

2016 Annual Implementation Plan: for Improving Student Outcomes

8015

Maribyrnong College
2016

Based on Strategic Plan 2016 - 2020

Endorsements

Endorsement by School Principal	Signed..... Name Nick Scott Date.....
Endorsement by School Council	Signed..... Name Greg Birch Date.....
Endorsement by Senior Advisor	Signed..... Name John Stone Date.....

Guide to developing the Annual Implementation Plan: for Improving Student Outcomes

To focus effort where it is most needed, four priorities have been identified for the entire Victorian government school system. The four priorities are:

- Excellence in teaching and learning
- Professional leadership
- Positive climate for learning
- Community engagement in learning.

Six evidence-based initiatives assist schools to identify and utilise the most effective, relevant and evidence-based strategies that when implemented with consistency and depth help drive improved student outcomes. The initiatives are associated with the four state-wide priorities, in the following way (please refer to the *Framework for Improving Student Outcomes: Guidelines for schools*):

Priority	Initiatives
Excellence in teaching and learning	Building practice excellence: Teachers, principals and schools will work together
	Curriculum planning and assessment: School will embed a culture of curriculum planning, and assess the impact of learning programs, adjusting them to suit individual student needs
Professional leadership	Building leadership teams: Schools will strengthen their succession planning, develop the capabilities of their leadership teams in using evidence
Positive climate for learning	Empowering students and building school pride: Schools will develop approaches that give students a greater say
	Setting expectations and promoting inclusion: Schools will work across their communities to implement support to health, wellbeing, inclusion and engagement of all students
Community engagement in learning	Building communities: Schools will strengthen their capacity to build relationships with the broader community by partnering

To guide the development of the 2016 Annual Implementation Plan: for Improving Student Outcomes (AIP) schools will work with support from Senior Education Improvement Leaders (SEIL) to conduct an annual evaluation of student outcomes data against the targets set in their School Strategic Plan. Schools then diagnose the issues requiring particular attention and select one or more initiative.

Principal and teacher performance and development plans include explicit links with the AIP and the School Strategic Plan. This ensures a line of sight from school improvement priorities and initiatives to each individual's plan. The *Guidelines* provide further context and detailed information to support this work.

Summary page: the school's priorities and initiatives

Tick the initiative/s that the school will address in its Annual Implementation Plan: for Improving Student Outcomes.

Priorities	Initiatives	
Excellence in teaching and learning	Building practice excellence	
	Curriculum planning and assessment	✓
Professional leadership	Building leadership teams	✓
Positive climate for learning	Empowering students and building school pride	✓
	Setting expectations and promoting inclusion	✓
Community engagement in learning	Building communities	✓

Initiatives Rationale:

Explain why the school, in consultation with the SEIL, has selected this initiative/s. Please make reference to the evaluation of school data, the progress against SSP targets, and the diagnosis of issues requiring particular attention.

Curriculum planning and assessment – The College needs to prepare for the rollout of the new F – 10 curriculum. The College needs to improve the teaching of mathematics in the middle years. The College would like to review its current reporting practices with the goal of streamlining these through Compass. The College will continue to work for improvement in VCE outcomes.

Building leadership teams – The College needs to strengthen its ability to recruit and train Year Level Coordinators. The College needs to prepare for the retirement of at least two key senior staff at the end of 2016.

Empowering students and building school pride – The College will continue to rebuild and improve its capital base – in particular the Stage 2b building project.

Setting expectations and promoting inclusion – The College needs to refine its promotional materials, and in particular the Sports Academy website. The College would like to review the needs of its African-Australian students, and provide some outreach experiences for these students and their families.

Building communities – The College would like to develop a targeted social media awareness campaign for “at risk” students.

Key Improvement Strategies (KIS)

List the KIS that are linked to this initiative/s and will be scaled up. This could include existing KIS from your SSP or new ones identified through the evaluation of student outcomes against SSP targets and the diagnosis of issues requiring particular attention. KIS may be specific to one outcome area or applicable across several areas.

Initiative:	KIS
Curriculum planning and assessment	<ul style="list-style-type: none"> Undertake curriculum activities within KLAs and across the school in preparation for the rollout of the new F – 10 curriculum Continue the improvement program started in 2015 regarding the teaching of mathematics in the middle years Review current reporting practices with the goal of streamlining these through Compass Continue to work for improvement in VCE outcomes
Building leadership teams	<ul style="list-style-type: none"> Deliver a PD program to strengthen the ability to recruit and train Year Level Coordinators Prepare for the retirement of at least two key senior staff at the end of 2016

<p>Empowering students and building school pride</p>	<ul style="list-style-type: none"> • Ensure effective fiscal governance by school council so that College building program is delivered
<p>Setting expectations and promoting inclusion</p>	<ul style="list-style-type: none"> • Refine promotional materials - in particular the Sports Academy website • Review the needs of African-Australian students, and provide some outreach experiences for these students and their families • Produce new promotional materials and remodel the college website for enhanced useability and connectivity with Compass and the Sports Academy website • Ensure PDP-monitored work practices of College staff are supportive and effective
<p>Building communities</p>	<ul style="list-style-type: none"> • Ensure effective fiscal governance by school council so that College equity goals are met • Develop a targeted social media awareness campaign for “at risk” students

Annual Implementation Plan: for Improving Student Outcomes

ACHIEVEMENT					
Goals	Currently under development for 2016 to 2020 SSP	Targets	Currently under development for 2016 to 2020 SSP		
		12 month targets	By 2017 All initiatives are undertaken or introduced		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Undertake curriculum activities within KLAs and across the school in preparation for the rollout of the new F-10 curriculum	<p>Curriculum day focussing on F-10 implementation is organised</p> <p>Auditing of current courses undertaken, with suitable alignments described</p> <p>Documentation of new F-10 compliant courses undertaken</p>	<ul style="list-style-type: none"> Design and deliver curriculum day activities based on F-10 requirements (\$4K) Timeline developed with allocation of appropriate meeting time 	<ul style="list-style-type: none"> Assistant Principal Curriculum Coordinator KLA leaders and Curriculum Committee 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Staff feedback including satisfaction rate Audit completed, documented and endorsed by Curriculum Committee
Continue the improvement program started in 2015 regarding the teaching of mathematics in the middle years	<p>NAPLAN preparation program undertaken</p> <p>Year 10 maths counselling initiative undertaken during Year 9 course counselling in December</p> <p>Year 10 mid-year exam analysis is used to inform Semester 2 classes</p> <p>Middle-years teams continue refinement of course materials – in particular any changes needed to accommodate F-10 curriculum</p>	<ul style="list-style-type: none"> Appropriate meeting time allocated to the team 	<ul style="list-style-type: none"> Assistant Principal Numeracy Coordinator Maths staff 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Student survey indicating 90% satisfaction with the Year 10 counselling Course materials documented and endorsed by Curriculum Committee
Review current reporting practices with the goal of streamlining these through Compass	<p>Review existing 5 weekly report cycle and redemption process</p> <p>Investigate capacity of Compass portal to provide a suitable reporting environment</p>	<ul style="list-style-type: none"> Allocation of appropriate time to support the review and investigation 	<ul style="list-style-type: none"> Principal Assistant Principal Curriculum Coordinator KLA leaders and Curriculum Committee 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Leadership team endorses Compass as the means of producing 5 weekly reports if suitable
Continue to work for improvement in VCE outcomes	<p>Provide on-going PD for VCE teachers encouraging the use of high yield strategies</p> <p>Promote the use of dynamic digital assessment and study systems in Year 12 classes</p>	<ul style="list-style-type: none"> Provide appropriate time to undertake PD and allocate \$6k to enrol students in Jacaranda StudyON programs. 	<ul style="list-style-type: none"> Assistant Principal Senior School Program Leader KLA leaders and 	All activities completed by Dec 2016	<ul style="list-style-type: none"> All students in Jacaranda StudyON, usage noted

			Curriculum Committee		
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ENGAGEMENT					
Goals	Currently under development for 2016 to 2020 SSP	Targets	Currently under development for 2016 to 2020 SSP		
		12 month targets	By 2017 All initiatives are undertaken or introduced		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Refine promotional materials - in particular the Sports Academy website	Develop new site that includes an integrated social media component	<ul style="list-style-type: none"> Contract company to develop site Hire staff to populate site with content (\$10K) 	<ul style="list-style-type: none"> Sports Academy Director Sports Academy Media Officer 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Site developed and populated
Review the needs of African-Australian students, and provide some outreach experiences for these students and their families	<p>Consult with the College's African-Australian community</p> <p>Investigate the opportunity to provide outreach experiences with this community</p> <p>Develop a guide to the "VCE at Maribyrnong College"</p>	<ul style="list-style-type: none"> Invite representative from African-Australian community to consult with families and students Employ staff to investigate current programs, and/or design a program in-house (\$2K) Use college staff and external consultants to develop guide 	<ul style="list-style-type: none"> Principal School Council President Principal School Council Principal School staff External consultants 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Consultation undertaken program developed and delivered guide developed, community better understands the VCE
Produce new promotional materials and remodel the college website for enhanced useability and connectivity with Compass and the Sports Academy website	<p>Update College website pages</p> <p>Review the use of the website for communication compared with Compass</p> <p>Connect the College and Sports Academy websites</p>	<ul style="list-style-type: none"> Staff audit current site and amend accordingly Business manager, APs and ES staff audit Compass communication practices and potential and make recommendations Connect sites 	<ul style="list-style-type: none"> Principal group Business Manager Sports Academy Media Officer TSSP 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Site updated Compass more effectively utilised Sites connected

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WELLBEING					
Goals	Currently under development for 2016 to 2020 SSP	Targets	Currently under development for 2016 to 2020 SSP		
		12 month targets	By 2017 All initiatives are undertaken or introduced		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Develop a targeted social media awareness campaign for "at risk" students	<p>Present issues paper to School Council</p> <p>Develop policy framework and advice regarding social media practices of "at risk" students</p> <p>Deliver a program to "at risk" students and families regarding social media practices</p>	<ul style="list-style-type: none"> • Ensure appropriate meeting time and for writing team 	<ul style="list-style-type: none"> • SWC • Principal • SWC • Principal • Working group • SWC • Principal • External providers 	All activities completed by Dec 2016	<ul style="list-style-type: none"> • Campaign developed and delivered, fewer social media-related issues in College

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











PRODUCTIVITY					
Goals	Optimise the allocation of resources in order to achieve our Achievement, Engagement and Wellbeing goals.	Targets	Currently under development for 2016 to 2020 SSP		
		12 month targets	By 2017 All programs are fully funded and implemented including Stage 2b of the College building program		
KIS	ACTIONS: what the school will do	HOW the school will do it (including financial and human resources)	WHO has responsibility	WHEN timeframe for completion	SUCCESS CRITERIA: Markers of success reflecting observable changes in practice, behaviour, and measures of progress
Ensure effective fiscal governance by school council so that College equity goals are met	<p>Ensure College spending is responsive to student equity needs</p> <p>Provide regular feedback to College Council regarding allocation of funds</p>	<ul style="list-style-type: none"> Sub-school ES attendance officers (\$100K) Reading success program (\$80K) Full time social worker (\$50K) After school tutoring program (\$20K) Poverty contingency (\$20K) Year 9 additional SWC time (\$25K) Careers additional MIPs time (\$25K) 	<ul style="list-style-type: none"> Principal group Staff as costed SWC Careers Coord 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Programs are delivered effectively
Ensure effective fiscal governance by school council so that College building program is delivered	<p>Ensure College spending is responsive to building program requirements</p> <p>Provide regular feedback to College Council regarding allocation of funds</p>	<ul style="list-style-type: none"> Completion of Stage 1 entrance (\$50K) Completion of Stage 2a early works (\$150K) Completion of Stage 2b building (\$3.8M) 	<ul style="list-style-type: none"> School Council Principal group Architects and builders 	<ul style="list-style-type: none"> June 2016 Jan 2016 June 2017 	<ul style="list-style-type: none"> Building works completed, within budget
Ensure PDP-monitored work practices of College staff are supportive and effective	Ensure all staff work effectively and are compliant with work practices codified in Local Agreement	<ul style="list-style-type: none"> Self-assessment activity completed by all teaching staff PDP review teams and processes 	<ul style="list-style-type: none"> Principal group Leading teachers PDP teams 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Self-assessments are completed and all staff are compliant, work productivity is maximised
Deliver a PD program to strengthen the ability to recruit and train Year Level Coordinators	Develop the potential of aspiring Year Level Coordinators within the College	<ul style="list-style-type: none"> Invite aspiring Year level Coordinators to undertake external and internal professional development experiences (\$5K) Invite aspiring Year level Coordinators to apply for these positions in November 2016 	<ul style="list-style-type: none"> Principal Principal group 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Up to ten staff have been identified and in-serviced
Prepare for the retirement of at least two key senior staff at the end of 2016	<p>Provide shadowing opportunities for aspirant Sports Director applicants from within the College</p> <p>Develop the leadership potential of aspiring Assistant Principals within the College</p> <p>Recruit Sports Director during Term 3</p>	<ul style="list-style-type: none"> Invite aspiring Sports Director applicants to shadow current Sports Director Invite aspiring Assistant Principals to participate in the annual College Principal retreat program Department recruitment process Potential international search (\$4K) 	<ul style="list-style-type: none"> Principal Sports Director Principal Principal School Council 	All activities completed by Dec 2016	<ul style="list-style-type: none"> Aspirants are identified and undertake shadowing opportunities Aspirants are identified and attend New Sports Director is appointed

	Recruit Assistant Principal during Term 4	<ul style="list-style-type: none">• Department recruitment process	<ul style="list-style-type: none">• Principal		<ul style="list-style-type: none">• New Assistant Principal is appointed
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Monitoring of Annual Implementation Plan: for Improving Student Outcomes

ACHIEVEMENT						
Actions:	6 month progress against success criteria and /or targets			12 month progress against success criteria and /or targets		Budget Spending to date
	Status	Evidence	Status	Evidence		
Curriculum day focussing on F-10 implementation is organised	●	Planning underway			0% - \$0	
Auditing of current courses undertaken, with suitable alignments described	●	Auditing underway			100% - \$0	
Documentation of new F-10 compliant courses undertaken	●	Not yet begun			100% - \$0	
NAPLAN preparation program undertaken	●	Underway			100% - \$0	
Year 10 maths counselling initiative undertaken during Year 9 course counselling in December	●	Not yet begun			100% - \$0	
Year 10 mid-year exam analysis is used to inform Semester 2 classes	●	Not yet begun			100% - \$0	
Middle-years teams continue refinement of course materials – in particular any changes needed to accommodate F-10 curriculum	●	Not yet begun			100% - \$0	
Review existing 5 weekly report cycle and	●	Underway			100% - \$0	

redemption process					
Investigate capacity of Compass portal to provide a suitable reporting environment	●	Underway			100% - \$0
Provide on-going PD for VCE teachers encouraging the use of high yield strategies	●	Not yet begun			100% - \$0
Promote the use of dynamic digital assessment and study systems in Year 12 classes	●	Underway			100% - \$6,000
ENGAGEMENT					
Actions:	6 month progress against success criteria and /or targets		12 month progress against success criteria and /or targets		Budget Spending to date
	Status	Evidence	Status	Evidence	
Develop new site that includes an integrated social media component	●	90% complete			90% - \$9,000
Consult with the College's African-Australian community	●	Underway			100% - \$0
Investigate the opportunity to provide outreach experiences with this community	●	Not yet begun			0% - \$0
Develop a guide to the "VCE at Maribyrnong College"	●	Not yet begun			100% - \$0
Update College website pages	●	Not yet begun			100% - \$0
Review the use of the website for communication compared with Compass	●	Underway			100% - \$0
Connect the College and	●	100% complete			100% - \$0

Sports Academy websites						
WELLBEING						
Actions:	6 month progress against success criteria and /or targets			12 month progress against success criteria and /or targets		Budget Spending to date
	 Status	Evidence		 Status	Evidence	
Present issues paper to School Council		Underway				100% - \$0
Develop policy framework and advice regarding social media practices of "at risk" students		Not yet begun				100% - \$0
Deliver a program to "at risk" students and families regarding social media practices		Not yet begun				100% - \$0
PRODUCTIVITY						
Actions:	6 month progress against success criteria and /or targets			12 month progress against success criteria and /or targets		Budget Spending to date
	 Status	Evidence		 Status	Evidence	
Ensure College spending is responsive to student equity needs		Underway				25% - \$80,000
Provide regular feedback to College Council regarding allocation of funds		Ongoing				100% - \$0
Ensure College spending is responsive to building program requirements		Underway				5% - \$200,000
Provide regular feedback to College Council regarding allocation of funds		Ongoing				100% - \$0
Ensure all staff work effectively and are compliant with work practices codified in		Ongoing				100% - \$0

Local Agreement					
Develop the potential of aspiring Year Level Coordinators within the College	●	Not yet begun			0% - \$0
Provide shadowing opportunities for aspirant Sports Director applicants from within the College	●	Underway			100% - \$0
Develop the leadership potential of aspiring Assistant Principals within the College	●	Not yet begun			100% - \$0
Recruit Sports Director during Term 3	●	Not yet begun			0% - \$0
Recruit Assistant Principal during Term 4	●	Not yet begun			100% - \$0