

2018 Annual Implementation Plan

for improving student outcomes

Springside West Secondary College (8784)



Submitted for review by John Goodman (School Principal) on 24 April, 2018 at 03:12 PM
Endorsed by Tony Simpson (Senior Education Improvement Leader) on 24 April, 2018 at 03:42 PM
Awaiting endorsement by School Council President

Self-evaluation Summary - 2018

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.	Self-evaluation Level
Excellence in teaching and learning	Building practice excellence	Emerging moving towards Evolving
	Curriculum planning and assessment	Emerging
	Evidence-based high-impact teaching strategies	Emerging moving towards Evolving
	Evaluating impact on learning	Emerging
Professional leadership	Building leadership teams	Emerging
	Instructional and shared leadership	Emerging
	Strategic resource management	Emerging
	Vision, values and culture	Emerging

Positive climate for learning	Empowering students and building school pride	Emerging
	Setting expectations and promoting inclusion	Emerging
	Health and wellbeing	Emerging
	Intellectual engagement and self-awareness	Emerging

Community engagement in learning	Building communities	Emerging
	Global citizenship	Emerging
	Networks with schools, services and agencies	Emerging
	Parents and carers as partners	Emerging

Enter your reflective comments	We are a brand new school entity and do not have an SSP. While we have done brilliantly in getting going, it is unreasonable to think that the cultural elements described here would be in place.
Considerations for 2018	Keep moving forward.
Documents that support this plan	

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
1. Establish an vibrant learning environment in the new school (Establish an online report writing system by the end of term one).	System fully functional by the end of the year.	No	Outline what you want achieve in the next 12 months against your Strategic Plan target. A reporting system that enshrines a school wide commitment to effective feedback and data based practice.	
Student Learning - To create a unique learning experience for every student purposely designed to maximise learning growth growth	A minimum of one year of growth for each student.	Yes	A minimum of one year of growth for each student.	Building practice excellence
Student pathways and transitions - To ensure that every student is known and noticed on entry, during their time at the school and into post school destinations.	All students with a pathways plan and undertaking counselling for subject selection. All students have a pathways plan at Year 10. All entry learning data is used to determine a pathway.	Yes	Effective pathways planning to encourage student motivation as students enter the VCE. Survey of student experience and monitor the pathways process each six weeks.	Empowering students and building school pride
Student wellbeing - to develop a culture whereby student voice is an integral part of school life and individual student learning.	Establish a Student Representative Council. Create and implement a well being program entitled "All You Can Be" at Year 7 and Year 10. Establish a high benchmark of student data in 2018.	Yes	SRC- operational and with representation on School Council. All You Can Be Program delivered and planning underway for 2018 roll out.	Health and wellbeing

			All students involved in AYCB program.	
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Improvement Initiatives Rationale				
This is an unusual year for us as we have no SSP. The above initiatives are the tip of the iceberg- we are also rolling out an entire curriculum.				

Goal 1	Student Learning - To create a unique learning experience for every student purposely designed to maximise learning growth growth
12 month target 1.1	A minimum of one year of growth for each student.
FISO Initiative	Building practice excellence
Key Improvement Strategies	
KIS 1	Develop a guaranteed and viable curriculum.

Goal 2	Student pathways and transitions - To ensure that every student is known and noticed on entry, during their time at the school and into post school destinations.
12 month target 2.1	Effective pathways planning to encourage student motivation as students enter the VCE. Survey of student experience and monitor the pathways process each six weeks.
FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	
KIS 1	Each student will have a managed individual pathways plan.

Goal 3	Student wellbeing - to develop a culture whereby student voice is an integral part of school life and individual student learning.
12 month target 3.1	SRC- operational and with representation on School Council. All You Can Be Program delivered and planning underway for 2018 roll out. All students involved in AYCB program.
FISO Initiative	Health and wellbeing
Key Improvement Strategies	
KIS 1	Purposefully build the culture of the school to include student voice and student well being as key components of daily practice.

Define Evidence of Impact and Activities and Milestones - 2018

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Goal 1	Student Learning - To create a unique learning experience for every student purposely designed to maximise learning growth growth
12 month target 1.1 target	A minimum of one year of growth for each student.
FISO Initiative	Building practice excellence
Key Improvement Strategy 1	Develop a guaranteed and viable curriculum.
Actions	Enshrine moderation and data based evaluation of learning in Professional Learning Teams. Document a detailed curriculum. Develop models for Year 7/8, 9/10 and VCE curriculum structures. Develop and implement the school instructional model.

Evidence of impact	<p>Students Students recording learning goals. Students evaluation their own progress toward learning goals. Common Assessment tasks provide evidence of student achievement to staff.</p> <p>Teachers Teachers engage in peer observation. Teachers implement the Instructional Model across the Learning Areas. Teachers working collaboratively to design and implement Common Assessment Tasks.</p> <p>Leaders Monitor and ensure the clear and easy to understand documentation of the curriculum. Conduct regular checks with regard to the Instructional Model in learning walks. Provide training in the Instructional Model and the HITS in Staff Meetings.</p>			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Implement the Instructional Model.	Teacher(s)	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$1,000.00 <input type="checkbox"/> Equity funding will be used
Develop clear curriculum documentation.	School leadership team	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 2	Student pathways and transitions - To ensure that every student is known and noticed on entry, during their time at the school and into post school destinations.
12 month target 2.1 target	<p>Effective pathways planning to encourage student motivation as students enter the VCE.</p> <p>Survey of student experience and monitor the pathways process each six weeks.</p>
FISO Initiative	Empowering students and building school pride

Key Improvement Strategy 1	Each student will have a managed individual pathways plan.
Actions	Allocate the role of overseeing pathways to a staff member.
Evidence of impact	All students completing work experience and using this to consider subject choices and pathways beyond school. Staff develop practices to take pathways planning forward into future years. Staff visit a student to consider the appropriateness of the work experience placement. Leadership will review and evaluate the worth and effectiveness of the program weighted against the potential risks.

Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Work experience dates organised and placed on the calendar.	Curriculum co-ordinator (s)	<input type="checkbox"/> No	from: Term 1 to: Term 3	\$0.00 <input type="checkbox"/> Equity funding will be used
Counselling of students after work experience and site visits.	Teacher(s)	<input type="checkbox"/> No	from: Term 3 to: Term 4	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 3	Student wellbeing - to develop a culture whereby student voice is an integral part of school life and individual student learning.
12 month target 3.1 target	SRC- operational and with representation on School Council. All You Can Be Program delivered and planning underway for 2018 roll out. All students involved in AYCB program.
FISO Initiative	Health and wellbeing
Key Improvement Strategy 1	Purposefully build the culture of the school to include student voice and student well being as key components of daily practice.

Actions	<p>Build student leadership culture through conducting an effective election process.</p> <p>Appoint a Coordinator for the All You Can Be program.</p> <p>Plan and evaluate the program as it is implemented.</p> <p>Incorporate the AYCB program into newly developed curriculum models.</p>			
Evidence of impact	<p>Students: Student leadership structure is established and is valued by students in surveys. Students provide feedback and ideas to the leadership of the school to improve the school.</p> <p>Teachers: Teachers are able to deliver a documented and clear program to students. Teachers utilise data from surveys to evaluate the effectiveness of the AYCB program.</p> <p>Leaders: Leaders have planned and evaluated the effectiveness of the Student Leadership Council and the All You Can Be Program.</p>			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Interviews, speeches and elections conducted.	Sub school leader/s	<input type="checkbox"/> No	from: Term 1 to: Term 1	\$0.00 <input type="checkbox"/> Equity funding will be used
Create House names.	Sub school leader/s	<input type="checkbox"/> No	from: Term 2 to: Term 3	\$0.00 <input type="checkbox"/> Equity funding will be used
Effective program of instruction developed and delivered catering to different learning needs.	Leadership team	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$13,712.50 <input checked="" type="checkbox"/> Equity funding will be used

Professional Learning and Development Plan - 2018

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Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
Implement the Instructional Model.	Teacher(s)	from: Term 1 to: Term 4	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Preparation <input checked="" type="checkbox"/> Design of formative assessments	<input checked="" type="checkbox"/> Whole school pupil free day <input checked="" type="checkbox"/> Professional practice day <input checked="" type="checkbox"/> Formal school meeting / internal professional learning sessions <input checked="" type="checkbox"/> PLC/PLT meeting	<input checked="" type="checkbox"/> SEIL <input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> Subject association <input checked="" type="checkbox"/> Academy program/course <input checked="" type="checkbox"/> External consultants MAV, VATE, STAV	<input checked="" type="checkbox"/> Off-site Conferences

Documents that support the plan

The school has uploaded the following documents to support the self-evaluation.