

# 2022 Annual Implementation Plan

## for improving student outcomes

Gordon Primary School (0755)



Submitted for review by Russel Cowan (School Principal) on 23 February, 2022 at 09:46 AM  
Awaiting endorsement by Senior Education Improvement Leader  
Awaiting endorsement by School Council President

## Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target
<p><b>2022 Priorities Goal</b></p> <p>Some of our students have thrived in the remote learning environment, others have maintained their learning progress, and some need extra learning and wellbeing support despite the best efforts of their teachers and families. In 2022 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2022 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy. We will teach and support each student at their point of need and in line with FISO.</p>	Yes	Support for the 2022 Priorities	<p>The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.</p> <p>65% of students who require adjustments (12months ahead / 12 months behind), will have an ILP and strategic plan in place by years end.</p>
Optimise literacy and numeracy achievement and learning growth for all students.	Yes	<p>By 2025 the percentage of Year 3 students in the top two bands for NAPLAN reading will increase from 45% (2021) to 63%, for writing from 24% (2021) to 46% and for numeracy from 36% (2021) to 40%.</p> <p>By 2025 the percentage of Year 5 students in the top two bands for NAPLAN reading will increase from 52% (2021) to</p>	By 2023 the percentage of Year 3 students in the top two bands for NAPLAN reading will increase from 45% (2021) to 50%, for writing from 24% (2021) to 30% and for numeracy from 36% (2021) to 38%.

		55%, for writing from 29% (2021) to 30% and for numeracy from 18% (2021) to 29%.	
		By 2025 the percentage of students in Year 5 achieving at or above benchmark growth for reading will increase from 82% (2021) to 85%, for writing from 69% (2021) to 75% and for numeracy from 62% (2018, 2019 and 2021 three year average) to 85%.	As there is no benchmark data for 2022 this target is not included this year
		<p>By 2025 the percentage of positive responses for the School Staff Survey module factors will increase as follows:</p> <ul style="list-style-type: none"> <li>• Teaching and learning (practice improvement) – timetabled meetings to support collaboration 83% (2019) to 88%.</li> <li>• Teaching and learning (planning) – collaborate to plan curriculum from 83% (2019) to 88%.</li> <li>• Teaching and learning (implementation) – knowledge of high impact teaching strategies from 67% (2019) to 85%.</li> <li>• Teaching and learning (evaluation) - understand how to analyse data from 67% (2019) to 85%</li> </ul>	<p>By 2023 the percentage of positive responses for the School Staff Survey module factors will increase as follows:</p> <p>Teaching and learning (practice improvement) – timetabled meetings to support collaboration 83% (2019) to 85%.</p> <p>Teaching and learning (planning) – collaborate to plan curriculum from 83% (2019) to 85%.</p> <p>Teaching and learning (implementation) – knowledge of high impact teaching strategies from 67% (2019) to 70%.</p> <p>Teaching and learning (evaluation) - understand how to analyse data from 67% (2019) to 70%</p>
To enhance student engagement in learning.	Yes	By 2025, the percentage of positive responses for the student Attitudes to School Survey factors:	By 2023, the percentage of positive responses for the student Attitudes to School Survey factors:

		<ul style="list-style-type: none"> <li>• student voice and agency to increase from 85% (2021) to 90%</li> <li>• perseverance to increase from 84% (2021) to 90%</li> <li>• motivation and interest to increase from 88% (2021) to 90%</li> <li>• self-regulation and goal-setting to increase from 88% (2021) to 90%.</li> </ul>	<p>student voice and agency to increase from 85% (2021) to 87%</p> <p>perseverance to increase from 84% (2021) to 86%</p> <p>motivation and interest to increase from 88% (2021) to 89%</p> <p>self-regulation and goal-setting to increase from 88% (2021) to 89%.</p>
		<p>By 2025 the percentage of positive responses for the School Staff Survey module factors will increase as follows:</p> <ul style="list-style-type: none"> <li>• Teaching and learning (implementation) – focus learning on real-life problems from 83% (2019) to 88%</li> <li>• Teaching and learning (evaluation) - use student feedback to improve practice from 67% (2019) to 85%.</li> </ul>	<p>By 2023 the percentage of positive responses for the School Staff Survey module factors will increase as follows:</p> <p>Teaching and learning (implementation) – focus learning on real-life problems from 83% (2019) to 85%</p> <p>Teaching and learning (evaluation) - use student feedback to improve practice from 67% (2019) to 73%.</p>
		<p>By 2025 the percentage of positive responses for the Parent Opinion Survey module factor student motivation and support will increase from 88% (2019) to 90%.</p>	<p>By 2023 the percentage of positive responses for the Parent Opinion Survey module factor student motivation and support will increase from 88% (2019) to 89%</p>
Optimise the health and wellbeing of all students.	Yes	<p>By 2025 the percentage of positive responses for the student Attitudes to School Survey factor teacher concern will increase from 88% (2021) to 90%, school connectedness from</p>	<p>By 2023 the percentage of positive responses for the student Attitudes to School Survey factor teacher concern will increase from 88% (2021) to 89%, school</p>

		88% (2021) to 90% and respect for diversity from 88% (2021) to 90%.	connectedness from 88% (2021) to 89% and respect for diversity from 88% (2021) to 89%
		100% of eligible students, including any student 12 months behind or ahead of the expected age level, will have an Individual Education Plan each year of the SSP.	55% of eligible students, including any student 12 months behind or ahead of the expected age level, will have an Individual Education Plan each year of the SSP.
		By 2025 the percentage of positive responses for the Parent Opinion Survey factor parent participation and involvement will increase from 83% (2019) to 90% and for teacher communication from 83% (2019) to 90%.	By 2023 the percentage of positive responses for the Parent Opinion Survey factor parent participation and involvement will increase from 83% (2019) to 85% and for teacher communication from 83% (2019) to 85%

<b>Goal 1</b>	<p>&lt;b&gt;2022 Priorities Goal&lt;/b&gt;&lt;br/&gt;          Some of our students have thrived in the remote learning environment, others have maintained their learning progress, and some need extra learning and wellbeing support despite the best efforts of their teachers and families. In 2022 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2022 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy. We will teach and support each student at their point of need and in line with FISO.</p>	
<b>12 Month Target 1.1</b>	65% of students who require adjustments (12months ahead / 12 months behind), will have an ILP and strategic plan in place by years end.	
<b>Key Improvement Strategies</b>		Is this KIS selected for focus this year?

<b>KIS 1</b> Priority 2022 Dimension	Learning - Support both those who need extra support and those who have thrived to continue to extend their learning, especially in numeracy	Yes
<b>KIS 2</b> Priority 2022 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable	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.	Schools are not required to provide a rationale as this is in line with system priorities for 2022.	
<b>Goal 2</b>	Optimise literacy and numeracy achievement and learning growth for all students.	
<b>12 Month Target 2.1</b>	By 2023 the percentage of Year 3 students in the top two bands for NAPLAN reading will increase from 45% (2021) to 45%, for writing from 24% (2021) to 30% and for numeracy from 36% (2021) to 38%.	
<b>12 Month Target 2.2</b>	As there is no benchmark data for 2022 this target is not included this year	
<b>12 Month Target 2.3</b>	By 2023 the percentage of positive responses for the School Staff Survey module factors will increase as follows:  Teaching and learning (practice improvement) – timetabled meetings to support collaboration 83% (2019) to 85%. Teaching and learning (planning) – collaborate to plan curriculum from 83% (2019) to 85%. Teaching and learning (implementation) – knowledge of high impact teaching strategies from 67% (2019) to 70%. Teaching and learning (evaluation) - understand how to analyse data from 67% (2019) to 70%	
<b>Key Improvement Strategies</b>		Is this KIS selected for focus this year?
<b>KIS 1</b> Building practice excellence	Refine and embed the agreed instructional models across the school.	Yes
<b>KIS 2</b>	Embed the Professional Learning Communities model.	Yes

Building practice excellence		
<b>KIS 3</b> Curriculum planning and assessment	Build teacher capability to effectively utilise data to design learning to meet each student's point of need.	Yes
<b>KIS 4</b> Building leadership teams	Develop the capacity of middle leaders to drive improvement in student achievement.	No
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.	This is the first year of our new SSP. All ideas were identified by the review panel and staffing has taken place to develop these areas. Learning Specialist is a PLC specialist. Leadership team will continue to refine the IM through strong coaching.	
<b>Goal 3</b>	To enhance student engagement in learning.	
<b>12 Month Target 3.1</b>	By 2023, the percentage of positive responses for the student Attitudes to School Survey factors:  student voice and agency to increase from 85% (2021) to 87% perseverance to increase from 84% (2021) to 86% motivation and interest to increase from 88% (2021) to 89% self-regulation and goal-setting to increase from 88% (2021) to 89%.	
<b>12 Month Target 3.2</b>	By 2023 the percentage of positive responses for the School Staff Survey module factors will increase as follows:  Teaching and learning (implementation) – focus learning on real-life problems from 83% (2019) to 85% Teaching and learning (evaluation) - use student feedback to improve practice from 67% (2019) to 73%.	
<b>12 Month Target 3.3</b>	By 2023 the percentage of positive responses for the Parent Opinion Survey module factor student motivation and support will increase from 88% (2019) to 89%	
<b>Key Improvement Strategies</b>		Is this KIS selected for focus this year?

<b>KIS 1</b> Empowering students and building school pride	Build student and teacher understanding of authentic student voice and agency in learning.	Yes
<b>KIS 2</b> Empowering students and building school pride	Build teacher and student capabilities to develop and achieve student learning goals.	No
<b>KIS 3</b> Evaluating impact on learning	Build teacher and student capabilities to give and receive feedback to support improved teaching and learning.	No
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.	This is a continued effort from 2021. it merges well with Goal 1. ATS data clearly demonstrates that this is an area for Gordon PS to develop.	
<b>Goal 4</b>	Optimise the health and wellbeing of all students.	
<b>12 Month Target 4.1</b>	By 2023 the percentage of positive responses for the student Attitudes to School Survey factor teacher concern will increase from 88% (2021) to 89%, school connectedness from 88% (2021) to 89% and respect for diversity from 88% (2021) to 89%	
<b>12 Month Target 4.2</b>	55% of eligible students, including any student 12 months behind or ahead of the expected age level, will have an Individual Education Plan each year of the SSP.	
<b>12 Month Target 4.3</b>	By 2023 the percentage of positive responses for the Parent Opinion Survey factor parent participation and involvement will increase from 83% (2019) to 85% and for teacher communication from 83% (2019) to 85%	
<b>Key Improvement Strategies</b>		Is this KIS selected for focus this year?
<b>KIS 1</b>	Utilise evidence-based practices to support student mental health.	Yes



Health and wellbeing		
<b>KIS 2</b> Building practice excellence	Enhance inclusive teaching practice to support diverse learning needs.	Yes
<b>KIS 3</b> Building communities	Develop and embed strategies for community reconnection and enhanced engagement with student learning.	No
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.	With Respectful Relationships and our Dogs Connect program. Arlo (Therapy Dog) will assist all staff deliver on these KIS. ATS data is high, but after remote and flexible learning, this needs to be a significant focus.	

