

# Annual Implementation Plan - 2023

## Define Actions, Outcomes and Activities

Kambrya College (8421)



Submitted for review by Keith Perry (School Principal) on 05 April, 2023 at 04:23 PM  
Awaiting endorsement by Senior Education Improvement Leader  
Awaiting endorsement by School Council President

## Define Actions, Outcomes and Activities

<b>Goal 1</b>	<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.			
<b>12 Month Target 1.1</b>	See targets below			
<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>	<ul style="list-style-type: none"> <li>• Build staff capacity in assessment and differentiation in Numeracy in order to identify and meet students' individual learning needs.</li> <li>• Develop data literacy of teachers to inform understanding of student needs and identify students requiring additional support/extension</li> <li>• Maintain and improve PLT structures to support teacher collaboration and strengthen teaching practices.</li> </ul>			
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Teachers will be equipped with the capacity to identify student point of need and to provide a differentiated curriculum.</li> <li>• PLTs will meet to engage in reflective practice, evaluate and plan curriculum, assessments and lessons.</li> </ul>			
<b>Success Indicators</b>	<ul style="list-style-type: none"> <li>• Curriculum documentation will show plans for differentiation in Numeracy</li> <li>• Collegial Observations and Spotlight Lessons demonstrate the use of strategies from professional learning.</li> <li>• Scaffolded inquiry from PLC professional learning.</li> </ul>			
<b>Activities and Milestones</b>	<b>People Responsible</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Funding Streams</b>
Leaders will engage in the DE PLC program with a specific focus on numeracy.	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Data Leader</li> <li><input checked="" type="checkbox"/> KLA Leader</li> <li><input checked="" type="checkbox"/> Leadership Team</li> <li><input checked="" type="checkbox"/> Learning Specialist(s)</li> <li><input checked="" type="checkbox"/> Numeracy Leader</li> </ul>	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$3,000.00  <input checked="" 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>	<ul style="list-style-type: none"> <li>• Design and implement a new Year 7-12 BRICKs program with curriculum that targets health, wellbeing and careers.</li> <li>• Continue to strengthen collaboration, communication and coordinated service delivery across our Student Engagement Leaders and Wellbeing services including Mental Health Practitioner and Adolescent School Nurse.</li> <li>• Continue to develop and consolidate SWPBS processes including evaluating data collection, updating wellbeing documentation and supporting the induction of new staff.</li> </ul>			
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Teachers will be confident teaching the material, and students will engage effectively and demonstrate learning and personal growth.</li> <li>• SWPBS materials and structures have been refreshed and embedded.</li> <li>• Programs and processes have been set up/refined, including scheduling, record-keeping and student communication mechanisms, to facilitate effective collaboration across all wellbeing staff.</li> </ul>			
<b>Success Indicators</b>	Relevant indicators from the ATOSS will increase (eg. teacher concern, advocate at school, goal setting, resilience)			
<b>Activities and Milestones</b>	<b>People Responsible</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Funding Streams</b>
Relevant staff will engage in collaborative work to further expand our BRICKs curriculum across the entire college, with a revamped	<input checked="" type="checkbox"/> Careers Leader/Team <input checked="" type="checkbox"/> KLA Leader	<input checked="" type="checkbox"/> PLP Priority	from: Term 1	\$75,000.00

focus on Cybersafety, Respectful Relationships and Careers Education.	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Teacher(s)		to: Term 4	<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
<b>Goal 2</b>	To improve student learning outcomes.			
<b>12 Month Target 2.1</b>	(a) From 18% (2021) to 20 % (2023) for Writing; (b) From 32% (2021) to 34% (2023) for Reading; (c) From 11% (2021) to 15% (2023) for Numeracy.			
<b>12 Month Target 2.2</b>	(a) The VCE median all studies score will increase from 30 (2022) to 31 (2023). (b) The VCE median study score for English/EAL/English Language will increase from 32 (2021) to 33 (2023). (c) The percentage of study scores greater than or equal to 40 will remain above 8% in 2023. (d) A target related to the Vocational Major will be written in 2023.			
<b>12 Month Target 2.3</b>	AtoSS will increase: (a) From 67% (2022) to 69% (2023) for Differentiated learning challenge; (b) From 49% (2022) to 51% (2023) for Student voice and agency; (c) From 61% (2022) to 63% (2023) for Self-regulation and goal setting; (d) From 73% (2022) to 80% (2026) for Effective teaching time.			
<b>12 Month Target 2.4</b>	The percentage positive response on the SSS will increase: (a) From 53% (2022) to 55% (2023) for Academic emphasis; (b) From 60% (2022) to 62% (2023) for Understand how to analyse data.			

<b>KIS 2.a</b> Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs	Develop and implement a whole-school, evidence-based approach to improving Literacy and Numeracy outcomes.			
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Engage in DE PLC, with a specific focus on Numeracy improvement</li> <li>- Increase the range and number of numeracy and literacy intervention strategies across the College</li> </ul>			
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>- Middle Leaders will be equipped with greater knowledge and skills to facilitate and drive school improvement in Numeracy</li> <li>- Students will have greater access to numeracy and literacy intervention strategies</li> </ul>			
<b>Success Indicators</b>	<ul style="list-style-type: none"> <li>- Numeracy and literacy targets increase</li> </ul>			
<b>Activities and Milestones</b>	<b>People Responsible</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Funding Streams</b>
Leaders will engage in the DE PLC program with a specific focus on numeracy.	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Data Leader</li> <li><input checked="" type="checkbox"/> KLA Leader</li> <li><input checked="" type="checkbox"/> Leadership Team</li> <li><input checked="" type="checkbox"/> Learning Specialist(s)</li> <li><input checked="" type="checkbox"/> Numeracy Leader</li> </ul>	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$3,000.00  <input checked="" 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 2.b</b> The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Consistently embed all elements of the college's Teaching and Learning Cycle into classroom practice across the college.			
<b>Actions</b>	<ul style="list-style-type: none"> <li>- Upskill and support Learning Specialists to conduct coaching with colleagues to improve instructional practice.</li> <li>- PLT cycles and collegial observation cycles will have a strong focus on the TLC.</li> <li>- Reintroduce PLT end of cycle celebration of learning expo</li> </ul>			
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>- Collective efficacy, collaboration and instructional practice will improve.</li> </ul>			
<b>Success Indicators</b>	<ul style="list-style-type: none"> <li>- Relevant measures on the Staff Opinion Survey and ATOSS will increase.</li> </ul>			
<b>Activities and Milestones</b>	<b>People Responsible</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Funding Streams</b>
All staff will engage in a planned and structured system of PD, PLTs, spotlight lessons and collegial observations in order to further embed understanding of the TLC and foster consistent high quality instruction across the college.	<input checked="" type="checkbox"/> All Staff	<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
<b>Goal 3</b>	To improve student wellbeing and engagement.			

<b>12 Month Target 3.1</b>	<p>The SSS will increase:</p> <p>(a) From 67% (2022) to 69% (2023) for Parent and community involvement;</p> <p>(b) From 59% (2022) to 62% (2023) for Staff trust in students and parents.</p>			
<b>12 Month Target 3.2</b>	<p>In 2023, the percentage positive response on the AtoSS will increase from:</p> <p>(a) 58% (2022) to 60% for Sense of confidence;</p> <p>(b) 61% (2022) to 63% for Resilience;</p> <p>(c) 58% (2022) to 60% for Motivation and interest;</p> <p>(d) 42% (2022) to 44% for Teacher concern;</p> <p>(e) 56% (2022) to 58% for Sense of connectedness;</p> <p>(f) 69% (2022) to 71% for Effective classroom behaviour.</p>			
<b>12 Month Target 3.3</b>	<p>In 2023, the percentage of positive responses on the POS will increase from:</p> <p>(c) 62% (2022) to 64% for Parent participation and involvement;</p> <p>(d) 60% (2022) to 62% for Student motivation and support.</p>			
<b>KIS 3.a</b> Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion	<p>Develop and implement a comprehensive health, wellbeing and careers curriculum that enables students to develop the capabilities necessary to thrive, contribute and respond positively to the challenges and opportunities of life.</p>			
<b>Actions</b>	<p>- Design and implement a new Year 7-12 BRICKs program with curriculum that targets health, wellbeing and careers.</p>			
<b>Outcomes</b>	<p>- Teachers will be confident teaching the material, and students will engage effectively and demonstrate learning and personal growth.</p>			
<b>Success Indicators</b>	<p>- Relevant indicators from the ATOSS will increase (eg. teacher concern, advocate at school, goal setting, resilience)</p>			
<b>Activities and Milestones</b>	<b>People Responsible</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Funding Streams</b>

<p>Relevant staff will engage in collaborative work to further expand our BRICKs curriculum across the entire college, with a revamped focus on Cybersafety, Respectful Relationships and Careers Education.</p>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> All Staff</li> <li><input checked="" type="checkbox"/> Careers Leader/Team</li> <li><input checked="" type="checkbox"/> KLA Leader</li> <li><input checked="" type="checkbox"/> Leadership Team</li> </ul>	<input type="checkbox"/> PLP Priority	<p>from: Term 1 to: Term 4</p>	<p>\$75,000.00</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Equity funding will be used</li> <li><input type="checkbox"/> Disability Inclusion Tier 2 Funding will be used</li> <li><input type="checkbox"/> Schools Mental Health Menu items will be used which may include DET funded or free items</li> </ul>
<p><b>KIS 3.b</b> Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion</p>	<p>Develop, implement and embed multi-tiered systems of support that enhance student wellbeing, engagement and inclusion.</p>			
<p><b>Actions</b></p>	<ul style="list-style-type: none"> <li>- Invest in the recruitment and training of the workforce necessary to deliver the new DET Disability Inclusion model in 2024</li> <li>- Prepare the College for the rollout, including a review and overhaul of all current Learning Diversity and PSD supports and practices.</li> </ul>			
<p><b>Outcomes</b></p>	<ul style="list-style-type: none"> <li>- The College will be well prepared for the new Disability Inclusion model.</li> <li>- There will be increased evidence of differentiated supports and individualised teaching.</li> </ul>			
<p><b>Success Indicators</b></p>	<ul style="list-style-type: none"> <li>- Meet all DE targets for implementation of DI model in a timely manner.</li> <li>- AToSS responses to “Differentiated Learning Challenge,” “Self Regulation” and other measures will improve.</li> </ul>			



Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
<p>The school will be recruiting a range of specialist staff to lead the DI model this year (despite not having funding yet) in order to best prepare the college for the full roll out in 2024. This will include the appointment of a Learning Specialist and an experienced Education Support Staff member. A broad range of professional development will also be facilitated, for both the lead personnel and all other relevant teachers and support staff.</p>	<p><input checked="" type="checkbox"/> All Staff</p>	<p><input checked="" type="checkbox"/> PLP Priority</p>	<p>from: Term 1 to: Term 4</p>	<p>\$90,000.00</p> <p><input checked="" 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>