

Annual Implementation Plan - 2023

Define Actions, Outcomes and Activities

Yea Primary School (0699)



Submitted for review by Craig Irvine (School Principal) on 12 February, 2023 at 08:48 PM

Endorsed by Rhonda Cole (Senior Education Improvement Leader) on 14 February, 2023 at 05:38 PM

Endorsed by Amanda Jolly (School Council President) on 27 April, 2023 at 01:14 PM

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	<p>NAPLAN Benchmark Growth Reading from 62% (2022) to 70% (2023 target) Writing 70% (2022) - 72% (2023 target) Numeracy 55% (2022) - 62% (2023 target)</p> <p>ATOS Managing Bullying 74% (2022) - 78% (2023 target) Effective Classroom Behaviour 68% (2022) - 75% (2023 target) Sense of Connectedness 75% (2022) - 78% (2023 target) Stimulated Learning 62% (2022) - 75% (2023 target)</p> <p>SSS Collective Efficacy 57% (2022) - 75% (2023 target) Teacher Collaboration 74% (2022) - 80% (2023 target) Academic Emphasis 54% (2022) - 80% (2023 target)</p> <p>Attendance 25% of students with less than 20 days absence in 2023 (Down from 37%)</p> <p>All students to make 12 months growth on average in reading, writing and numeracy in 2023 according to teacher judgments.</p> <p>All students to make 12 months growth in reading and numeracy according to PAT - R and PAT - M</p>
KIS 1.a 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	<p>A1) Embed collaborative practices to support staff to use assessment and differentiation in order to identify and meet students' individual learning needs.</p> <p>A2) Embed a multi-tiered response to meet students' individual learning needs.</p>
Outcomes	<p>Leaders will;</p> <p>A1. PLC and PLT teams will have more specific and narrow focii that allows more in depth work to occur.</p> <p>A1. Provide shared collaborative time and opportunities with teams to work towards agreed goals</p> <p>A1. Middle leaders will be confident to support the goals of the teams and drive the improvement agenda</p> <p>A1. Consistent and meaningful templates and action plan templates will be completed and documented along the journey.</p> <p>A1. The meeting schedule, Curriculum days and PPD will be structured to allow time to prepare and celebrate our PLT work</p> <p>A1. Increased data literacy and skills to utilise data to support our students with mentoring from DET - SAM (Robyn Woolley)</p> <p>A2. Staff will confidently deliver the MULTI Lit intervention programs 1 - 6 and Prep in term 4.</p> <p>A2. Develop and support a Student Excellence Program at Yea Primary School for high achieving students.</p> <p>A2. Programs will be sustainable with additional funding to support intervention program.</p> <p>A2. Align TLI with numeracy focus across 3 to 6 and support learning pathways in both literacy and numeracy.</p> <p>A2. Provide training for all teachers in tier 1 instructional strategies and referral pathways for additional supports.</p> <p>A2. All staff to have a consistent language around literacy understandings.</p> <p>Teachers will;</p> <p>A1. Use the improvement cycle to collaboratively implement PLC inquiry cycles</p> <p>A1. Articulate the importance of formative assessment and how/when it is used throughout a PLC cycle</p> <p>A1. Support the shared collaborative time and work within the shared norms established with their teams</p> <p>A1. Develop their knowledge and expertise in key areas of work and share with colleagues.</p> <p>A1. Develop data analysis skills and responsive teaching techniques to meet students points of need.</p> <p>A2. Screen all students for tier 2 supports</p> <p>A2. Know the processes to refer students who require additional supports to appropriate pathways</p> <p>A2. Teach and support intervention programs using evidence based strategies.</p> <p>A2. Participate in professional learning calendar, PLTs and external supports.</p> <p>Students will;</p> <p>A1. Participate in point of need learning tasks.</p> <p>A1. Apply learning to complete formative learning tasks.</p> <p>A1. Provide feedback to teachers to inform planning.</p> <p>A2. Complete all relevant assessments to identify learning needs.</p> <p>A2. Participate in tier 1 learning and be referred for additional support where required.</p> <p>A2. Understand that intervention is a support to help us make progress when we find something challenging.</p>

Success Indicators	<p>Early Indicators</p> <p>A1. Action plans completed in term 1 with a clear agenda for PLT's</p> <p>A1. LWT show evidence of change in practice</p> <p>A1. Meeting minutes show evidence of collaborative practice.</p> <p>A1. Engagement with use of data in planning evidenced by data on the table.</p> <p>A2. Screening completed and data uploaded to SPA</p> <p>A2. Staff attendance at SOLAR in term 1</p> <p>A2. Engage with TLi coach to embed numeracy intervention.</p> <p>A2. Principal to lead the Student Excellence Program</p> <p>Late Indicators</p> <p>A1. SSS collaboration increases to 80%</p> <p>A1. SSS collective efficacy data increases to 75%</p> <p>A2. 12 months growth for both high ability and intervention students in reading, writing and numeracy</p> <p>System measures</p> <p>Instructional Leadership - Improved in 2022 from 2021 in participation and positive endorsement. Above similar schools and network schools 88%</p> <p>Collective Efficacy (SSS) - 57% IN 2022 decreased over the last 3 years - Target for 2023 similar to like schools</p> <p>Trust in colleagues - Improved from 2021 to 82% in 2022. School climate appears to have improved after a period of a transition for the school.</p> <p>TJ Growth (CASES) -</p> <p>Academic Emphasis (SSS) - 54% and 45% neutral decreased over the last 3 years - Target for 2023</p> <p>-Monitoring effectiveness of using data (SSS) - 80% in 2022 just below network, has been higher before and 10% was an invalid response.</p> <p>-Moderation of student assessment (SSS) - 80%, 10% neutral, 10% invalid</p> <p>-Understand formative assessment (SSS) - 50% positive, 40% neutral (Area for improvement in teaching and learning (FOCUS)</p>			
Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Embed Multi Lit Reading intervention programs	<input checked="" type="checkbox"/> Literacy Leader	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$40,000.00

				<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
Design and share PLT teams and focii for the year.	<input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> School Leadership Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$8,000.00 <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
Complete SOLAR course in February for shared T1 knowledge of all staff - Literacy	<input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$2,750.00 <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
Timetable numeracy TLI for students not achieving benchmark or bottom 5%.	<input checked="" type="checkbox"/> Numeracy Leader	<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
Embed Tier 1 Literacy Instruction (Initial Lit - Across F-2)	<input checked="" type="checkbox"/> Literacy Leader	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$4,000.00 <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

Lead the implementation of Responsive Teaching practices across the senior school.	<input checked="" type="checkbox"/> PLT Leaders	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$2,500.00 <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-ordinate Student Excellence Program - IEP's across year, 4 days, 8 workshops, clear framework	<input checked="" type="checkbox"/> Principal	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$2,000.00 <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
Schedule Celebration Day for PLT's	<input checked="" type="checkbox"/> All Staff	<input 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
Review and begin continuous reporting journey across the school using our data and tools	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> Data Leader	<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
KIS 1.b Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable			
Actions	A1. Implement SWPBS Framework at Yea Primary School towards bronze accreditation A2. Develop tiered wellbeing framework and referral pathways for Yea Primary School			
Outcomes	Leaders will; A1. Leaders ensure the whole school community has been consulted to develop the SWPBS mission statement and shared vision A1. and A2. Leaders monitor and analyse behaviour referral data and feedback to PLT teams or teachers on a more regular basis making sure all information is shared. A1. Leaders provide the opportunity for the school level SWPBS team to lead and sustain the implementation and monitoring of			

	<p>SWPBS with all staff understanding the journey. A2. Staff and students will have a shared language for discussing wellbeing. A2. MHWBC will be appointed and provided an office space for referrals.</p> <p>Teachers will; A1. Teachers collaboratively develop social skills lessons to teach expected behaviours at the point of need A1. Teachers understand and support the SWPBS philosophy A1. Teachers record minor and major incidents using the agreed systems A1. Teachers collaboratively analyse student behaviour referral data - Wellbeing meeting / PLT A1. Teachers use agreed practices and consistent language to correct behaviour errors A2. Staff will understand the role of the MHWBC and their place in the school framework</p> <p>Students will; A1. Students articulate the expected behaviours and major and minor behaviours A1. Students identify expected behaviours in different settings (Matrix) A1. Parents/Carers/Kin understand the desired school behaviours and the procedures for responding to major and minor behaviours A2. Students will be able to access more point of need services in 2023 A2. Staff, students and families will understand referral pathways for support. A2. Increased student attendance at Yea PS. A2. All community will understand the key steps in maintaining positive school culture. (Pos Ed Framework) A2. Social skills programs in place for students requiring tier 2 support.</p>
<p>Success Indicators</p>	<p>Early Indicators A1. At least 80% progress on SWPBS Universal Prevention Part A Action Plan. A1. SWPBS self-assessment survey indicates at least 70% of school-wide features 'in place.' A1. Tiered Fidelity inventory score of at least 70% A2. Completed referrals for students and families (PSD, Orange Door, Emotional Wellbeing etc.) A2. Wellbeing Frameworks being visible in classrooms and around the school. (PERMA PLUS) A2. Students can define wellbeing.</p> <p>Late indicators A1. Reductions in exclusionary discipline as measured through: A1. Staff behaviour referrals A1. Student suspensions A2. Healthy students leaving Yea PS A2. Increased wellbeing supports in place in the school A2. Student attendance</p>

	<p>A2. School wide language around culture and collaborative and professional frameworks.</p> <p>System Measures</p> <p>Trust in colleagues - Improved from 2021 to 82% in 2022. School climate appears to have improved after a period of a transition for the school.</p> <p>Stimulated Learning (ATOSS) - 62% in 2022 decreased over the last 3 years - Target for 2023 70%</p> <p>-Use of student feedback to inform teaching practices (SSS) - 50% in 2022 and dropped over the last three years. Need to formalise this work through PLT's.</p> <p>Attitudes to Attendance (AtoSS) - 79% positive attitude (Dropped over the last 3 years)</p> <p>Proportion of students with less than 20 absent days (PANORAMA) - 63% of students in 2022 (Goal for 70% in 2023)</p> <p>Sense of confidence (AtoSS) - 70% positive - trend line increase excluding 2020</p> <p>Student voice and agency (AtoSS) - 56% positive (Significant scope to increase and develop)</p> <p>Advocate at School (AtoSS) - 82% in 2022 - Steady upward trend excluding high 2019 data</p> <p>Experience of Bullying (AtoSS) - 68% not experiencing bullying in 2022 - Goal of 80%</p> <p>Respect for Diversity (AtoSS) - 65% in 2022</p>			
Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Establish an SWPBS team comprising relevant leaders, well-being staff, other staff and parent representation	<input checked="" type="checkbox"/> Leadership Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	<p>\$0.00</p> <p><input type="checkbox"/> Equity funding will be used</p> <p><input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used</p> <p><input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items</p>
Establish processes and procedures for recording SWPBS data in the student management system	<input checked="" type="checkbox"/> SWPBS Leader/Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1	\$0.00

			to: Term 2	<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
Organise and schedule whole-school professional learning to develop the knowledge and skills to implement SWPBS	<input checked="" type="checkbox"/> SWPBS Leader/Team	<input checked="" 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
Review existing student management system to determine whether it is suitable for collecting and monitoring SWPBS data	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> SWPBS Leader/Team	<input type="checkbox"/> PLP Priority	from: Term 1 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
Complete the Universal Prevention Part A SWPBS blended learning course for Leadership and Wellbeing Team	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> SWPBS Leader/Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$2,000.00 <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
Display the SWPBS expected behaviours and shared vision prominently in classroom and non-classroom settings	<input checked="" type="checkbox"/> Wellbeing 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
Schedule opportunities for the SWPBS team leader to access scheduled coaching from the Area SWPBS implementation coach	<input checked="" type="checkbox"/> Principal	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$1,000.00 <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
Present information sessions to parents/carers/kin	<input checked="" type="checkbox"/> Leadership Team	<input type="checkbox"/> PLP Priority	from: Term 1 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
Attend University sessions regarding implementation of Tiered Mental Health Framework (Wellbeing Leader and Co-ordinator)	<input checked="" type="checkbox"/> Wellbeing Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1	\$1,000.00

			to: Term 4	<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
Participate in Wellbeing COP in region.	<input checked="" type="checkbox"/> Wellbeing Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$1,000.00 <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
Attend Inclusive Practices PD and present to staff	<input checked="" type="checkbox"/> Wellbeing Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$500.00 <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
Appoint MHWBC to work towards referral pathways and supports	<input checked="" type="checkbox"/> Principal	<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
Tiered Support Programs and referral pathways (HoL, Social Skills Workshops, Gap Payment Psych, etc)	<input checked="" type="checkbox"/> Student Wellbeing Co-ordinator	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$30,000.00 <input type="checkbox"/> Equity funding will be used <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used <input checked="" type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items

