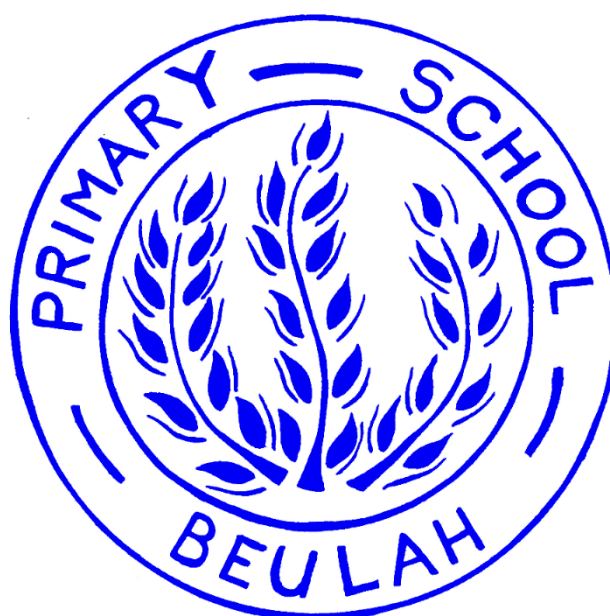


2018 Annual Implementation Plan

for improving student outcomes

Beulah Primary School (3109)



Submitted for review by Ian Herben (School Principal) on 09 December, 2017 at 12:05 PM
Awaiting endorsement by Senior Education Improvement Leader
Awaiting endorsement by School Council President

Self-evaluation Summary - 2018

Beulah Primary School (3109)

	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
	Curriculum planning and assessment	Emerging moving towards Evolving
	Evidence-based high-impact teaching strategies	Emerging moving towards Evolving
	Evaluating impact on learning	Emerging moving towards Evolving
Professional leadership	Building leadership teams	Emerging moving towards Evolving
	Instructional and shared leadership	Emerging moving towards Evolving
	Strategic resource management	Evolving
	Vision, values and culture	Evolving

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

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

Enter your reflective comments	<p>The self evaluation process has been an interesting process. It is a great way to see how the school is presently travelling and also highlights improvements that can be made. Due to a small staff and a new Acting Principal and new Business Manager this year the school has been able to provide a stimulating environment which has seen five out of the six high-impact improvement initiatives moving towards evolving.</p> <p>The School Values play a significant role in the day to day running of the school program. The school continues to develop strong ties with the Southern Mallee Cluster and a close tie with the Yaapeet Primary School which has a real positive impact on all the students. As an Acting Principal in a small rural school where there are so many variables and jobs that need to be undertaken it is important that a small school does not try and take on too much of a load as the day to day running of a small school is already very consuming.</p>
Considerations for 2019	<p>The school will be working on the improvement of writing as well as continuing to work on the spelling area use the scope and sequence commenced in Term 2 of 2017. The school will continue to work closely with the Southern Mallee Cluster and Yaapeet Primary School. The school will continue to consult with students about what sort of learning they would like to</p>

	see take place. The school will continue to reinforce the School Values that have been entrenched in the school over a number of years. The Team approach and "You Can Do It" will continue to be reinforced.
Documents that support this plan	

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Beulah Primary School (3109)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative
In every year of the Strategic Plan teachers will adopt consistent teaching and learning protocols and high impact teaching strategies so that all students make at least one year's growth for one year's learning in all domains.	<p>Student growth as measured through:</p> <ul style="list-style-type: none"> • NAPLAN relative growth • PAT testing data • Evidence based Teacher Judgements (Victorian Curriculum) <p>show at least one year's growth for one year's learning over the life of the Strategic Plan.</p>	Yes	That the Spelling age of each student in the school has at least improved so that all students after testing have at least attained their Spelling age or higher.	Curriculum planning and assessment

<p>Engagement Over the life of the Strategic Plan we will provide a caring, learning environment in which all students are curious, actively engaged, empowered and challenged so that they achieve their full potential and become valued members of their community.</p>	<p>In each year of the Strategic Plan the average days absent does not exceed 12 days.</p> <p>Attitude to School Survey variables related to Teaching and Learning to be in the fourth quartile of schools, Years 5–12 for every year of the Strategic Plan 2017–2020</p>	Yes	<p>The school survey continues to reflect the school is in the 4th quartile of schools in relation to Teaching and Learning.</p>	Empowering students and building school pride
<p>Wellbeing Over the life of the Strategic Plan, we will enhance whole school practices to support students to feel safe, positive and motivated to learn</p>	<p>Attitude to School Survey variables related to student relationships and wellbeing to be in the top 25 percent of schools, Years 5–12 for every year of the SP 2017–2020.</p>	Yes	<p>The school survey continues to reflect the school is in top 25% of schools when it comes to student relationships and wellbeing.</p>	Setting expectations and promoting inclusion

<p>Improvement Initiatives Rationale</p>
<p>The school is keen to pursue the teaching of spelling as an integral part of the Writing program. The school data suggests that the spelling program needs to be consolidated and Naplan data suggests the school needs to work on writing.</p>

<p>Goal 1</p>	<p>In every year of the Strategic Plan teachers will adopt consistent teaching and learning protocols and high impact teaching strategies so that all students make at least one year's growth for one year's learning in all domains.</p>
<p>12 month target 1.1</p>	<p>That the Spelling age of each student in the school has at least improved so that all students after testing have at least attained their Spelling age or higher.</p>
<p>FISO Initiative</p>	<p>Curriculum planning and assessment</p>
<p>Key Improvement Strategies</p>	

KIS 1	That 90% of all students will be spelling at a level that is equivalent to their chronological age by the end of the 2018 school year.
Goal 2	Engagement Over the life of the Strategic Plan we will provide a caring, learning environment in which all students are curious, actively engaged, empowered and challenged so that they achieve their full potential and become valued members of their community.
12 month target 2.1	The school survey continues to reflect the school is in the 4th quartile of schools in relation to Teaching and Learning.
FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	
KIS 1	To continue to implement whole school strategies to support the development of social skills. peer and school connectedness and resilience.
Goal 3	Wellbeing Over the life of the Strategic Plan, we will enhance whole school practices to support students to feel safe, positive and motivated to learn
12 month target 3.1	The school survey continues to reflect the school is in top 25%of schools when it comes to student relationships and wellbeing.
FISO Initiative	Setting expectations and promoting inclusion
Key Improvement Strategies	
KIS 1	Embed our School Values and Implement the program Respectful Relationships into the Schools Culture.

Define Evidence of Impact and Activities and Milestones - 2018

Beulah Primary School (3109)

Goal 1	In every year of the Strategic Plan teachers will adopt consistent teaching and learning protocols and high impact teaching strategies so that all students make at least one year's growth for one year's learning in all domains.			
12 month target 1.1	That the Spelling age of each student in the school has at least improved so that all students after testing have at least attained their Spelling age or higher.			
FISO Initiative	Curriculum planning and assessment			
Key Improvement Strategy 1	That 90% of all students will be spelling at a level that is equivalent to their chronological age by the end of the 2018 school year.			
Actions	<p>Develop a shared understanding of the Spelling Program with all teachers and how to use and interpret data.</p> <p>Develop teacher knowledge and understanding that will assist in improving student learning outcomes in spelling through collaborative planning and assessment practices.</p> <p>Develop teacher capacity to plan for an implement differentiated teacher practices in spelling.</p>			
Evidence of impact	<p>Students will be able to articulate the learning intentions of each lesson and how they will know if they have been successful.</p> <p>Students will be able to understand and self assess their progress and be able to articulate what they need to learn next.</p> <p>Students will be able to show growth in their spelling levels regularly.</p> <p>Students will understand the importance of vocabulary, how words are put together, how they are learned and how they are used effectively in different learning areas.</p> <p>Students will be able to develop a greater sophistication in their word usage when reading and writing.</p> <p>Teachers will demonstrate a deep knowledge of how spelling skills develop in early childhood through to adolescence.</p> <p>Teachers will plan and implement lessons that include multiple exposures to new spelling knowledge and skills.</p> <p>Teachers will be able to analyse student data to reflect and review the impact of their teaching practice on student learning outcomes and be responsive to such data and evidence.</p>			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget

Create time and opportunity for the whole staff to understand the schools whole school spelling program incorporating general spelling as well as domain specific and pedagogical words. Ensure pre-testing and post testing occurs to measure student growth over time.	Principal	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$1,200.00 <input checked="" type="checkbox"/> Equity funding will be used
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Goal 2	Engagement Over the life of the Strategic Plan we will provide a caring, learning environment in which all students are curious, actively engaged, empowered and challenged so that they achieve their full potential and become valued members of their community.			
12 month target 2.1	The school survey continues to reflect the school is in the 4th quartile of schools in relation to Teaching and Learning.			
FISO Initiative	Empowering students and building school pride			
Key Improvement Strategy 1	To continue to implement whole school strategies to support the development of social skills. peer and school connectedness and resilience.			
Actions	Promote greater opportunities for student voice throughout the school by providing students with the opportunity to discuss what learning and activities they would like to see take place throughout the school year, that would not only promote their learning but also communicate to the Community exciting educational outcomes from the Beulah Primary School. Implement teams/ Captains and "continue with "You can do it " program. Work closely with the Southern Mallee Cluster Schools especially the Yaapect Primary School to further develop social skills and resilience. The School to put on a major school production which provides students with a connectedness to their school, their peers, their community and develops confidence and resilience.			
Evidence of impact	Students will demonstrate higher levels of engagement and pride within the school. Students find their work not only challenging but exciting an stimulating and this is reflected in the Student Attitudes to School Survey.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget

<p>Students and teachers discuss what learning and activities they would like to see take place. Weekly 'You Can do It' awards. The school works closely with Southern Mallee Cluster schools - Cluster days once a term The school Works closely with the Yaapeet Primary School with camps, excursions. The school puts on a major school production</p>	Principal	<input type="checkbox"/> No	from: Term 1 to: Term 4	\$3,000.00 <input type="checkbox"/> Equity funding will be used
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Goal 3	Wellbeing Over the life of the Strategic Plan, we will enhance whole school practices to support students to feel safe, positive and motivated to learn
12 month target 3.1	The school survey continues to reflect the school is in top 25% of schools when it comes to student relationships and wellbeing.
FISO Initiative	Setting expectations and promoting inclusion
Key Improvement Strategy 1	Embed our School Values and Implement the program Respectful Relationships into the Schools Culture.
Actions	<p>The Beulah Primary School will sign up to work on the Respectful Relationships program. Ensure appropriate professional development is undertaken by staff and school council in the area of Respectful Relationships. Respectful Relationships material and the school values are communicated to all areas of the school community through newsletters and within classrooms. Continue to promote the "You can do it " program and continue to provide feed back to students through the classroom and newsletters. Continue to highlight exemplary conduct of the school values and Respectful Relationships in everyday school situations and also through student of the week awards and through the school newsletter.</p>
Evidence of impact	<p>Students will show respect for and value diversity and safety within the school. Students will have access to resources within the school celebrating diversity to create safe and inclusive culture. Students will continue to be aware of the school values and be demonstrating these in every day school situations. The whole school community will be aware of Respectful Relationships and the School Values and these programs will modelled throughout the school community.</p>

Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Beulah Primary School to sign up to Respectful Relationships Respectful Relationships and School Values to be embedded in the school curriculum The school to provide the Beulah School Community with ongoing material through the newsletter and within the classroom about the importance of these programs and also highlighting exemplary practices.	Principal	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$4,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Professional Learning and Development Plan - 2018

Beulah Primary School (3109)

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
Create time and opportunity for the whole staff to understand the schools whole school spelling program incorporating general spelling as well as domain specific and pedagogical words. Ensure pre-testing and post testing occurs to measure student growth over time.	Principal	from: Term 1 to: Term 4	<input checked="" type="checkbox"/> Preparation <input checked="" type="checkbox"/> Moderated assessment of student learning <input checked="" type="checkbox"/> Individualised Reflection	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions	<input checked="" type="checkbox"/> Literacy expertise <input checked="" type="checkbox"/> Internal staff	<input checked="" type="checkbox"/> On-site

<p>Beulah Primary School to sign up to Respectful Relationships Respectful Relationships and School Values to be embedded in the school curriculum The school to provide the Beulah School Community with ongoing material through the newsletter and within the classroom about the importance of these programs and also highlighting exemplary practices.</p>	<p>Principal</p>	<p>from: Term 1 to: Term 4</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Preparation <input checked="" type="checkbox"/> Individualised Reflection 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Whole School Student Free Day <input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Teaching partners 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> On-site
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Documents that support the plan

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