

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

Brentwood Secondary College (7647)



Submitted for review by John Ballagh (School Principal) on 18 December, 2017 at 08:59 AM

Endorsed by Allen McAuliffe (Senior Education Improvement Leader) on 22 December, 2017 at 12:25 PM

Endorsed by Kerry Whitehand (School Council President) on 22 December, 2017 at 02:28 PM

# Annual Implementation Plan - 2018

## FISO Improvement Initiatives and Key Improvement Strategies

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Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative																																																						
1. To improve student achievement through improving teaching and learning	<p><b>1. NAPLAN Relative Growth Gain Year 7 – 9:</b>            Improve relative growth from Years 7-9 according to NAPLAN results at Year 9.</p> <p><b>Grammar &amp; Punctuation Targets:</b></p> <table border="0"> <thead> <tr> <th colspan="3">2017</th> <th colspan="3">2021</th> </tr> <tr> <th>Medium %</th> <th>High %</th> <th>Total %</th> <th>Medium%</th> <th>High %</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td>48.9</td> <td>29.9</td> <td>78.8</td> <td>53</td> <td>32</td> <td>85</td> </tr> </tbody> </table> <p><b>Reading Targets:</b></p> <table border="0"> <thead> <tr> <th colspan="3">2017</th> <th colspan="3">2021</th> </tr> <tr> <th>Medium %</th> <th>High %</th> <th>Total %</th> <th>Medium %</th> <th>High %</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td>56.8</td> <td>27.3</td> <td>84.1</td> <td>58</td> <td>32</td> <td>90</td> </tr> </tbody> </table> <p><b>Spelling Targets:</b></p> <table border="0"> <thead> <tr> <th colspan="3">2017</th> <th colspan="3">2021</th> </tr> <tr> <th>Medium %</th> <th>High %</th> <th>Total %</th> <th>Medium %</th> <th>High %</th> <th>Total %</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2017			2021			Medium %	High %	Total %	Medium%	High %	Total %	48.9	29.9	78.8	53	32	85	2017			2021			Medium %	High %	Total %	Medium %	High %	Total %	56.8	27.3	84.1	58	32	90	2017			2021			Medium %	High %	Total %	Medium %	High %	Total %							Yes	GROWTH TARGETS 2018 Grammar & Punctuation: - Medium Growth 50% and High Growth 31% Reading: - Medium Growth 57% and	Evidence-based high-impact teaching strategies
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<p><b>Improved VCE Study Scores:</b></p> <table border="1"> <thead> <tr> <th>VCE Study Scores</th> <th>2016 Result</th> <th>2021 Target</th> </tr> </thead> <tbody> <tr> <td>Mean study score: All studies</td> <td>30.38</td> <td>32</td> </tr> <tr> <td>Mean study score: English</td> <td>30.53</td> <td>32</td> </tr> <tr> <td>Mean study score: Further Mathematics</td> <td>31.42</td> <td>32</td> </tr> <tr> <td>Mean study score: Mathematical Methods</td> <td>29.75</td> <td>31</td> </tr> <tr> <td>Study scores at or above 40 (percentage)</td> <td>7%</td> <td>10%</td> </tr> </tbody> </table> <p>90% of all VCE Unit 3 / 4 subjects are at or above the adjusted score of 0 according to the Selected VCE Studies (Adjusted) VASS Report 10.</p>	VCE Study Scores	2016 Result	2021 Target	Mean study score: All studies	30.38	32	Mean study score: English	30.53	32	Mean study score: Further Mathematics	31.42	32	Mean study score: Mathematical Methods	29.75	31	Study scores at or above 40 (percentage)	7%	10%		No	<p>All studies mean study score to be at least 30.7.  English mean study score to be 30.85.  Further Mathematics mean study score to be 31.8.  Mathematical Methods mean study score to be 30.05.  Study scores at or above to be 8%.</p>	
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<p><b>School Staff Survey Targets:</b></p> <table border="1"> <thead> <tr> <th>Factor</th> <th>2017 Average Percent of Positive Endorsement</th> <th>2021 Target</th> </tr> </thead> <tbody> <tr> <td colspan="3"><b>School Climate Factors</b></td> </tr> <tr> <td>- Collective Efficacy</td> <td>53.8%</td> <td>60%</td> </tr> <tr> <td>- Collective Responsibility</td> <td>73.9%</td> <td>80%</td> </tr> <tr> <td>- Staff Trust in Colleagues</td> <td>68.8%</td> <td>75%</td> </tr> </tbody> </table>	Factor	2017 Average Percent of Positive Endorsement	2021 Target	<b>School Climate Factors</b>			- Collective Efficacy	53.8%	60%	- Collective Responsibility	73.9%	80%	- Staff Trust in Colleagues	68.8%	75%		Yes	<p>2018 Average Percent of Positive Endorsement for School Climate Factors to be:</p>	<p>Building practice excellence</p>			
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<p>- Teacher Collaboration 54.8% 60%</p> <p>Teaching and Learning Components (Average Positive Percentage Endorsement) 69.8% 75%</p>		<p>- Collective Efficacy - 56%</p> <p>- Collective Responsibility - 76%</p> <p>- Staff Trust in Colleagues - 71%</p> <p>- Teacher Collaboration - 57%</p> <p>The Average Positive Percentage Endorsement for the Teaching and Learning Components to be 72%/</p>									
<p><b>Parent Opinion Survey Results:</b></p> <table border="1"> <thead> <tr> <th data-bbox="248 1082 600 1145">Factor</th> <th data-bbox="600 1082 1272 1145">2017 Score (% positive)Overall Percent of Positive Endorsement</th> <th data-bbox="1272 1082 1429 1145">2021 Target (% positive)</th> </tr> </thead> <tbody> <tr> <td data-bbox="248 1145 600 1209">Stimulating Learning Environment</td> <td data-bbox="600 1145 1272 1209">73</td> <td data-bbox="1272 1145 1429 1209">87</td> </tr> <tr> <td data-bbox="248 1209 600 1273">Effective Teaching</td> <td data-bbox="600 1209 1272 1273">70</td> <td data-bbox="1272 1209 1429 1273">84</td> </tr> </tbody> </table>	Factor	2017 Score (% positive)Overall Percent of Positive Endorsement	2021 Target (% positive)	Stimulating Learning Environment	73	87	Effective Teaching	70	84	No	Parent Opinion Survey Results to show that Stimulating Learning Environment to be at 78% and Effective
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Stimulating Learning Environment	73	87									
Effective Teaching	70	84									

			Teaching to be at 75% positive endorsement.																
	<p><b>Attitude to Schools Survey Targets (% of positive endorsement from students):</b></p> <table border="1"> <thead> <tr> <th>Factor</th> <th>2017 Score (% positive endorsement)</th> <th>2021 Target (% positive endorsement)</th> </tr> </thead> <tbody> <tr> <td>Effective Teaching Time</td> <td>62%</td> <td>74%</td> </tr> <tr> <td>Differentiated Learning Challenge</td> <td>58%</td> <td>70%</td> </tr> <tr> <td>Stimulated Learning</td> <td>59%</td> <td>72%</td> </tr> <tr> <td>Learning Confidence</td> <td>65%</td> <td>80%</td> </tr> </tbody> </table>	Factor	2017 Score (% positive endorsement)	2021 Target (% positive endorsement)	Effective Teaching Time	62%	74%	Differentiated Learning Challenge	58%	70%	Stimulated Learning	59%	72%	Learning Confidence	65%	80%	No	The Attitude to Schools Survey Results to show students positively endorse the following factors by the corresponding percentage : - Effective Teaching Time (65%) - Differentiated Learning Challenge (61%) - Stimulated Learning (63%)	
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	<p><b>Retention Rate:</b> Reduce the number of students exiting to fulltime Tafe programs at external providers prior to completing Year 12 by at least 20.</p>	No	Reduce the number of students exiting to fulltime TAFE providers by 5 students.																											
To improve the positive climate for learning.	<p><b>Student Attendance:</b> Reduce the number of students with 20 or more days absent from school (2016 score was 14%).</p>	No	Reduce percentage of students with 20 or more absence days to 12%																											
	<p><b>Attitude to Schools Survey Targets:</b></p> <table border="1"> <thead> <tr> <th>Factor</th> <th>2017 Score (% positive endorsement)</th> <th>2021 Target (% positive endorsement)</th> </tr> </thead> <tbody> <tr> <td>Student Safety</td> <td>64.1%</td> <td>75%</td> </tr> <tr> <td>Social Engagement</td> <td>60.9%</td> <td>73%</td> </tr> <tr> <td>School Connectedness</td> <td>60%</td> <td>72%</td> </tr> <tr> <td>Student Voice &amp; Agency</td> <td>44%</td> <td>52%</td> </tr> <tr> <td>Advocate at School</td> <td>65%</td> <td>78%</td> </tr> <tr> <td>Managing Bullying</td> <td>62%</td> <td>74%</td> </tr> <tr> <td>Respect for Diversity</td> <td>50%</td> <td>60%</td> </tr> <tr> <td>Teacher Concern</td> <td>39%</td> <td>47%</td> </tr> </tbody> </table>	Factor	2017 Score (% positive endorsement)	2021 Target (% positive endorsement)	Student Safety	64.1%	75%	Social Engagement	60.9%	73%	School Connectedness	60%	72%	Student Voice & Agency	44%	52%	Advocate at School	65%	78%	Managing Bullying	62%	74%	Respect for Diversity	50%	60%	Teacher Concern	39%	47%	Yes	<p>Student Safety - 67%</p> <p>Social Engagement - 65%</p> <p>School Connectedness - 64%</p> <p>Student Voice &amp; Agency - 47%</p> <p>Advocate</p>
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				Respect for Diversity 54%	
				Teacher Concern 42%	
	<b>Parent Opinion Survey Targets:</b>			No	
	<b>Factor</b>	<b>2017 Score (% positive)</b>	<b>2021 Target (% positive)</b>		Parent Opinion Survey Targets:
	Parent participation and involvement.	52%	63%		Parent participation and involvement - 55%
	Teacher Communication	60%	72%		Teacher Communication - 63%
	Promoting Positive Behaviour	71%	85%		Promoting Positive Behaviour - 75%

**Improvement Initiatives Rationale**

The focus areas above have been selected for the 2018 school year because:

1. High NAPLAN Growth in Reading and Numeracy has either remained stable or declined in recent years despite the College being able to reduce the percentage of low growth in some areas. In 2017 Brentwood focused on building a consistent instructional model called GROWTH and embedding a classroom observational model that enables teachers receive feedback on the implementation of it. In 2018 this will be further developed with a focus in embedding High Impact Teaching Strategies within this model to enhance teacher development. Staff will continue to work in collaborative teams to support each other.



2. Classroom behaviour and developing consistent student management practices were recommended in the 2017 School Review as student data indicated this was an area that was an area that did not improve in recent years. A focus in the first year of the next strategic plan of reviewing classroom behaviour expectations and the current behaviour management model will work towards addressing these concerns.

<b>Goal 1</b>	1. To improve student achievement through improving teaching and learning
<b>12 month target 1.1</b>	<p>GROWTH TARGETS 2018</p> <p>Grammar &amp; Punctuation:</p> <ul style="list-style-type: none"> <li>- Medium Growth 50% and High Growth 31%</li> </ul> <p>Reading:</p> <ul style="list-style-type: none"> <li>- Medium Growth 57% and High Growth 29%</li> </ul> <p>Spelling:</p> <ul style="list-style-type: none"> <li>- Medium Growth 57% and High Growth 27%</li> </ul> <p>Writing:</p> <ul style="list-style-type: none"> <li>- Medium Growth 49.5% and High Growth 33%</li> </ul> <p>Numeracy:</p> <ul style="list-style-type: none"> <li>- Medium Growth 53% and High Growth 28%</li> </ul> <p>The percentage of students in the top two NAPLAN bands at Year 9 for Reading to be 29% and Numeracy to be 40%.</p>
<b>FISO Initiative</b>	Evidence-based high-impact teaching strategies
<b>Key Improvement Strategies</b>	
KIS 1	Build teacher practice to improve student learning.
<b>12 month target 1.2</b>	<p>2018 Average Percent of Positive Endorsement for School Climate Factors to be:</p> <ul style="list-style-type: none"> <li>- Collective Efficacy - 56%</li> <li>- Collective Responsibility - 76%</li> <li>- Staff Trust in Colleagues - 71%</li> <li>- Teacher Collaboration - 57%</li> </ul> <p>The Average Positive Percentage Endorsement for the Teaching and Learning Components to be 72%/</p>
<b>FISO Initiative</b>	Building practice excellence

<b>Key Improvement Strategies</b>	
KIS 1	Increase the active engagement of each student in their learning.

<b>Goal 2</b>	To improve the positive climate for learning.
<b>12 month target 2.1</b>	<p>Student Safety - 67%</p> <p>Social Engagement - 65%</p> <p>Social Connectedness - 64%</p> <p>Student Voice &amp; Agency - 47%</p> <p>Advocate at School - 69%</p> <p>Managing Bullying 66%</p> <p>Respect for Diversity 54%</p> <p>Teacher Concern 42%</p>
<b>FISO Initiative</b>	Empowering students and building school pride
<b>Key Improvement Strategies</b>	
KIS 1	Foster learning communities which support and nurture the development of the whole person to improve student engagement and wellbeing.