

# Annual Implementation Plan - 2023

## Define Actions, Outcomes and Activities

Hazel Glen College (5552)



Submitted for review by Neil Baillie (School Principal) on 02 May, 2023 at 12:33 PM

Endorsed by Losh Pillay (Senior Education Improvement Leader) on 05 May, 2023 at 04:04 PM

Endorsed by Greg Davis (School Council President) on 25 May, 2023 at 03:24 PM

# Define Actions, Outcomes and Activities

<p><b>Goal 1</b></p>	<p><b>2023 Priorities Goal</b>                  In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.</p>
<p><b>12 Month Target 1.1</b></p>	<p>Staff Survey                  Academic emphasis: 32%                  Guaranteed and Viable Curriculum: 50%                  Collective focus on student learning: 50%                  Teacher collaboration: 40%</p> <p>ATToS                  Sense of Connectedness 4-6: 70%                  Sense of Connectedness 7-9: 35%                  Sense of Connectedness 10-12: 45%</p> <p>Effective Classroom Behaviour 4-6: 73%                  Effective Classroom Behaviour 7-9: 49%%                  Effective Classroom Behaviour 10-12: 45%</p> <p>The NAPLAN goals will be updated in line with the new assessment scale structure.</p> <p>NAPLAN 2024 Benchmark Growth                  Reading                  Year 5: 70% (2021 65%)                  Year 7: 77% (2021 76%)                  Year 9: 67% (2021 62%)</p> <p>Numeracy                  Year 5: 68% (2021 63%)                  Year 7: 79% (2021 79%)                  Year 9: 70% (2021 65%)</p>

	<p>Maintained in NAPLAN Top Two Bands</p> <p>Reading Year 5: 46% Year 7: 56% Year 9: 46%</p> <p>Numeracy Year 5: 36% Year 7: 75% Year 9: 33%</p>
<b>KIS 1.a</b> Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy
<b>Actions</b>	<p>Through a whole College professional learning program, improve staff planning and pedagogy using High Impact Teaching Strategies.</p> <p>Review and agree upon an Instructional Model that incorporates HITS, HIWS and Victorian Teaching and Learning Model.</p>
<b>Outcomes</b>	<p>Teachers will understand differentiated practices that engage and grow students at their point of need.</p> <p>Students will be supported to actively participate and/or reflect on their learning</p> <p>Teachers will engage in professional learning/coaching/PDP conversations to improve instructional practice.</p> <p>Leaders will develop and implement a professional learning / coaching program and engage with teachers to improve their pedagogy and planning.</p> <p>Leaders will agree on an instructional model that takes into account HITS, HIWS and VTLM</p>
<b>Success Indicators</b>	<p>Curriculum planning documentation</p> <p>Coaching observations and conversations</p> <p>Professional Learning evaluations</p> <p>PDP plans</p> <p>An agreed Instructional Model</p> <p>Staff Opinion Survey - Academic Emphasis</p> <p>ATToS - Differentiation</p>

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Develop College professional learning program with a focus on HITS.	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Review approaches to Literacy and Numeracy education across the college.	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items

<p>SIT Teaching and Learning to review and agree upon an instructional model for the college</p>	<p><input checked="" type="checkbox"/> School Improvement Team</p>	<p><input type="checkbox"/> PLP Priority</p>	<p>from: Term 1 to: Term 4</p>	<p>\$0.00</p> <p><input type="checkbox"/> Equity funding will be used</p> <p><input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used</p> <p><input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items</p>
<p>Provide training and implement a college coaching program</p>	<p><input checked="" type="checkbox"/> Learning Specialist(s)</p>	<p><input checked="" type="checkbox"/> PLP Priority</p>	<p>from: Term 1 to: Term 4</p>	<p>\$3,000.00</p> <p><input type="checkbox"/> Equity funding will be used</p> <p><input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used</p> <p><input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items</p>

Develop and implement a PDP process across the college	<input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
SIT Teaching and Learning to investigate and come to a consensus about a data inquiry model to drive continuous improvement of teaching and learning across the college	<input checked="" type="checkbox"/> School Improvement Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items

Develop an implement a meeting schedule that allows for professional learning, curriculum planning and collaboration.	<input checked="" type="checkbox"/> Leadership Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
<b>KIS 1.b</b> Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable			
<b>Actions</b>	Document and effectively implement our multi-tiered response to intervention, identifying and supporting the mental health of the most vulnerable Develop and implement Readiness to Learn and Behaviour Matrix across the College Investigate positive mental health approaches in staff professional practice. Leaders to investigate Tier 1 and Tier 2 intervention models and create a scope and sequence for wellbeing and engagement. Explore and investigate Whole College approach to Disability Inclusion models in line with departmental guidelines.			
<b>Outcomes</b>	Students will report improved mental health and have an awareness on where to seek support at school. Students will routinely engage in readiness to learn procedures across the College  Teachers will plan for and implement social and emotional learning within their curriculum areas Teachers will consistently use effective routines in the classroom, including readiness to learn.  Leaders will support the continuous development, documentation and revision of a multi-tiered response model to mental health SIT Wellbeing team to develop mental health action plan.			

<b>Success Indicators</b>	Policies and programs will show documentation of multi-tiered response model ATTos classroom behaviour measure; Staff survey indicator effective classroom behaviour Reduction in Level 1 & 2 Chronicles across the College			
<b>Activities and Milestones</b>	<b>People Responsible</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Funding Streams</b>
Explore and investigate Tier 1 and 2 Whole College approach to mental health and wellbeing through a Whole College Mental Health Action Plan.	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Leadership Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$203,413.79  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input checked="" type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Develop whole college approach to bullying prevention, intervention and inclusiveness and implement activities and programs to support these.	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Principal <input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$20,000.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input checked="" type="checkbox"/> Schools Mental Health Menu items will be used which



				may include DET funded or free items
Restructure College Wellbeing Team in response to student support, inclusion, assessment and funding. Targeted roles for reengagement, inclusion, and wellbeing leaders.	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Principal <input checked="" type="checkbox"/> School Improvement Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$504,466.58  <input checked="" type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input checked="" type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items
Develop and implement positive learning routines for expected behaviours.	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Leading Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used  <input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used  <input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items