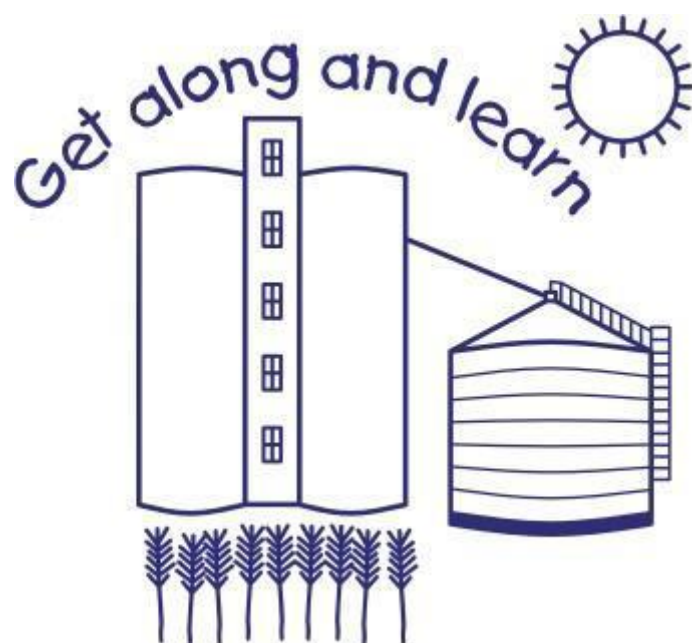# 2019 Annual Implementation Plan

for improving student outcomes

Ultima Primary School (3426)

Submitted for review by Sandi Spittal (School Principal) on 20 December, 2018 at 08:13 AM
Endorsed by Graeme Scoberg (Senior Education Improvement Leader) on 24 February, 2019 at 02:04 PM
Awaiting endorsement by School Council President

Self-evaluation Summary - 2019

	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	Evolving

Professional leadership	Building leadership teams	Emerging moving towards Evolving
	Instructional and shared leadership	Emerging moving towards Evolving
	Strategic resource management	Emerging
	Vision, values and culture	Evolving

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

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

Enter your reflective comments	During 2018, we have seen positive changes in the students attitude to learning and attending school. By having regular contact with our Top Paddock Cluster, the students have continued to be social and enjoy their learning with other students from these small schools. Hopefully we can build on this during 2019. With continued improvement with our planning and assessment, our data will be improved as well.
Considerations for 2019	Continue to give these students opportunities as they arise, build their confidence to try new things and to have a go. A focus on our Planning and Assesssment and to continue to work with the Top Paddock Cluster. Use the Webex to connect to other schools both locally and internationally.
Documents that support this plan	

SSP Goals Targets and KIS

Goal 1	To maximize student outcomes in all areas of curriculum, with a focus on Literacy and Numeracy
Target 1.1	- Student Attitudes to Schooling Survey (SATS) Teaching & Learning variable (Years 4-6)remain above 90th percentile 100% of students achieve medium or high growth annually for grade 5 literacy & numeracy - Students maintain or exceed expected learning gain of one Victorian Curriculum Level each school year.
Key Improvement Strategy 1.a Building practice excellence	• Consolidate and embed the consistent approach to teaching Literacy and Numeracy, with effective development of all staff.
Goal 2	To ensure students feel safe, positive and motivated to learn through a culture that promotes competence and confidence in engaging with the local and global community.

Target 2.1	o Student Attitudes to Schooling Survey (SATS) remain above the 90th percentile for;
	    ▪ the Advocate at school factor (Student Safety domain)
	    ▪ the School Connectedness factor (Social engagement domain)
	o To maintain and the improve current levels of attendance of 9 average absence days per year

	o Parent opinion survey data for Student Cognitive Engagement remains above 75th percentile
Key Improvement Strategy 2.a Setting expectations and promoting inclusion	• Continue to provide for the social and emotional needs of the students to build resilience.

Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.
To maximize student outcomes in all areas of curriculum, with a focus on Literacy and Numeracy	Yes	• Student Attitudes to Schooling Survey (SATS) Teaching & Learning variable (Years 4-6)remain above 90th percentile • 100% of students achieve medium or high growth annually for grade 5 literacy & numeracy • Students maintain or exceed expected learning gain of one Victorian Curriculum Level each school year.	At least one year's growth for one year's teaching; as measured by: • On Demand • Teacher judgement (moderated through Top Paddock PLC) • + one other measure - NAPLAN (as appropriate), or other
To ensure students feel safe, positive and motivated to learn through a culture that promotes competence and confidence in engaging with the local and global community.	Yes	○ Student Attitudes to Schooling Survey (SATS) remain above the 90th percentile for; ▪ the Advocate at school factor (Student	Attitudes to school survey.

	Safety domain)
	▪ the School Connectedness factor (Social engagement domain)
	○ To maintain and the improve current levels of attendance of 9 average absence days per year
	○ Parent opinion survey data for Student Cognitive Engagement remains above 75th percentile

Goal 1	To maximize student outcomes in all areas of curriculum, with a focus on Literacy and Numeracy	
12 Month Target 1.1	At least one year's growth for one year's teaching; as measured by: • On Demand • Teacher judgement (moderated through Top Paddock PLC) • + one other measure - NAPLAN (as appropriate), or other	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Building practice excellence	• Consolidate and embed the consistent approach to teaching Literacy and Numeracy, with effective development of all staff.	Yes

Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	Students at Ultima P.S. are continuing to improve their learning in the areas of Literacy and Numeracy. Hopefully this coming twelve months we will see a difference in the school data for the better. Working consistently with the Top Paddock Cluster in the areas of Teaching and Learning. Continue to use the PLC Inquiry Process and fine tune our skills for better outcomes for the students.	
Goal 2	To ensure students feel safe, positive and motivated to learn through a culture that promotes competence and confidence in engaging with the local and global community.	
12 Month Target 2.1	Attitudes to school survey.	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Setting expectations and promoting inclusion	• Continue to provide for the social and emotional needs of the students to build resilience.	Yes
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	The students at Ultima PS require ongoing social and emotional needs to continue to grow and build their self confidence and resilience within themselves.With only 3 students, we will require to go to other small schools within our Top Paddock group to keep the socialising and wellbeing part happening for these students. By using the Technology we have, we can connect and speak to other children from around the world as well as local schools within the district. We will create new opportunities for these students to be able to explore and be exposed to new things outside their local community.	

Define Actions, Outcomes and Activities

Goal 1	To maximize student outcomes in all areas of curriculum, with a focus on Literacy and Numeracy
12 Month Target 1.1	At least one year's growth for one year's teaching; as measured by: • On Demand • Teacher judgement (moderated through Top Paddock PLC) • + one other measure - NAPLAN (as appropriate), or other
KIS 1 Building practice excellence	• Consolidate and embed the consistent approach to teaching Literacy and Numeracy, with effective development of all staff.
Actions	• Develop a consistent approach to Teaching and Learning. • Develop teacher capacity through shared Professional Learning, including joint video conferencing
Outcomes	Staff will: ? meet regularly with the Top Paddock Cluster. ? Participate in observations and provide feedback using shared protocol/template ? Gather work samples and participate in moderation ? Participate in shared professional learning – HITS etc ? Reflect this work in their PDP goals Students will: ? Reflect on their own learning and success ? Be able to share with others their individual learning needs Leadership will: ? Lead/ensure a reflective process is conducted throughout ? Provide resources, feedback and support through observations; and through the PDP process

Success Indicators	As part of the Top Paddock Cluster we will be able to share Professional Development, resources, attend meetings regularly and continue to improve with the PLC process. Assessments: On Demand , Waddington Reading and Spelling assessment, Essential Assessment in Literacy and Numeracy				
Activities and Milestones		**Who**	**Is this a PL Priority**	**When**	**Budget**
PLC and Top Paddock Cluster meeting every fortnight alternatively Use the Assessment Schedule regularly Create a Data Wall Buy the Essential Assessment Program		☑ All Staff	☑ PLP Priority	from: Term 1 to: Term 4	$2,000.00 ☑ Equity funding will be used
Goal 2	To ensure students feel safe, positive and motivated to learn through a culture that promotes competence and confidence in engaging with the local and global community.				
12 Month Target 2.1	Attitudes to school survey.				
KIS 1 Setting expectations and promoting inclusion	• Continue to provide for the social and emotional needs of the students to build resilience.				
Actions	Build staff capacity to implement a consistent school approach for Health and Wellbeing				
Outcomes	students will: Speak confidently Attempt challenging tasks. Teachers Will: Provide a stimulating environment Explicitly teach required skills Leaders will: Provide Professional Learning				

Success Indicators	To see data improve over the 12 months in the areas of Literacy and Numeracy as well as attendance data. Student and parent's feedback

Activities and Milestones	Who	Is this a PL Priority	When	Budget
"Be You" Training by Beyond Blue. Participate in Top Paddock Cluster Days, video conferencing within our cluster at other times. Excursions / Camps: New places of interest for the students, to expand their general knowledge.	☑ Principal ☑ Teacher(s)	☑ PLP Priority	from: Term 1 to: Term 4	$4,000.00 ☑ Equity funding will be used

Equity Funding Planner

Equity Spending Totals

Category	Total proposed budget ($)	Spend ($)
Equity funding associated with Activities and Milestones	$6,000.00	$6,000.00
Additional Equity funding	$0.00	$0.00
Grand Total	$6,000.00	$6,000.00

Activities and Milestones

Activities and Milestones	When	Category	Total proposed budget ($)	Equity Spend ($)
PLC and Top Paddock Cluster meeting every fortnight alternatively Use the Assessment Schedule regularly Create a Data Wall Buy the Essential Assessment Program	from: Term 1 to: Term 4		$2,000.00	$2,000.00

"Be You" Training by Beyond Blue.
Participate in Top Paddock Cluster Days, video conferencing within
  our cluster at other times.
Excursions / Camps: New places of interest for the students, to
  expand their general knowledge.
	from:
	Term 1
	to:
	Term 4
			$4,000.00	$4,000.00

Totals			$6,000.00	$6,000.00

Additional Equity spend

Outline here any additional Equity spend for 2019	When	Category	Total proposed budget ($)	Equity Spend ($)
Totals			$0.00	$0.00

Professional Learning and Development Plan

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
PLC and Top Paddock Cluster meeting every fortnight alternatively Use the Assessment Schedule regularly Create a Data Wall Buy the Essential Assessment Program	☑ All Staff	from: Term 1 to: Term 4	☑ Planning ☑ Curriculum development ☑ Formalised PLC/PLTs	☑ Formal School Meeting / Internal Professional Learning Sessions ☑ Timetabled Planning Day ☑ PLC/PLT Meeting	☑ SEIL ☑ PLC Initiative ☑ Internal staff	☑ On-site
"Be You" Training by Beyond Blue. Participate in Top Paddock Cluster Days, video conferencing within our cluster at other times. Excursions / Camps: New places of interest for the students, to expand their general knowledge.	☑ Principal ☑ Teacher(s)	from: Term 1 to: Term 4	☑ Curriculum development	☑ Professional Practice Day	☑ Internal staff	☑ Off-site Most likely in Melbourne and around Victoria, Great Ocean road, Mornington Peninsula, Werribee Zoo.