

2020 Annual Implementation Plan

for improving student outcomes

Reservoir High School (8708)



Submitted for review by Andrew Mcneil (School Principal) on 22 January, 2020 at 02:41 PM
Awaiting endorsement by Senior Education Improvement Leader
Awaiting endorsement by School Council President

SSP Goals Targets and KIS

Goal 1	Improve student achievement and outcomes
Target 1.1	<p>NAPLAN per cent in the top two bands in Year 9 in the following domains:</p> <ul style="list-style-type: none"> • Reading - increase from 18 per cent in 2019 to 25 per cent by 2023 • Writing - increase from 11 per cent in 2019 to 15 per cent by 2023 • Numeracy - increase from 25 per cent in 2019 to 28 per cent by 2023
Target 1.2	<p>NAPLAN Year 9 benchmark growth to increase in the following domains:</p> <ul style="list-style-type: none"> • Reading - at and above benchmark growth to increase from 78 per cent in 2019 to 85 per cent by 2023 • Writing - at and above benchmark growth to increase from 77 per cent in 2019 to 85 per cent by 2023 • Numeracy - at and above benchmark growth to increase from 76 per cent in 2019 to 90 per cent by 2023
Target 1.3	<p>VCE achievement:</p> <ul style="list-style-type: none"> • Increase the median All Study score from 27 in 2018 to 30 by 2023 • Increase the percentage of students with a Study score greater than 40 from 4.7 per cent in 2018 to 6 per cent in 2023

Key Improvement Strategy 1.a Curriculum planning and assessment	Embed a culture where teachers place student needs at the centre of program planning and delivery
Key Improvement Strategy 1.b Curriculum planning and assessment	Build the capacity of teachers to implement whole school approaches to reading and writing
Key Improvement Strategy 1.c Intellectual engagement and self-awareness	Build the instructional capacity of teachers to design learning programs to explicitly deliver deep levels of thinking and application
Goal 2	Improve student engagement
Target 2.1	Attitudes to School Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2019 baseline: <ul style="list-style-type: none"> • Increase Teacher Concern from 37 per cent positive endorsement in 2019 to 60 per cent by 2023 • Increase Stimulating learning from 48 per cent positive endorsement in 2019 to 65 per cent by 2023 • Increase Differentiated learning challenge from 56 per cent positive endorsement in 2019 to 70 per cent by 2023
Target 2.2	Attendance – reduce the per cent of students with greater than 30 days for the following cohorts: <ul style="list-style-type: none"> • All students Year 7 to 12 from 16 per cent in 2018 to 12 per cent by 2023 • Koorie students from Year 7 to 12 from 51 per cent in 2018 to 30 per cent by 2023

Target 2.3	Real retention rates: increase from 51.7 per cent in 2018 to 55 per cent by 2023
Key Improvement Strategy 2.a Intellectual engagement and self-awareness	Embed a culture of high expectations for every student to promote intellectual engagement and self-awareness
Key Improvement Strategy 2.b Empowering students and building school pride	Develop teacher capacity to co-design opportunities for students to exercise authentic agency in their own learning
Key Improvement Strategy 2.c Evaluating impact on learning	Provide regular feedback to students on their progress against individual learning goals and curriculum standards, through rigorous assessment practices.
Goal 3	Empower students and promote wellbeing
Target 3.1	Attitudes to School Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2019 baseline: <ul style="list-style-type: none"> • Sense of connectedness from 50 per cent positive endorsement in 2019 to 70 per cent by 2023 • Student voice and agency from 44 per cent positive endorsement in 2019 to 65 per cent by 2023 • Respect for diversity from 50 per cent positive endorsement in 2019 to 75 per cent by 2023
Target 3.2	Parent Opinion Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2018 baseline:

	<ul style="list-style-type: none"> • Parent community engagement measures: Parent participation and involvement from 62 per cent in 2018 to 80 per cent by 2023, Teacher communication from 59 per cent in 2018 to 75 per cent by 2023 • Safety measures: Managing bullying from 79 per cent in 2018 to 90 per cent by 2023, Not-experience of bullying from 62 per cent in 2018 to 80 per cent by 2023, Promoting positive behavior from 67 per cent in 2018 to 80 per cent by 2023, Respect for diversity from 84 per cent in 2018 to 95 per cent by 2023.
Target 3.3	<p>Staff Opinion Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2019 baseline:</p> <ul style="list-style-type: none"> • Parents and community involvement: increase from 53 per cent in 2019 to 75 per cent by 2023 • Trust in students and parents: increase from 44 per cent in 2019 to 75 per cent by 2023
Key Improvement Strategy 3.a Building communities	Develop a whole community approach to wellbeing
Key Improvement Strategy 3.b Parents and carers as partners	Enhance teacher capacity to facilitate parent/carers involvement in education within the school and beyond

Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target
Improve student achievement and outcomes	Yes	<p>NAPLAN per cent in the top two bands in Year 9 in the following domains:</p> <ul style="list-style-type: none"> • Reading - increase from 18 per cent in 2019 to 25 per cent by 2023 • Writing - increase from 11 per cent in 2019 to 15 per cent by 2023 • Numeracy - increase from 25 per cent in 2019 to 28 per cent by 2023 	<p>The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.</p> <p>Reading- 20% of Year 9 students in the top two bands Writing- 13% of Year 9 students in the top two bands Numeracy- 26% of Year 9 students in the top two bands</p>
		<p>NAPLAN Year 9 benchmark growth to increase in the following domains:</p> <ul style="list-style-type: none"> • Reading - at and above benchmark growth to increase from 78 per cent in 2019 to 85 per cent by 2023 • Writing - at and above benchmark growth to increase from 77 per cent in 2019 to 85 per cent by 2023 	<p>Reading- 80% at or above for benchmark growth Writing- 80% at or above for benchmark growth Numeracy- 80% at or above for benchmark growth</p>

		<ul style="list-style-type: none"> Numeracy - at and above benchmark growth to increase from 76 per cent in 2019 to 90 per cent by 2023 	
		<p>VCE achievement:</p> <ul style="list-style-type: none"> Increase the median All Study score from 27 in 2018 to 30 by 2023 Increase the percentage of students with a Study score greater than 40 from 4.7 per cent in 2018 to 6 per cent in 2023 	<p>Achieve a Median study score of 29 in 2020</p> <p>Achieve 4.8% of study scores 40 or above</p> <p>Achieve a median C+ grade on all VCAA exams</p>
Improve student engagement	Yes	<p>Attitudes to School Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2019 baseline:</p> <ul style="list-style-type: none"> Increase Teacher Concern from 37 per cent positive endorsement in 2019 to 60 per cent by 2023 Increase Stimulating learning from 48 per cent positive endorsement in 2019 to 65 per cent by 2023 Increase Differentiated learning challenge from 56 per cent positive endorsement in 2019 to 70 per cent by 2023 	<p>Stimulated learning on student survey to 50% positive endorsement</p> <p>Differentiated Learning Challenge to 60% positive endorsement</p>

		<p>Attendance – reduce the per cent of students with greater than 30 days for the following cohorts:</p> <ul style="list-style-type: none"> • All students Year 7 to 12 from 16 per cent in 2018 to 12 per cent by 2023 • Koorie students from Year 7 to 12 from 51 per cent in 2018 to 30 per cent by 2023 	<p>Target 16 absence days per FTE in 2020</p>
		<p>Real retention rates: increase from 51.7 per cent in 2018 to 55 per cent by 2023</p>	<p>Achieve 53% Real retention for Year 7 to Year 12 in 2020</p>
<p>Empower students and promote wellbeing</p>	<p>Yes</p>	<p>Attitudes to School Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2019 baseline:</p> <ul style="list-style-type: none"> • Sense of connectedness from 50 per cent positive endorsement in 2019 to 70 per cent by 2023 • Student voice and agency from 44 per cent positive endorsement in 2019 to 65 per cent by 2023 • Respect for diversity from 50 per cent positive endorsement in 2019 to 75 per cent by 2023 	<p>Student voice and agency to 50% positive endorsement Respect for diversity to 60% positive endorsement</p>

		<p>Parent Opinion Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2018 baseline:</p> <ul style="list-style-type: none"> • Parent community engagement measures: Parent participation and involvement from 62 per cent in 2018 to 80 per cent by 2023, Teacher communication from 59 per cent in 2018 to 75 per cent by 2023 • Safety measures: Managing bullying from 79 per cent in 2018 to 90 per cent by 2023, Not-experience of bullying from 62 per cent in 2018 to 80 per cent by 2023, Promoting positive behavior from 67 per cent in 2018 to 80 per cent by 2023, Respect for diversity from 84 per cent in 2018 to 95 per cent by 2023. 	<p>Parent participation to 65% positive endorsement Promoting positive behaviour to 70% positive endorsement</p>
		<p>Staff Opinion Survey – Increase the following factor measures each year for the life of the Strategic Plan from 2019 baseline:</p> <ul style="list-style-type: none"> • Parents and community involvement: increase from 53 per cent in 2019 to 75 per cent by 2023 • Trust in students and parents: increase from 44 per cent in 2019 to 75 per cent by 2023 	<p>Increase trust in students and parents to 55% positive endorsement</p>

Goal 1	Improve student achievement and outcomes	
12 Month Target 1.1	Reading- 20% of Year 9 students in the top two bands Writing- 13% of Year 9 students in the top two bands Numeracy- 26% of Year 9 students in the top two bands	
12 Month Target 1.2	Reading- 80% at or above for benchmark growth Writing- 80% at or above for benchmark growth Numeracy- 80% at or above for benchmark growth	
12 Month Target 1.3	Achieve a Median study score of 29 in 2020 Achieve 4.8% of study scores 40 or above Achieve a median C+ grade on all VCAA exams	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Curriculum planning and assessment	Embed a culture where teachers place student needs at the centre of program planning and delivery	Yes
KIS 2 Curriculum planning and assessment	Build the capacity of teachers to implement whole school approaches to reading and writing	Yes
KIS 3 Intellectual engagement and self-awareness	Build the instructional capacity of teachers to design learning programs to explicitly deliver deep levels of thinking and application	Yes

<p>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.</p>	<p>The school's mission is to ensure that every learner has strong foundational skills in Literacy and Numeracy together with the key 21st Century skills of communication, and critical and creative thinking. This is a key focus of the PLCs work in 2020 to design learning programs that explicitly build skills in Literacy and Numeracy, while ensuring learning tasks challenge, engage and promote deep learning.</p>	
<p>Goal 2</p>	<p>Improve student engagement</p>	
<p>12 Month Target 2.1</p>	<p>Stimulated learning on student survey to 50% positive endorsement Differentiated Learning Challenge to 60% positive endorsement</p>	
<p>12 Month Target 2.2</p>	<p>Target 16 absence days per FTE in 2020</p>	
<p>12 Month Target 2.3</p>	<p>Achieve 53% Real retention for Year 7 to Year 12 in 2020</p>	
<p>Key Improvement Strategies</p>		<p>Is this KIS selected for focus this year?</p>
<p>KIS 1 Intellectual engagement and self-awareness</p>	<p>Embed a culture of high expectations for every student to promote intellectual engagement and self-awareness</p>	<p>Yes</p>
<p>KIS 2 Empowering students and building school pride</p>	<p>Develop teacher capacity to co-design opportunities for students to exercise authentic agency in their own learning</p>	<p>No</p>

KIS 3 Evaluating impact on learning	Provide regular feedback to students on their progress against individual learning goals and curriculum standards, through rigorous assessment practices.	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 school's self-evaluation and feedback from the community indicate a need to shift to a regular feedback model through the school's Learning Management System. To implement an effective and powerful feedback model, the focus is also on developing rigorous and challenging assessment that engages every student and promotes deep learning.	
Goal 3	Empower students and promote wellbeing	
12 Month Target 3.1	Student voice and agency to 50% positive endorsement Respect for diversity to 60% positive endorsement	
12 Month Target 3.2	Parent participation to 65% positive endorsement Promoting positive behaviour to 70% positive endorsement	
12 Month Target 3.3	Increase trust in students and parents to 55% positive endorsement	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Building communities	Develop a whole community approach to wellbeing	Yes
KIS 2 Parents and carers as partners	Enhance teacher capacity to facilitate parent/carers involvement in education within the school and beyond	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 School Review and self-evaluation highlighted the strengths of the school's well-being program. Reservoir High is a lead school for the implementation of Respectful Relationships. This program, together with the building of the foundations for a positive education model will support the holistic well-being approach currently used in the school.

