**Annual Implementation Plan - 2024**

**Select annual goals and KIS**

Glenferrie Primary School (1508)

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**Select annual goals and KIS**

| Four-year strategic goals | Is this selected for focus this year? | **Four-year strategic targets** | 12-month targetThe 12-month target is an incremental step towards meeting the 4-year target, using the same data set. |
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| **Priorities goal**In 2024 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the priorities goal, a learning key improvement strategy and a wellbeing key improvement strategy. | No | Support for the priorities |  |
| Maximise learning growth for every student. | Yes | By 2027, improve the proportion of students in the ‘exceeding’ proficiency level of NAPLAN in:- Reading from 47% in Year 3 (2023)- Reading from 44% in Year 5 (2023)- Writing from 9% in Year 3 (2023)- Writing from 44% in Year 5 (2023)- Numeracy from 44% in Year 3 (2023)- Numeracy from 31% in Year 5 (2023)By 2027, maintain or improve the percentages of Year 5 students achieving above benchmark growth in NAPLAN from:(Baseline NAPLAN targets to be identified in 2025)- Reading from \_\_\_% (2025)- Writing from \_\_\_% (2025)- Numeracy from \_\_\_% (2025) | Improve the proportion of students in the ‘exceeding’ proficiency level of NAPLAN in:- Numeracy from 44% in Year 3 (2023)- Numeracy from 31% in Year 5 (2023)- Writing from 9% in Year 3 (2023)- Writing from 44% in Year 5 (2023) |
| Teacher Judgments* increase the percentages of students from Foundation to Year 6 achieving above expected growth in Reading and Viewing from 16% in Semester 2, 2022 to 30% in Semester 2, 2026
* increase the percentages of students from Foundation to Year 6 achieving above expected growth in Writing from 16% in Semester 2, 2022 to 30% in Semester 2, 2026
* increase the percentages of students from Foundation to Year 6 achieving above expected growth in Number and Algebra from 23% in Semester 2, 2022 to 30% in Semester 2, 2026.
 | Increase the percentages of students from Foundation to Year 6 achieving above expected growth in:- Writing from XX% to 22%- Number and Algebra from XX% to 26% (from Semester 2 2023 to Semester 2, 2024) |
| School Staff Survey* improve the positive endorsement for Teacher collaboration from 61% in 2022 to 75% in 2027
* improve the positive endorsement for Professional learning through peer observation from 38% in 2022 to 55% in 2027
* improve the positive endorsement for Seek feedback to improve practice from 69% in 2022 to 80% in 2027
* improve the positive endorsement for Time to share pedagogical content knowledge from 69% in 2022 to 80% in 2027.
 | Improve positive endorsement in the School Staff Survey for:- Teacher collaboration from 86% in 2022 to 88% in 2024- Professional learning through peer observation from 31% in 2023 to 40% in 2024- Seek feedback to improve practice from 92% in 2023 to 94% in 2024- Time to share pedagogical content knowledge 92% in 2023 to 94% in 2024. |
| Enhance the wellbeing of all students. | Yes | Attitudes to School Survey* improve the positive endorsement for Teacher concern from 73% in 2023 to 85% in 2027
* improve the positive endorsement for Perseverance from 85% in 2023 to 90% in 2027
* reduce the percentage of students with low resilience from 21% in 2022 to 10% in 2027.
 | Improve positive endorsement in the Attitudes to School Survey for:- Teacher concern from 73% in 2023 to 78% in 2024- Perseverance from 85% in 2023 to 87% in 2024Reduce the percentage of students with low resilience from 31% in 2023 to 25% in 2024. |
| Parent Opinion Survey* improve the positive endorsement for Non-experience of bullying from 69% in 2022 to 80% in 2027
* improve the positive endorsement for Promoting positive behaviour from 82% in 2022 to 90% in 2027.
 | Improve positive endorsement in the Parent Opinion Survey for:- Non-experience of bullying from 72% in 2023 to 75% in 2024Promoting positive behaviour from 88% in 2023 to 90% in 2024. |
| Build family and community partnerships to enhance student engagement with learning. | Yes | Staff Opinion Survey* improve the positive endorsement for Parent and community involvement from 79% in 2022 to 85% in 2027.
 | Improve positive endorsement in the School Staff Survey for:- Parent and community involvement from 98% in 2023 to 99% in 2024. |
| Parent Opinion Survey* improve the positive endorsement for Parent participation and involvement from 58% in 2022 to 75% in 2027
* improve the positive endorsement for General school improvement from 54% in 2022 to 65% in 2027
* improve the positive endorsement for General school satisfaction from 64% in 2022 to 80% in 2027
 | Improve positive endorsement in the Parent Opinion Survey for:- Parent participation and involvement from 84% in 2023 to 86% in 2024- General school improvement from 83% in 2023 to 85% in 2024- General school satisfaction from 82% in 2023 to 84% in 2024 |
| Attitude to School Survey* improve the positive endorsement for Student voice and agency from 83% in 2023 to 90% in 2027.
 | Improve positive endorsement in the Attitudes to School Survey for:- Student voice and agency from 83% in 2023 to 85% in 2024 |

| Goal 2 | **Maximise learning growth for every student.** |
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| 12-month target 2.1-month target | Improve the proportion of students in the ‘exceeding’ proficiency level of NAPLAN in:- Numeracy from 44% in Year 3 (2023)- Numeracy from 31% in Year 5 (2023)- Writing from 9% in Year 3 (2023)- Writing from 44% in Year 5 (2023) |
| 12-month target 2.2-month target | Increase the percentages of students from Foundation to Year 6 achieving above expected growth in:- Writing from XX% to 22%- Number and Algebra from XX% to 26% (from Semester 2 2023 to Semester 2, 2024) |
| 12-month target 2.3-month target | Improve positive endorsement in the School Staff Survey for:- Teacher collaboration from 86% in 2022 to 88% in 2024- Professional learning through peer observation from 31% in 2023 to 40% in 2024- Seek feedback to improve practice from 92% in 2023 to 94% in 2024- Time to share pedagogical content knowledge 92% in 2023 to 94% in 2024. |
| **Key Improvement Strategies** | Is this KIS selected for focus this year? |
| **KIS 2.a**Assessment | Strengthen the whole school approach to planning, assessment and collaboration. | Yes |
| **KIS 2.b**Teaching and learning | Strengthen teacher instructional capability through reflective practices including peer observations, Learning Walks, coaching and mentoring. | Yes |
| **KIS 2.c**Teaching and learning | Build teacher pedagogical content knowledge in literacy and numeracy in the Victorian Curriculum. | 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. | Strengthening planning, assessment and collaboration will further support our NAPLAN targets towards reading, writing and numeracy.Review evaluation suggested we would benefit from peer observations, learning walks and coaching and mentoring to support the strengthening of whole school approaches and teacher efficacy.With the new Victorian Curriculum 2.0 coming in, building teacher knowledge around this is a priority. |
| Goal 3 | **Enhance the wellbeing of all students.** |
| 12-month target 3.1-month target | Improve positive endorsement in the Attitudes to School Survey for:- Teacher concern from 73% in 2023 to 78% in 2024- Perseverance from 85% in 2023 to 87% in 2024Reduce the percentage of students with low resilience from 31% in 2023 to 25% in 2024. |
| 12-month target 3.2-month target | Improve positive endorsement in the Parent Opinion Survey for:- Non-experience of bullying from 72% in 2023 to 75% in 2024Promoting positive behaviour from 88% in 2023 to 90% in 2024. |
| **Key Improvement Strategies** | Is this KIS selected for focus this year? |
| **KIS 3.a**Engagement | Develop, implement and embed a whole school approach to wellbeing. | No |
| **KIS 3.b**Support and resources | Build teacher capability to support students to strengthen resilience and well-being. | 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. | Teacher concern in the Attitudes to school survey is at 73% and the the positive endorsement for Non-experience of bullying in the parent opinion survey is at 72%The percentage of students with low resilience in the Attitudes to School Survey dropped from 21% in 2022 to 31% in 2023. |
| Goal 4 | **Build family and community partnerships to enhance student engagement with learning.** |
| 12-month target 4.1-month target | Improve positive endorsement in the School Staff Survey for:- Parent and community involvement from 98% in 2023 to 99% in 2024. |
| 12-month target 4.2-month target |  Improve positive endorsement in the Parent Opinion Survey for:- Parent participation and involvement from 84% in 2023 to 86% in 2024- General school improvement from 83% in 2023 to 85% in 2024- General school satisfaction from 82% in 2023 to 84% in 2024 |
| 12-month target 4.3-month target | Improve positive endorsement in the Attitudes to School Survey for:- Student voice and agency from 83% in 2023 to 85% in 2024 |
| **Key Improvement Strategies**  | Is this KIS selected for focus this year? |
| **KIS 4.a**Engagement | Build student capacity to set challenging learning goals and monitor own growth. | No |
| **KIS 4.b**Engagement | Strengthen opportunities for students to enrich learning through community and family partnerships. | Yes |
| **KIS 4.c**Leadership | Strengthen school pride and connectedness through a variety of measures including enhanced communication and community promotion. | 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. | As an IB school, we strive for our students to develop the approaches to learning they need – for both academic and personal success. Therefore goal setting is an important part of this process. Strengthening community partnerships is also a key factor in our IB journey.We aim to improve positive endorsement in the Parent Opinion Survey for Parent participation and involvement from 84% in 2023 to 86% in 2024 with communication being a strong focus of this. |