

# Annual Implementation Plan - 2020

## Define Actions, Outcomes and Activities

Heathmont College (8816)



Submitted for review by Johanna Walker (School Principal) on 29 November, 2019 at 04:15 PM  
Awaiting endorsement by Senior Education Improvement Leader  
Awaiting endorsement by School Council President

## Define Actions, Outcomes and Activities

<b>Goal 1</b>	To improve student achievement.
<b>12 Month Target 1.1</b>	Low growth in all areas of Naplan to be at 25 percent High growth in all areas to be at 25 percent Students in top 2 bands to be at 10 percent at 7 & 9
<b>12 Month Target 1.2</b>	VCE mean study score to be 27
<b>12 Month Target 1.3</b>	The percentage of students in teacher judgements to be 20 % in all areas.
<b>KIS 1</b> Building practice excellence	Consistent Implementation of the College instructional model and the embedding of high impact teaching strategies, including differentiation techniques and the use of data to inform teaching.
<b>Actions</b>	<p>The College will continue to implement the explicit teaching strategies used in 2019 which saw improvement in Naplan and this will follow on from the pedagogical changes which were implemented in 2019.</p> <p>The use of data walls, both on Compass and in a hard copy version on the staffroom wall will be used as a tool for staff to have a concrete understanding of which students have high growth and which students do not.</p> <p>This will be used as a reference point in staff PDP days across the year.</p> <p>A focus on Literacy, Numeracy &amp; HITS PLC's will occur within areas across the College and will incorporate structures from the MYLNS training</p> <p>Moderation at VCE to continue to be a focus on PPD days.</p> <p>Classroom environments will have visual displays as prompts to assist with Literacy and/or Numeracy.</p>
<b>Outcomes</b>	<p><b>Leaders</b></p> <p>Staff will have a focus on the Literacy and Numeracy skills that students need to be able to access the course content.</p> <p>Learning Specialist will lead a review of the examination program at Heathmont College with formal feedback being presented for consideration to the SIT</p> <p>Leaders will refer to these skills at regular meetings throughout the College professional development calendar. PPD days for staff must have a focus on the implementation of Literacy and Numeracy.</p> <p><b>Teachers</b></p> <p>A focus on explicit teaching skills and collaboration in teams will ensure consistent implementation across the Curriculum areas.</p> <p>Numeracy sheets as provided by DET used to assist improve numeracy outcomes</p> <p>Data will be used to ensure that programs are effective and meet the needs of all learners. Data conversations will be minuted in</p>

	<p>meetings.  VCE teachers will undertake data analysis with senior staff  Naplan teachers will undertake data analysis with senior staff  As PDP days are embedded at the College with strong norms being used to underpin the work that the staff are doing in these, there will be greater flexibility for teachers to work in Teaching and Learning teams to best support their classroom work.  At least one unit of work will be co-constructed and on One Note by the end of the year.</p> <p>Students  Students will undertake a practice NAPLAN  Students will undertake formal practice VCE exams.  The examination program will be extended down to Year 9. Students will sit these in formal examination rooms.  Careers counselling at Year 9 &amp; 10 will discuss the students' learning behaviours and how this will impact on their final outcomes</p>			
<p><b>Success Indicators</b></p>	<p>Naplan will continue to improve with an increase in high growth across all areas  Year 9  Domains  Writing from 13.8% to 15.8%  Reading from 25% to 27%  Numeracy from 16.9% to 18.9%  Spelling from 17.2% to 19.2%  Grammar &amp; Punctuation from 24.4% to 26.4%</p> <p>Staff opinion survey will have Collective Efficacy 61.67 - 63.67  Staff opinion survey will have the Academic Emphasis 50.87 - 52.87  PLC's will operate across the College with a focus on Literacy, Numeracy and Data.  Minutes from CAL meetings will show evidence of reflection on the Instructional Model  MYLNS will be supporting students below NMS at Heathmont College. There will be noted evidence in meetings of the explicit strategies recommended for use.  Lesson plans will have either a literacy or numeracy focus identified in the documentation.  VCE median score to be 27 up from 26 in 2018. VCE data for 2019 is not available for the AIP at time of submission and this will need to be modified in 2020.</p>			
<p><b>Activities and Milestones</b></p>	<p><b>Who</b></p>	<p><b>Is this a PL Priority</b></p>	<p><b>When</b></p>	<p><b>Budget</b></p>
<p>Introduction of One Note across the College as an interactive platform for staff to use to collaborate on curriculum</p>	<p><input checked="" type="checkbox"/> Leadership Team</p>	<p><input checked="" type="checkbox"/> PLP Priority</p>	<p>from: Term 1</p>	<p>\$20,000.00</p>

documentation. All staff to have co-constructed one sequence of learning by the end of 2020. Professional development to have been delivered to the Leadership team by the end of Term One 2020.			to: Term 4	<input type="checkbox"/> Equity funding will be used
A structured program designed to enhance Naplan outcomes will be delivered to students at the College. This will include a trial "Haplan" test. Resources will be placed in One Note and on Compass for staff to use. The Mathematics department will utilise the Maths sheet being sent out by the Regional School Improvement area to assist in the improvement of Numeracy.	<input checked="" type="checkbox"/> Learning Specialist(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$2,000.00  <input type="checkbox"/> Equity funding will be used
Heads of House will have a shift in the focus of their role from being student managers to having a direct role in the Teaching and Learning program of the College and working to support the teachers in their respective Houses. An extra House Leader will be appointed to each House to support the student management work that will need to be done. There will be behaviour management training provided for these staff. Positive Education will continue to be a focus.	<input checked="" type="checkbox"/> Principal	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$60,000.00  <input checked="" type="checkbox"/> Equity funding will be used
VCE data to be reviewed for all VCE teachers with a particular focus on examining their course outlines and demonstrating that they have reviewed their lesson plans. This will aim to improve student outcomes in 2020 as it will provide a deeper understanding of where teaching practice needs to be adapted. Staff will be encouraged to apply for work as a Naplan, GAT marker and VCE assessors as this gives them a deep understanding of the work that the students need to do in order to excel in these areas.	<input checked="" type="checkbox"/> Leadership Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00  <input type="checkbox"/> Equity funding will be used
STEAM The development of a STEAM centre at Heathmont College which will allow students at Years 7 & 8 to engage in their learning through the design and production of STEAM activities in the new hub. Curriculum specifically designed for this area will be	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Curriculum Co-ordinator (s) <input checked="" type="checkbox"/> STEM Coordinator	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00

<p>developed over the course of 2020. This will include robotics, 3D printing, virtual reality, drones and more in the space. This will help them apply it to real world problems. Students potentially be able to work with Zoo Victoria and the Yarra Ranges Tech school to further engage them in the work.</p>				<input type="checkbox"/> Equity funding will be used
<p><b>ACTION</b> This is an integrated curriculum program at Heathmont College which will incorporate English and Humanities in a challenging format which will promote deeper thinking and engagement in learning. This will be taught in a team environment with a focus on the analysis of issues, being able to compare and contrast their work as well as examine impacts. It is designed to deliver instruction and meet capabilities education through the delivery of the content.</p>	<input checked="" type="checkbox"/> Curriculum Co-ordinator (s) <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
<p>Literacy PLC to be working across all Curriculum Areas. This group will work to support teachers to embed Literacy across their subject areas. This will follow on from the Data Literacy PLC work undertaken in 2019. This will be led by the Learning Specialist - Literacy and will incorporate capacity building as part of the MYLNS work undertaken at Heathmont College</p>	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Curriculum Co-ordinator (s) <input checked="" type="checkbox"/> Literacy Improvement Teacher <input checked="" type="checkbox"/> Literacy Leader <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$10,000.00  <input checked="" type="checkbox"/> Equity funding will be used
<p>Numeracy PLC to be operating across the College. This group will work to support teachers to embed Numeracy across their subject areas.</p>	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Curriculum Co-ordinator (s) <input checked="" type="checkbox"/> Numeracy Leader <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$10,000.00  <input checked="" type="checkbox"/> Equity funding will be used
<b>Goal 2</b>	To improve student engagement in learning			

<b>12 Month Target 2.1</b>	Student Voice and Agency to match similar schools data. In 2019 this was																				
<b>12 Month Target 2.2</b>	Differentiated Curriculum to be equal to similar schools Self Regulation and Goal Setting to be equal to similar schools																				
<b>12 Month Target 2.3</b>	Student absence rates to be at 18 days. in 2019 it was at 19 days and below the Secondary School Average.																				
<b>KIS 1</b> Curriculum planning and assessment	Development and implementation of curriculum documentation that incorporates a range of tasks designed to engage students.																				
<b>Actions</b>	Over the course of 2020 a number of programs will be implemented at Heathmont College in order to engage students in a variety of learning experiences. The implementation of the Heathmont College Sports Academy A new program for students at Year 7 - the Enrichment and Excellence program The development of SWEL program incorporating the elements of Positive Education A STEAM centre to be opened and curriculum to be developed for this ACTION program at Year 7 - combined program of Humanities and English which will have a documented curriculum. Teaching and Learning Team undertaking Bastow Curriculum & Assessment course/.																				
<b>Outcomes</b>	<p>Student Attitudes to School Data will be as per below:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Area</th> <th>2019 predicted</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>7- 12</td> <td>Stimulated learning from</td> <td>10.2</td> <td>12.2</td> </tr> <tr> <td>7- 12</td> <td>Motivation and interest from</td> <td>12.6</td> <td>4.6</td> </tr> <tr> <td>7- 12</td> <td>Effective classroom behaviour</td> <td>7.0</td> <td>9.0</td> </tr> <tr> <td>7 - 12</td> <td>Sense of connectedness</td> <td>13.2</td> <td>15.2</td> </tr> </tbody> </table> <p>Teachers Classroom observations will have a focus on student engagement and orderly classrooms Those undertaking observations will ask the students - what they have learnt and what they thought the teacher did to help improve their learning Curriculum work will have a continued focus on differentiation</p> <p>Leaders SIT meetings will have evidence of discussion of Literacy and Numeracy strategies and methods to strengthen the outcomes across</p>	Year	Area	2019 predicted	2020	7- 12	Stimulated learning from	10.2	12.2	7- 12	Motivation and interest from	12.6	4.6	7- 12	Effective classroom behaviour	7.0	9.0	7 - 12	Sense of connectedness	13.2	15.2
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	the College Curriculum area meetings will have a focus on professional development on AIP focus areas			
<b>Success Indicators</b>	Attendance rates at the College will continue to be at or below the target of 20 days absence. Observation notes will show reflection of the Literacy and Numeracy strategies being explicitly taught in classrooms. Curriculum documentation will include Literacy and Numeracy areas & will show regular useage of this in classes. Students in the Sports Academy program will see an increase in their engagement with their studies with less student management issues occurring. Teachers will be able to articulate through their PDP's the Literacy and Numeracy strategies they are using Professional development at the College will have evidence of Literacy and Numeracy strategies Classrooms will have anchor charts displaying specific evidence of Literacy and Numeracy strategies for students to use The Enhancement and Enrichment program will have a differentiated curriculum in Mathematics that can be evidenced.			
<b>Activities and Milestones</b>	<b>Who</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Budget</b>
Heathmont College Sports Academy to be implemented at the College. This includes the development of relationships with the local venues used, development of an effective program and the curriculum which will be delivered to students. Students will work with staff and coaches on individualised programs designed to enhance their physical skills and engagement with the College.	<input checked="" type="checkbox"/> Assistant Principal <input checked="" type="checkbox"/> Principal	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$100,000.00  <input type="checkbox"/> Equity funding will be used
An additional social worker to be added to the Student Services team to assist students with any wellbeing issues.This will also allow for more regular Health Promotion Activities in conjunction with the Secondary School Nurse. A focus will be on Respectful Relationships, looking at student connection and working with the PE/Health Department and the Heathmont Sports Academy to support their work and the delivery of programs to the students.	<input checked="" type="checkbox"/> Allied Health <input checked="" type="checkbox"/> Principal <input checked="" type="checkbox"/> Wellbeing Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$45,000.00  <input checked="" type="checkbox"/> Equity funding will be used
The Heathmont College instructional model will continue to be reviewed as a vehicle to ensuring that engaging teaching practices are embedded across the College. Staff will be required to ensure that PPD days are spent reviewing curriculum and that they are working towards the development of lessons which offer a variety of modalities of teaching.	<input checked="" type="checkbox"/> Leading Teacher(s) <input checked="" type="checkbox"/> Learning Specialist(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$3,000.00  <input type="checkbox"/> Equity funding will be used

Curriculum documentation will be adapted for use in One Note to allow for enhancement in collaboration within teams. Curriculum & Pedagogy will continue to be a Professional Learning priority.				
Implementation of the 5 period day at Heathmont College. Staff will have provided feedback on the structure of the day which is then used in the timetabling. Staff will have been provided with an opportunity to work in teams to rework the lesson sequences to enable the successful delivery of the curriculum. This will involve an extensive review of the current program in order to modify and improve the instruction and assessment being provided for students	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Principal	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$3,000.00  <input type="checkbox"/> Equity funding will be used
SWEL - the Heathmont College tailored program encompassing the principles of Positive Education will be implemented at the school.	<input checked="" type="checkbox"/> Leading Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$5,000.00  <input type="checkbox"/> Equity funding will be used
Implementation of the Enhancement and Enrichment program at Heathmont College.	<input checked="" type="checkbox"/> Curriculum Co-ordinator (s) <input checked="" type="checkbox"/> KLA Leader <input checked="" type="checkbox"/> Learning Specialist(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$3,000.00  <input type="checkbox"/> Equity funding will be used