

# Annual Implementation Plan 2014

## Lalor Secondary College

### 7985

Based on Strategic Plan developed for 2011 - 2014

Endorsement by School Principal	Signed..... (Principal's signature)  Name Silvana Sena  Date: 20 <sup>th</sup> March, 2014
Endorsement by School Council	Signed..... (School Council President's signature)  Name Karen Freeman  Date: 20 <sup>th</sup> March, 2014
Endorsement by Regional Director or nominee	Signed..... (Regional Director or nominee's signature)  Name.....  Date.....



## Strategic Intent

	Goals	Targets	One Year Targets
Student Learning	<ul style="list-style-type: none"> <li>To improve student achievement through the school with particular focus on numeracy and literacy</li> <li>To improve student outcomes for those at the post-compulsory level</li> </ul>	<p>50% of Year 9 students achieve at Band 8 and above in both Literacy and Numeracy NAPLAN</p> <p>The school mean for VCE English be at least 28.</p> <p>5% of study scores at VCE are above 40.</p> <p>The VCE all study mean be at least 28 by the end of 2014</p> <p>An 80% completion rate for the Senior VCAL</p>	<p>50% of Year 9 students achieve Band 8 and above in both Literacy and Numeracy NAPLAN.</p> <p>The school mean for English be at least 29.</p> <p>5% of study scores at VCE are above 40.</p> <p>The VCE all study mean be at least 29.5.</p> <p>99% completion rate for the Senior VCAL.</p>
Student Engagement and Wellbeing	<ul style="list-style-type: none"> <li>To develop and promote behaviours and attitudes across the school community that supports the achievement of 'personal best' and reinforces the college's values.</li> <li>To enhance student engagement and well-being with a focus on improving student behaviour and improving teacher / student relationships.</li> </ul>	<p>The Student Attitude to School Survey 'Classroom Behaviour' mean improve from 2.7 to at least 5.0 by the end of 2014</p> <p>The Student Attitude to School Survey 'Teacher Effectiveness' mean improve from 3.5 to at least 4.5 by 2014</p> <p>The Staff Opinion Survey 'Student Motivation' score improve from 2.7 to at least 4.5 by 2014</p> <p>The Student Attitude to School Survey 'Stimulating Learning' mean improve from 3.1 to at least 4.5 by 2014</p> <p>The Real Retention at Year 12 improve by at least 3% by 2014</p> <p>The Student Absence / Attendance Data to remain below the state mean</p>	<p>ATTSS - 'Classroom Behaviour' mean be at least 5.0.</p> <p>ATTSS - 'Teacher Effectiveness' mean be at least 4.5.</p> <p>SOS – 'Student Motivation' mean be at least 4.5.</p> <p>ATTSS – 'Stimulating Learning' mean be at least 4.5.</p> <p>Real Retention at Year 12 is at least 3%.</p> <p>The Student / Attendance Data to remain below the state mean.</p>
Student Pathways and Transitions	<ul style="list-style-type: none"> <li>To continue to improve the transition processes for students and their families into, through and out of school and so improve student retention.</li> <li>To ensure that all students have a smooth, planned and logical progression through the stages of learning.</li> </ul>	<p>The Parent Opinion Survey 'School Connectedness' and 'Social Skills' means improve from 6.18 and 6.14 respectively to 7.5</p> <p>The Student Attitude to School Survey 'School Connectedness' mean improve from 3.55 to at least 5.0 by 2014</p> <p>The % of students who go one to tertiary study or further training be at least 73% by 2014</p>	<p>POS – 'School Connectedness' and 'Social Skills' mean are at least 7.5.</p> <p>ATTSS – 'School Connectedness' mean be at least 5.0.</p> <p>The % of students who enter tertiary study or further training improves by 1%.</p>

## Implementation

Key Improvement Strategies and Significant Projects		What (Actions) the activities and programs required to progress the key improvement strategies	How (Resources) the budget, equipment, IT, learning time, learning space	Who the individuals or teams responsible for implementation	When the date, week, month or term for completion	Achievement milestones the changes in practice or behaviours
<b>Student Learning</b>  Implement the whole school Teaching and Learning Vision to improve literacy, numeracy and curiosity.	<b>Differentiated Curriculum</b>	Units of work created to allow for the different levels within the classroom.  Key Learning Areas to develop units of work at each year level, for the core studies that differentiate the learning capacities of the mixed classroom.	PLT Groups for Differentiation x 4 per term.  Supported by PDP meetings x 4 per term.  Observations by staff PDP pairs.  Professional reading linked to PDP	Assistant Principal – Curriculum / PD  Pedagogy Leader  PLT Groups  PDP Groups  All teaching staff.	End of Term Three  Ongoing	Assessment Tasks and Units of work differentiated for all core studies (one assessment task per semester).  Each task included into documented syllabi and recorded on the school memory – intranet.
	<b>Literacy Across the Curriculum</b>	All Key Learning Areas to explicitly incorporate literacy strategies within units of work.	Supported by PDP meetings x 4 per term.  Supported by whole staff meetings.  Literacy on KLA Meeting Agendas – with actions reported by each year level team.	All PDP Review groups.  KLA Teams.  Pedagogy Leader  Curriculum Leader  Assistant Principal – Curriculum / PD	Ongoing  End of PDP Cycle.	Refresher PD on the HRLTPs delivered to all staff.  Literacy data in relation to students with special needs is shared with teaching staff.  Units of Work to include Literacy strategies – for all studies at each year level – documented in syllabi and recorded on the school memory – intranet.
	<b>Extending ICT to the next level</b>	Teaching and Learning in the 21 <sup>st</sup> Century  Parent Portal opened through SMT	Development of a BYOD/B Policy  Development of a Mobile Phone Policy  Implementation of Google Apps for Education (GAPE)  Blended learning provision of a Virtual Classroom to all students.	ICT Leader  School Leaders  eLearning team  All staff	Semester Targets.  Ongoing	Most staff actively using Google Apps for Education on a regular basis throughout the year.  Staff experimenting with concepts of blended learning through provision of ‘virtual classrooms’ and ‘flipped classroom models’.  The use of Google Hangouts/communities for professional discussion.  All staff using SMT for parent communication and logging of AT’s.

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<p><b>Student Engagement &amp; Wellbeing</b></p> <p>Develop an inclusive and supportive culture of resilient learners and positive relationships across the school community.</p>	<p><b>Developing a Pastoral Care Program</b></p>	<p>Curriculum Review to assess need and feasibility of Pastoral Care program.</p> <p>Provide counselling and/or case management to vulnerable students to promote individual resilience and wellbeing.</p> <p>Provision of extension work for KLAs related to year level wellbeing presentations.</p>	<p>Provision of time and release for investigation of 'best practice' pastoral programs in secondary schools.</p> <p>Representation of Wellbeing Team on Curriculum Review Steering Group.</p> <p>Student Wellbeing Meetings.</p> <p>Daily direct stream of engagement; P1 – 6.</p>	<p>Curriculum Review Steering Group.</p> <p>Assistant Principal – Curriculum.</p> <p>Wellbeing Team.</p> <p>Student Program Leader.</p> <p>Student Management Team.</p> <p>Assistant Principal – Student Management.</p>	<p>As per the Curriculum Review Timeline; Week 3 of Term 3.</p> <p>Ongoing.</p> <p>Ongoing.</p>	<p>An explicit Pastoral Care Program developed for implementation in 2015 – for all year levels.</p> <p>Reduction of case management and counselling incidents from 2015.</p>
<p><b>Student Pathways &amp; Transition</b></p> <p>Develop appropriate learning and career pathways for all students.</p>	<p><b>Develop a program that monitors and supports all students as they leave the school, from Years 9 to 12.</b></p>	<p>Online student tracking program using the current Student Management Tool.</p>	<p>Current SMT.</p> <p>Program Development time for staff involved.</p> <p>Program output time.</p> <p>.</p> <p>.</p>	<p>ICT (SMT) Leader</p> <p>Careers Coordinator</p> <p>Staff involved with Careers at that time.</p> <p>SMT coordination.</p>	<p>Term 2 2014</p> <p>Ongoing</p>	<p>Staff able to print students careers and transition reports directly from SMT.</p> <p>Easily accessible student careers/pathways contact for exit documentation and OnTrack data collection.</p>