secondary site is developing a PLC process through Bastow, and aims to use consistent documentation and approaches. This process will roll out at the beginning of 2018 with Learning Walks and Classroom Observations.

**SUPPORTED/PRIMARY**

We have two initiatives that will focus our work and improve student learning outcomes. These initiatives are Evidence Based High Impact Strategies and Instructional and Shared Leadership (Accountability and Focus). We believe that a focus on these areas will see a significant improvement in teacher capacity and consistency, which will in turn, drive school improvement and better learning outcomes for all.

We have identified classroom management as a priority area due to a shortage of positive practices and evidence-based interventions. Supported Learning has recently began coaching practices based around the High Impact Teaching Strategies as a focus and will work towards embedding this model across all Supported Learning classes, using consistent documentation and approaches. This will be implemented in Primary during 2018 when Literacy, Numeracy and Behaviour specific

coaches begin.

The development of consistent PLTs has been a focus, with the next step building the capacity of team leaders to maintain the effectiveness.

<b>Goal 1</b>	Develop a culture of collaboration to build excellence in teaching and learning in all Curriculum Areas, with a particular focus on Writing in the Primary School (Building practice excellence)
<b>12 month target 1.1</b>	<p>SECONDARY and PRIMARY All students deemed capable make more than 12 months learning growth in literacy and numeracy in a school calendar year.</p> <p>Planning for all units of work is developed using relevant data, HITs, Instructional Model</p> <p>Learning and pedagogy is differentiated to suit the individual needs of students within the class.</p> <p>Whole school accountability processes are in place around PLCs, coaching, Learning Walks and Classroom Observation</p> <p>Primary Writing Specific Target:</p> <p>Consistent practices in Writing pedagogy and use of data across P-6</p> <p>Use of resources to build teacher capacity and content knowledge through PLTs and other Professional Learning</p> <p>Links to Scope and Sequence for authentic connections between reading, writing and the content learned.</p>
<b>FISO Initiative</b>	Building practice excellence
<b>Key Improvement Strategies</b>	
KIS 1	<p>Embed the Instructional model</p> <p>Build pedagogical practice in using the HITs (PL Plans)</p> <p>Embed a consistent literacy approach</p> <p>Implement effective Learning Walks, Observations and PLCs/PLTs</p> <p>Numeracy Improvement Strategy</p> <p>VCE data used to inform</p> <p>New VCAL programs developed</p>

<b>Goal 2</b>	The school community creates optimal conditions for learning in a safe and orderly environment (Setting expectations and promoting inclusion)
<b>12 month target 2.1</b>	<p>SECONDARY:</p> <p>Students can state the 7-12 expectations</p> <p>The parent community is aware of student expectations</p> <p>Staff refer to and implement the 7-12 expectations</p> <p>SRC is developed</p> <p>SUPPORTED:</p> <p>Students are able to show school expectations</p> <p>Parents are aware of school expectations</p> <p>Students with high level challenging behaviours have current Positive Support Plans</p> <p>Students are able to communicate social and emotional literacy</p> <p>PRIMARY:</p> <p>Decrease in incident data.</p> <p>Students demonstrating expectations in the yard and through their application to their learning. Students with high level behaviours to be referred and have Positive Support Plans developed and implemented. Growth mindset is part of the learning culture and is explicitly evident through teaching and learning.</p>

<b>FISO Initiative</b>	Instructional and shared leadership
<b>Key Improvement Strategies</b>	
KIS 1	Develop clear systems to support student management and wellbeing Develop teacher capacity to manage student behaviour and create safe and orderly classrooms Develop student understanding of positive behaviours, conditions for learning and growth mindset

<b>Goal 3</b>	Excellence in teaching and learning (Evaluating Impact on Learning)
<b>12 month target 3.1</b>	<p>SUPPORTED: Two year curriculum plan written for primary and secondary supported learning SMART spelling introduced and implemented across primary and secondary supported learning Evaluation of the Instructional Model by coaches and coachees</p> <p>PRIMARY: Scope and Sequence evident in planning documentation and differentiated work programs Smart Spelling approach is implemented in every classroom Instructional Model is evident in classrooms, planning documentation and through observational data and coaching documentation Consistent practices in Writing pedagogy and use of data across P-6</p>
<b>FISO Initiative</b>	Evaluating impact on learning
<b>Key Improvement Strategies</b>	
KIS 1	Develop a 2 year curriculum plan for primary and secondary supported students Implement an annual Scope and Sequence with an Integrated Approach Implement SMART spelling approach in P-6, and primary/secondary supported students. Evaluate effectiveness of the Instructional Model through coaching