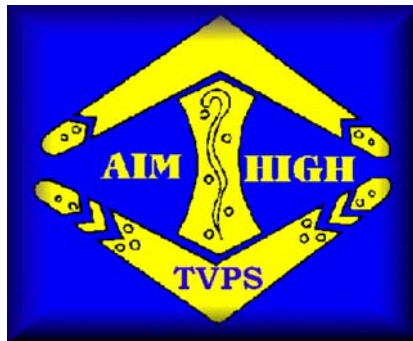


Templestowe Valley Primary School 4985

Annual Implementation Plan 2009

Based on Strategic Plan developed for 2009- 2012



Endorsement by School Council	Insertion of a tick (✓) in the next column indicates that the School Principal, as Executive Officer of the School Council, verifies that this Annual Implementation Plan was endorsed at a meeting of School Council.	✓
		Graeme Renshaw [INSERT DATE]
Endorsement by Regional Director (or nominee)	Insertion of a tick (✓) in the next column indicates that the Regional Director (or nominee) has endorsed this Annual Implementation Plan	[INSERT TICK HERE]
		Mandy Dunn [INSERT DATE]

Strategic Intent

	Goals	Targets	One Year Targets
Student Learning	<p>Numeracy & Literacy</p> <p>To improve student learning in Numeracy & Literacy, in particular writing.</p>	<p>Numeracy & Literacy</p> <ul style="list-style-type: none"> By 2012, 98% percent of deemed capable students in Years Prep – 6 are achieving a score of 'C' or above for Number and Writing. <p>Reading</p> <ul style="list-style-type: none"> Increase the percentage of students to 25% achieving A's & B's for Reading. 	<p>Numeracy & Literacy</p> <ul style="list-style-type: none"> 96% percent of deemed capable students in Years Prep – 6 are achieving a score of 'C' or above for Number and Writing. <p>Reading</p> <ul style="list-style-type: none"> Increase the percentage of students to 22% achieving A's & B's for Reading.
Student Engagement and Wellbeing	<p>To increase students' connectedness with the school and with each other.</p>	<p>Attitudes to School Survey</p> <p>By 2012 the school mean in the Year 5&6 connectedness to peers component of the Attitudes to School Survey to be at or above 4.7.</p>	<p>Attitudes to School Survey</p> <p>The school mean in the Year 5&6 connectedness to peers component of the Attitudes to School Survey to be at or above 4.5.</p>
Student Pathways and Transitions	<p>To improve the Student transition between Prep to Year 1, Year 2 to Year 3 and Year 4 to Year 5.</p>	<p>Parent Opinion Survey</p> <p>By 2012 the school mean for transitions in the Parent Opinion Survey to be at or above 5.95.</p>	<p>Parent Opinion Survey</p> <p>The school mean for transitions in the Parent Opinion Survey to be at or above 5.75.</p>
School Leadership	<p>To develop and implement an effective Distributive Leadership Model.</p>	<p>Staff Opinion Survey</p> <ul style="list-style-type: none"> By 2012 the Staff Opinion Survey to 	<p>Staff Opinion Survey</p> <p>The Staff Opinion Survey to show</p>

		show improvement each year in the four key elements – learning, empathy, clarity and engagement - 10% for all 4 elements	improvement this year in the four key elements – learning, empathy, clarity and engagement - 5% for all 4 elements
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Implementation

Key Improvement Strategies and Significant Projects	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
1. To expand the repertoire of effective teaching practice in Literacy and Numeracy.	External consultants to deliver PD activities Internal expertise used for PD activities – mentoring & modelling best practices Opportunities for viewing other schools' practices	Professional Development Budget Class walk-throughs. Demonstration lessons, modelling. Time release staff. CRT Budget	Literacy Coordinator Numeracy Coordinator Literacy and Numeracy PLTs	Ongoing Throughout the whole year	96% percent of deemed capable students in Years Prep – 6 are achieving a score of 'C' or above for Number and Writing. Increase the percentage of students to 22% achieving A's & B's for Reading. Planning documentation to reflect a variety of pedagogical approaches to Numeracy and Literacy
2. To strengthen effective professional learning to include best practice in Literacy, Numeracy and ICT.	Whole year PD plan to have major focus on these areas External consultants to deliver PD activities	Professional Development Budget Class walk-throughs. Demonstration lessons, modelling.	Professional Development Budget Class walk-throughs.	See below	Scope and sequence charts developed for Literacy and ICT Documentation to show use of Numeracy Scope and Sequence chart

Key Improvement Strategies and Significant Projects	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
	<p>Internal expertise used for PD activities mentoring and modelling best practices</p> <p>Opportunities for viewing other schools' practices</p> <p>Investigation and evaluation of new technologies and initiatives</p>	<p>Time release staff. CRT Budget</p> <p>Develop an e-learning resource folder for all staff</p> <p>Continuation of an ICT committee</p>	<p>Demonstration lessons, modelling. Time release staff.</p> <p>CRT Budget</p>	<p>Ongoing throughout the whole year – timetabled in class lesson time</p>	<p>Planning documentation to reflect best practice pedagogical approaches to Numeracy, Literacy and ICT</p>
<p>3. To improve the consistency of teacher judgments against VELs</p>	<p>PD activity centred on moderation of assessment tasks</p> <p>Moderation of assessment tasks within and across levels</p>	<p>Moderation at scheduled Tuesday PD sessions</p> <p>Continue scheduling of a regular meeting time for moderation(i.e. Level coordination meetings)</p> <p>Ensure ongoing focus on data tracking of student performance</p>	<p>Level Coordinators</p> <p>All staff</p>	<p>Terms 2 and 4 prior to report writing</p>	<p>Collection of common assessment tasks, annotated work samples</p> <p>Consistency of teacher assessment (to be observed during the moderation process within and across levels)</p> <p>Improve Parent Opinion Survey score to State median for Reporting and Feedback [5.15 in 2008]</p>
<p>4. To foster teacher understanding and capacity through the further development of a Perf. & Development Culture and PoLT to enhance pedagogy.</p>	<p>Introduce mentoring program with all staff involved – senior staff to mentor less experienced staff. Staff/level meetings to allow for feedback and reflection t</p>	<p>Include opportunities for PoLT within the Tuesday PD plan</p> <p>Allow time for peer & mentor feedback mtg</p>	<p>Leadership team – LT's Management team – Experts</p> <p>PD coordinator</p>	<p>Ongoing. Throughout the whole year</p>	<p>Improve the Performance and Development Culture component of the School Level report to</p> <p>Planning documentation to include use of the Principles of Teaching & Learning</p>

Key Improvement Strategies and Significant Projects	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
		Level planning meetings to include PoLT and P&DC on a regular basis	Co-ordinator PoLT Coordinator All staff		Level planning meeting agendas to include PoLT and P& D Culture
5. To increase the innovative usage of ICT throughout all VELs Domains & to achieve better access to ICT hardware / software through a 1:4 computers to student ratio.	ICT PLT to develop a 3-year hardware/software purchasing cycle Develop a scope and sequence chart for ICT Develop an e-learning Plan Curriculum days to include ICT focus	ICT budget to continually roll over obsolete hardware and to decrease the computer to student ratio Further extend use of Interactive Whiteboards in all 4 Levels Participation in the TPL program using web 2.0 tools	ICT Coordinator ICT PLT Teacher on TPL [20 days in 2009 with Sandra Bishop - Ultranet Coach	Ongoing. Throughout the whole year	Development of a Scope and Sequence chart for ICT The usage of ICT is reflected in planning documents A basic Skills Audit for staff and students completed through the whole school Completion of the school's e-learning Plan Assessment to demonstrate that tools have been embedded
6. To embed the new school vision and values in the School Community.	School values to be promoted and understood Appropriate PD & modelling for new staff Implement the new distributive leadership model	Policy review in light of new values education Posters/ Newsletter/ classroom activities/ practices Leadership opportunities – PLT leaders, co-ord's.	Principal Leadership team Management team All staff	Ongoing. Throughout the whole year	Planning documentation to reflect incorporation of school values Increase the Staff Opinion score in Supportive Leadership to State median An increased number of Leadership positions

Key Improvement Strategies and Significant Projects	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
7. To broaden the Student Leadership opportunities.	Further develop Student leadership in the school to include Music captains, School Monitors, IT Monitors and others as positions arise	Develop a PLT in Student Welfare Ensure that students are given opportunities to participate in Leadership Programs Continue the Peer Mediators Support Program	Student Welfare Coordinator Student Welfare PLT Level 4 Coordinator	Term 1 and Term 4	An increase in the number of Students who participate in Student Leadership Programs. An increase in the breadth of Student Leadership opportunities
8. To develop internal transitions that assist students to retain a sense of continuity and enhance coping skills as they leave familiar learning environments and move to new organisational structures and social challenges.	Develop moderation processes between levels Continue with Individual Learning Plans	Ensure on going focus on teacher sharing and moderation across levels Continue scheduling of a regular meeting time for moderation (i.e. cross Level meetings) Parent Information evenings focussing on new Level expectations	Leadership team Level Coordinators Transition Coordinator Student Transition PLT	Ongoing. Throughout the whole year	The school mean for transitions in the Parent Opinion Survey to be at or above 5.65. An increase in the Parent Opinion Survey for Transition well above State median

Key Improvement Strategies and Significant Projects	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
		Parent Information Evenings on Literacy and Numeracy in their children's new levels			
9. To improve students' readiness for the next stage in learning.	<p>"Orientation" days in Term 4 in new levels</p> <p>Prep Transition & Orientation programs</p> <p>Year 6-7 Transition & readiness programs</p> <p>Year 6-7 Transition – Kate Wilde Manningham Council</p>	<p>Ensure on going focus on teacher sharing and moderation across levels</p> <p>CRT's hired to give teachers time release if required</p> <p>Continue scheduling of a regular meeting time for moderation (i.e. cross Level coordination meetings)</p>	<p>Level Coordinators</p> <p>Student transition PLT</p> <p>All staff</p>	Term 4	<p>Flying Start Prep program in June</p> <p>Prep Transition & Orientation program in November</p> <p>Orientation to the next Level program in December</p> <p>Year 6-7 Transition – guest speakers from Secondary Colleges</p>

Key Improvement Strategies and Significant Projects	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
10. To build a quality team environment that encourages a performance and development culture	Whole school Curriculum Days – Focus areas *Leadership [Strategic Plan – Distributive Leadership] *Staff Welfare * Curriculum - Numeracy & Literacy Modelling sessions – Teaching & Learning PoLT - PD sessions	Critical Friends – Strategic Plan Curriculum Days – consultants in Staff Welfare, Numeracy & Literacy	Leadership team All staff	Ongoing. Throughout the whole year	The Staff Opinion Survey to show improvement this year in the four key elements – learning, empathy, clarity and engagement - 5% for all 4 elements
11. To ensure there is time for professional interactions and quality conversations that are meaningful about Teaching and Learning	Orientation Day for new staff Staff/level meetings to allow for feedback and reflection times PLT Meetings following staff meetings Curriculum Meetings following staff meetings	PD & Luncheon meeting Planning Days at the end of each Term CRT budget to cover time release for teachers Consultants hired to provide direction and guidance	Principal Leadership Team Management Team PD Coordinator	New Staff Orientation – prior to commencement of school Ongoing - Throughout the whole year	New staff PD – new staff appreciate & understand school culture, policies, curriculum & procedures. Distributive Leadership model is embedded Staff have confidence in discussing and viewing each other's teaching – walk-throughs Curriculum and pedagogy [teaching & learning] is strengthened by staff interaction in a relaxed, supportive environment.