

# School Annual Implementation Plan for

## LALOR SECONDARY COLLEGE

Based on Strategic Plan 2015 - 2018



### Endorsements

<p>Endorsement by School Principal</p>	<p>Signed.....</p> <p>Name: Silvana Sena</p> <p>Date.....</p>
<p>Endorsement by School Council</p>	<p>Signed.....</p> <p>Name: Karen Freeman</p> <p>Date.....</p> <p>School Council President's endorsement represents endorsement of School Strategic Plan by School Council</p>

## Strategic Direction

	Goals	Targets	One Year Targets
<b>Achievement</b>	To extend the literacy and numeracy capabilities of every student through targeted support, differentiated curriculum and challenge in order to further improve VCE results.	<ul style="list-style-type: none"> <li>• The <i>New Pedagogies for Deep Learning</i> School Conditions Rubric self-assessment and student assessment data to show progression to 'Accelerating' in all areas.</li> <li>• The VCE mean be at least 30 for all studies</li> <li>• The % of ATAR be as follows:               <ul style="list-style-type: none"> <li>-30% above 80</li> <li>-50% above 70</li> <li>-5% of study scores at VCE be above 40.</li> </ul> </li> <li>• The ATTSS Survey Results show:               <ul style="list-style-type: none"> <li>-Teacher Effectiveness is 4.0</li> <li>-Stimulating Learning 3.5.</li> <li>-95% VCAL completion rate</li> </ul> </li> <li>• The NAPLAN results show;               <ul style="list-style-type: none"> <li>-No more than 25% of all students remain in the bottom two categories from Years 7 to 9 for both Literacy (Reading &amp; Writing) and Numeracy</li> <li>-The rate of growth in both Literacy and Numeracy is greater than similar schools</li> </ul> </li> <li>• The AusVELS teacher judgements reflect the State spread of scores over the four years</li> <li>• Students adapting goal-setting, checklists, concept maps, feed-forward writing through re-engagement of Lalor Teaching &amp; Learning framework</li> </ul>	•
<b>Engagement</b>	To improve students' engagement with the school through approaches that increase opportunities for self-management of students' learning	<ul style="list-style-type: none"> <li>• The <i>New Pedagogies for Deep Learning</i> School Conditions Rubric self-assessment and student assessment data to show progression to 'Accelerating' in all areas.</li> <li>• Learning Confidence mean in the Attitude to School Survey to</li> </ul>	•

	and pathways.	<p>improve from 3.82 to 4.5</p> <ul style="list-style-type: none"> <li>• The Parent Opinion Survey data to indicate; <ul style="list-style-type: none"> <li>- Stimulating Learning mean to improve from 4.69 to 5.5</li> <li>- School Improvement mean to improve from 4.95 to 5.7</li> </ul> </li> <li>• The Staff Opinion Survey data to indicate; <ul style="list-style-type: none"> <li>- Professional Learning Summary &amp; Applicability</li> <li>- Principal/Teacher score to move into the 67th percentile</li> <li>- Professional Learning Renewal of Knowledge and Skills</li> <li>Principal/Teacher score to move from 297 to 356.</li> </ul> </li> <li>• The Parent Opinion Survey data to indicate; <ul style="list-style-type: none"> <li>- Stimulating Learning mean to improve from 4.69 to 5.5</li> <li>- School Improvement mean to improve from 4.95 to 5.7</li> </ul> </li> </ul>	
<b>Wellbeing</b>	To maintain students' feelings of safety, and improve their sense of pride in, and connectedness to, the school.	<ul style="list-style-type: none"> <li>• ATTSS improvement <ul style="list-style-type: none"> <li>- Student Safety from 4.31 to 5</li> <li>- Student Distress from 5.02 to 5.5</li> <li>- Teacher Empathy 3.5 to 4.5</li> <li>- Peer Connectedness 4.07 to 4.5</li> </ul> </li> <li>• Parent Opinion Survey improvement <ul style="list-style-type: none"> <li>- Social Skills from 5.28 to 5.6</li> <li>- School connectedness from 4.98 to 5.5</li> <li>- Connectedness to Peers from 5.84 to 6.25</li> </ul> </li> <li>• Reduction of the SPR data by 25% compared to the end of 2014 data.</li> </ul>	•
<b>Productivity</b>	To strengthen the direct links between funding, staffing and resources and the strategic directions of the school.	<ul style="list-style-type: none"> <li>• All teachers are allotted according to the annual Workforce Planning Document.</li> <li>• The staffing budget to move from a deficit position to a position of surplus.</li> <li>• An SRP that is in surplus.</li> </ul>	•

		<ul style="list-style-type: none"><li>• CRT costs to be contained and trend downwards.</li><li>• Staff Opinion Survey to move to the 67<sup>th</sup> percentile in the areas of:<ul style="list-style-type: none"><li>- Collective Responsibility</li><li>- Collective Efficacy</li><li>- Collective Focus on Student Learning</li><li>- Applicability of Professional Learning</li><li>- Collective Participation</li></ul></li><li>• Parent Opinion Survey to move to the 4<sup>th</sup> quartile in the areas of:<ul style="list-style-type: none"><li>- School Improvement</li><li>- Parent Input</li><li>- General Satisfaction</li><li>- Approachability</li><li>- Stimulating Learning</li></ul></li><li>• Completion of Stage 1A of Master Plan.</li><li>• Target of \$400,000.00 for Master Plan funds</li></ul>	
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## Implementation

Key Improvement Strategies	What the activities and programs required to progress the key improvement strategies	How 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
Achievement	<ul style="list-style-type: none"> <li>▪</li> <li>▪</li> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪ Publicised vertical and horizontal curriculum map for Years 7 to 10</li> <li>▪ Completion of all curriculum documentation that is available through the college memory</li> <li>▪ Individual targeted intervention occurs within the classroom by classroom teachers</li> <li>▪ Completion of the 2015 reporting and assessment review</li> <li>▪ KLA's to initiate the inclusion of the 6 C's&amp; SOLO taxonomy into formative and summative assessments</li> <li>▪ Implementation of a structured PD schedule in line with the school priorities listed</li> <li>▪ Student access to digital</li> </ul>

					<p>devices and Compass school network</p> <ul style="list-style-type: none"> <li>▪ Increase connectedness across staff and students in ATTSS</li> <li>▪ All PD plans contain specific reference to the New Pedagogies initiative</li> <li>▪ All PD plans to include data analysis and resulting actions</li> </ul>
Engagement	<ul style="list-style-type: none"> <li>▪</li> <li>▪</li> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>● Improvement in student attendance data</li> <li>● Completion of School Conditions Rubric Assessment as part of participation in NPDL (all staff led by TAC and FOR)</li> <li>● Presentation to teaching staff of findings by Pedagogy Project Team in relation to deep learning (TAC and FOR)</li> <li>● Curriculum day with focus on differentiation to be planned</li> <li>● Inclusion of two differentiated assessment tasks in all syllabi</li> </ul>

					<ul style="list-style-type: none"> <li>• Mapping of Years 7-10 Curriculum, both horizontally and vertically.</li> <li>• Plan detailing careers component in each of the KLAs across Years 7 – 10</li> <li>• Implementation of revised counselling of students in transition between year levels and beyond the school</li> <li>• Documented and shared PLT work focussed on improving Numeracy and Literacy across KLAs</li> <li>• Increased number of students achieving house points</li> <li>• Compass (or like) to include all relevant student data for teacher access <ul style="list-style-type: none"> <li>▪ Students in Years 7 – 10 to receive Academic Subject Awards at Presentation Evening</li> </ul> </li> </ul>
Wellbeing	<ul style="list-style-type: none"> <li>▪</li> <li>▪</li> <li>▪</li> </ul>	▪	▪	▪	<ul style="list-style-type: none"> <li>▪ Staff Code of Conduct that includes 'How We Work with Young People at Lalor Secondary College'</li> </ul>

					<ul style="list-style-type: none"> <li>▪ Structured Pastoral Care program within HPE</li> <li>▪ Implementation of the Year 9 Explore program (SenseAbility &amp; MIndMatters)</li> <li>▪ Implementation of pastoral care in Year 7 &amp; and 8 HPE</li> <li>▪ Reduction in Silent Planning Room exits in all year levels</li> <li>▪ Initiatives and concerns raised via Student Focus groups are addressed</li> <li>▪ Staff Code of Conduct incorporating behaviours about how we work with children.</li> <li>▪ A common and consistent understanding and implementation of the Student Code of Behaviour</li> <li>▪ Expression of Interest completed for Alpine School</li> </ul>
<b>Productivity</b>	<ul style="list-style-type: none"> <li>▪</li> <li>▪</li> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reduction in staffing deficit</li> <li>▪ Professional Learning directly related to Strategic</li> </ul>



					<p>Plan</p> <ul style="list-style-type: none"><li>▪ Leadership Structure for 2016 developed</li><li>▪ Reduction of CRT spending</li><li>▪ Full use of Compass by all staff, and by parents</li><li>▪ Agreement reached between the school and the City of Whittlesea for new community gym</li><li>▪ Implementation of Stage One of Master Plan</li><li>▪ Progression towards establishing a partnership with Whittlesea Council for joint funding of new gymnasium</li><li>▪ A Parent Portal that is actively accessed and a prime point of communication with parents</li><li>▪ Partnership established with the Whittlesea Council</li><li>▪ Staff to receive School Value Cards appropriately from students and</li></ul>
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					<p>colleagues</p> <ul style="list-style-type: none"><li>▪ An increase in the Building Fund</li><li>▪ Recommendations re addressing areas of concern on the Staff Opinion Survey</li></ul>
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