

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Pascoe Vale Girls Secondary College (8227)



Submitted for review by Kay Peddle (School Principal) on 21 December, 2017 at 03:07 PM
Endorsed by Vivienne Tellefson (Senior Education Improvement Leader) on 20 February, 2018 at 04:48 PM
Endorsed by Julia Davies (School Council President) on 27 February, 2018 at 03:05 PM

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Pascoe Vale Girls Secondary College (8227)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative
<p>Achievement To develop aspiring learners who achieve at or above predicted levels of growth. To have more students excelling in the VCE. To promote VCAL as a viable pathway for senior students. To have more students achieve satisfactory completion of VCAL</p>	<p>Achievement:</p> <ul style="list-style-type: none"> • Increase the percentage of students achieving above the expected level in assessments by 5% (teacher judgments against Victorian Curriculum, Year 9 NAPLAN). • Increase the percentage achieving high growth and decrease the percentage achieving low growth by 5% on NAPLAN relative growth assessments Year 7 to 9. • Improve VCE scores (e.g. All Study, Mathematical Methods, Physics, Chemistry) 	Yes	<p>Outline what you want achieve in the next 12 months against your Strategic Plan target.</p> <ul style="list-style-type: none"> • Increase the percentage achieving high growth and decrease the percentage achieving low growth by 2% on NAPLAN relative growth assessments year 7 to 9. • Improve School study score mean (2016 School study score mean: 27.66, 2017: 27.3), VCE study scores in Mathematical Methods (2016 Mean study score 24.60, 2017 25.80), Further Mathematics (2016 Mean study score 25.15, 2017 25.00) and Chemistry (2016 Mean study score 23.06, 2017 26.6) • Students in VCAL achieve Intermediate and Senior certificates with successful completion of VET modules 	Curriculum planning and assessment
<p>Engagement To strengthen student voice in their learning and develop creative, curious and motivated learners.</p>	<ul style="list-style-type: none"> • Improve Attitudes to School survey data in relation to teaching and learning variables (student motivation, stimulating learning, learning confidence, teacher effectiveness) • Improve student attendance (Years 8 & 9) • Increase the proportion transitioning to further education and training. 	Yes	<p>Improve student survey data in relation to Stimulated learning (2017 42% positive) and Effective teaching time (2017 51% positive)</p>	Evidence-based high-impact teaching strategies
<p>Wellbeing To build student resilience and develop positive, confident and competent learners.</p>	<ul style="list-style-type: none"> • Improve Attitudes to School survey data related to connectedness to school • Improve Staff survey data related to school climate variables: parent and community involvement, trust in students and parents • Improve Parent Opinion survey data related to parent input, student behaviour, student safety 	Yes	<p>Improve student survey data in relation to school connectedness (2017 40% positive)</p> <ul style="list-style-type: none"> • Improvement in Staff opinion of parent and community involvement (2016 Prin/teach score 51.77, 2017 49.14) and trust in parents and students (2016 Prin/teach score 58.08, 2017 51.61) • Maintain or improve Parent Opinion survey data related to Student Confidence and resiliency skills (2017 73% positive) 	Building leadership teams
<p>Productivity To maximise school resources (human, financial, time, space and materials) to enable optimum implementation of school goals and priorities.</p>	<ul style="list-style-type: none"> • Improved Staff opinion of professional learning with 5% increase in endorsement • Improved Parent opinion of school improvement • Improved Staff opinion of parental and community involvement • Improvement in Student achievement data linked to resourcing priorities • Improve collective responsibility for learning 	Yes	<p>Improvement in Staff opinion of parent and community involvement (2016 Prin/teach score 51.77, 2017 49.14) and trust in parents and students (2016 Prin/teach score 58.08, 2017 51.61)</p> <ul style="list-style-type: none"> • Improvement in Parent Opinion survey data related to parent input (2016 school mean 3.95, 2017 65% positive) 	Building leadership teams

Improvement Initiatives Rationale	
<p>The development of a new distributed leadership model will develop leadership capacity of staff, build a culture of improvement and enable the college to work towards achieving the goals of the strategic plan. A focus for 2018 is to build the capacity of the Leadership team to enable the achievement of strategic plan goals. It is also important to sustain improvement achieved in 2016 and continue to build excellence in teaching and learning and professional leadership.</p> <p>An evaluation of school data and practice indicates a need to focus on developing a differentiated curriculum that is documented within a scope and sequence to enable students to demonstrate learning growth. Numeracy, literacy, engagement and enhancement are areas for attention. The NAPLAN school mean for Year 7 and Year 9 Numeracy has been below state mean for 5 years. School data shows the school is below State threshold in Science. NAPLAN reading data shows the school is below state mean at Year 7 for 3 years and at Year 9 for 2 years.</p> <p>Opportunities for students to give and receive feedback, to set individual goals, to reflect, to evaluate and take ownership of their learning was identified as an area to address in the SSP. Development of school programs to enhance student transition, pathways and wellbeing were identified as SSP targets.</p> <p>The College vision and values have been developed with the next stage being to embed the vision and values to provide a framework for relationships and actions within the school community and underpin school improvement. Professional learning is a focus for 2018 with staff survey data indicating PVGC is just below all secondary schools in the overall score. Another area that requires attention is the development of data literacy to inform teaching and learning. Participation in the UNMOS program will create a platform to build teacher collaboration and efficacy in Numeracy through partnership with network schools and The University of Melbourne.</p>	

Goal 1	<p>Achievement</p> <p>To develop aspiring learners who achieve at or above predicted levels of growth.</p> <p>To have more students excelling in the VCE.</p> <p>To promote VCAL as a viable pathway for senior students.</p> <p>To have more students achieve satisfactory completion of VCAL</p>
12 month target 1.1	<ul style="list-style-type: none"> Increase the percentage achieving high growth and decrease the percentage achieving low growth by 2% on NAPLAN relative growth assessments year 7 to 9. Improve School study score mean (2016 School study score mean: 27.66, 2017: 27.3), VCE study scores in Mathematical Methods (2016 Mean study score 24.60, 2017 25.80), Further Mathematics (2016 Mean study score 25.15, 2017 25.00) and Chemistry (2016 Mean study score 23.06, 2017 26.6) Students in VCAL achieve Intermediate and Senior certificates with successful completion of VET modules
FISO Initiative	Curriculum planning and assessment
Key Improvement Strategies	
KIS 1	Develop and implement a set of evidence-based protocols for learning and teaching
KIS 2	Provide intervention strategies to support learning growth
KIS 3	Refine and implement transition and pathway programs
KIS 4	Align professional learning with school priorities/goals and implement a rigorous Performance and Development program

Goal 2	<p>Engagement</p> <p>To strengthen student voice in their learning and develop creative, curious and motivated learners.</p>
12 month target 2.1	Improve student survey data in relation to Stimulated learning (2017 42% positive) and Effective teaching time (2017 51% positive)
FISO Initiative	Evidence-based high-impact teaching strategies
Key Improvement Strategies	
KIS 1	Promote greater opportunities for students to give and receive feedback, to set individual goals, to reflect, to evaluate and take ownership of their learning
KIS 2	Grow instructional leadership and teacher capacity within a professional learning community

Goal 3	<p>Wellbeing</p> <p>To build student resilience and develop positive, confident and competent learners.</p>
---------------	---

12 month target 3.1	<p>Improve student survey data in relation to school connectedness (2017 40% positive)</p> <ul style="list-style-type: none"> Improvement in Staff opinion of parent and community involvement (2016 Prin/teach score 51.77, 2017 49.14) and trust in parents and students (2016 Prin/teach score 58.08, 2017 51.61) Maintain or improve Parent Opinion survey data related to Student Confidence and resiliency skills (2017 73% positive)
FISO Initiative	Building leadership teams
Key Improvement Strategies	
KIS 1	Develop and embed school values that reflect community expectations and provide a framework for relationships and actions within the school community
KIS 2	Further develop and embed school programs to enhance student wellbeing

Goal 4	<p>Productivity To maximise school resources (human, financial, time, space and materials) to enable optimum implementation of school goals and priorities.</p>
12 month target 4.1	<p>Improvement in Staff opinion of parent and community involvement (2016 Prin/teach score 51.77, 2017 49.14) and trust in parents and students (2016 Prin/teach score 58.08, 2017 51.61)</p> <ul style="list-style-type: none"> Improvement in Parent Opinion survey data related to parent input (2016 school mean 3.95, 2017 65% positive)
FISO Initiative	Building leadership teams
Key Improvement Strategies	
KIS 1	Build a professional learning culture within the school