

2024 Annual Implementation Plan

for improving student outcomes

Iramoo Primary School (5152)



Submitted for review by Raquel Tweedley (School Principal) on 19 December, 2023 at 01:23 PM
Endorsed by Brent Richards (Senior Education Improvement Leader) on 02 May, 2024 at 08:55 AM
Endorsed by Christopher Bowen (School Council President) on 20 May, 2024 at 08:34 PM

Select annual goals and KIS

Goal 2	Maximise the learning growth of every student.	
12-month target 2.1-month target	<p>Improve the percentage of students making more than 12 months growth:</p> <p>Number and Algebra for Year 5 from 14% in 2023 to 16% in 2024. Number and Algebra for Year 6 from 11% in 2023 to 14% in 2024. Writing for Year 3 students from 14% in 2023 to 17% in 2024.</p>	
12-month target 2.2-month target	<p>Improve the percentage of Year 5 students achieving exceeding or strong in NAPLAN Reading from 63% in 2023 to 67% in 2024.</p> <p>Improve the percentage of Year 5 students achieving exceeding or strong in NAPLAN Writing from 61% in 2023 to 64% in 2024.</p> <p>Improve the percentage of Year 5 students achieving exceeding or strong in NAPLAN Numeracy from 52% in 2023 to 56% in 2024.</p>	
12-month target 2.3-month target	<p>Improve the percentage positive endorsement on the School Staff Survey for:</p> <ul style="list-style-type: none"> - Academic Emphasis from 70% in 2023 to 79% in 2024. - Collective Efficacy from 88% in 2023 to 90% in 2024. - Seek feedback to Improve Practice from 63% in 2023 to 66% in 2024. 	
12-month target 2.4-month target	<p>Improve the percentage positive endorsement on the Attitudes to School Survey for the Stimulated Learning Factor from 78% in 2023 to 80% in 2024.</p>	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 2.a Assessment	Strengthen teacher capacity to analyse and use learning and wellbeing data to inform differentiated learning.	Yes

Goal 3	Empower students to be engaged learners and leaders.	
12-month target 3.1-month target	<p>Improve the percentage of students with less than 10 days absences from 29% in 2023 to 33% in 2024.</p> <p>Reduce the number of students with 30+ days absence from 22% in 2023 to 20% in 2024.</p>	
12-month target 3.2-month target	<p>Improve the percentage positive endorsement on the Attitudes to School Survey for the following factors:</p> <ul style="list-style-type: none"> - Student voice and agency from 64% in 2023 to 69% in 2024. - Sense of connectedness from 76% in 2023 to 79% in 2024. - Teacher Concern from 74% in 2023 to 77% in 2024. - Sense of Confidence from 71% in 2023 to 76% in 2024. 	
12-month target 3.3-month target	<p>Improve the percentage positive endorsement on the School Staff Survey for the Teacher Collaboration factor from 66% in 2023 to 70% in 2024.</p>	
12-month target 3.4-month target	<p>Improve the percentage positive endorsement on the Parent Opinion Survey for the following factors:</p> <ul style="list-style-type: none"> - Effective Teaching from 88% in 2023 to 90% in 2024. - Student motivation and support from 87% in 2023 to 89% in 2024. 	
Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 3.b Engagement	Build student capacity to set challenging learning goals and monitor their own growth.	Yes
KIS 3.c Support and resources	Build all staff capability to respond to the learning and wellbeing needs of all students.	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.	<p>There is variation between and across year levels at our school with the capacity for students to set meaningful learning goals and monitor growth and this is reflected in student and staff survey data. We want to develop a consistent approach to this practice.</p> <p>In 2024 our school will be implementing the Disability Inclusion and the Mental Health and Wellbeing Fund initiatives to support student learning and wellbeing and we will support all staff to build capacity in these areas.</p>	

Define actions, outcomes, success indicators and activities

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12-month target 2.4 target	Improve the percentage positive endorsement on the Attitudes to School Survey for the Stimulated Learning Factor from 78% in 2023 to 80% in 2024.
KIS 2.a Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities	Strengthen teacher capacity to analyse and use learning and wellbeing data to inform differentiated learning.
Actions	<p>Develop data literacy of teachers to inform understanding of student needs and identify students requiring additional support.</p> <p>Maintain PLCs structures to support teacher collaboration and strengthen teaching practice.</p> <p>Embed consistent approaches to formative assessment.</p>

Outcomes	<p>Leaders will support all teaching staff to build assessment, differentiation and inclusive practices through consistent, clear processes and professional learning.</p> <p>Teachers will confidently and accurately identify student learning and wellbeing needs in all of their students, using data. Teachers will provide students with the opportunity to work at their level using differentiated resources. PLCs will meet to engage in reflective practice, evaluate and plan curriculum, assessments and lessons.</p> <p>Students will be supported in learning and wellbeing at their point of need. Students in need of targeted support or intervention will be identified or supported.</p>
Success Indicators	<p>Early Indicators Teachers formative assessment data and summative judgements against the curriculum Documentation and data from formative assessments Progress against ILPs and IEPs Data used to identify students for tailored support. Year Level English and Maths continuums NAPLAN</p> <p>Late Indicators Student, Staff and Parent perception survey results Semester 2 Teacher Judgements PAT Reading and Number Year Level English and Maths continuums</p>
Goal 3	Empower students to be engaged learners and leaders.
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12-month target 3.3 target	Improve the percentage positive endorsement on the School Staff Survey for the Teacher Collaboration factor from 66% in 2023 to 70% in 2024.
12-month target 3.4 target	Improve the percentage positive endorsement on the Parent Opinion Survey for the following factors: - Effective Teaching from 88% in 2023 to 90% in 2024. - Student motivation and support from 87% in 2023 to 89% in 2024.
KIS 3.b Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	Build student capacity to set challenging learning goals and monitor their own growth.
Actions	Build students' self-awareness and metacognitive skills. Review whole school approaches to student goal setting within each sub-school (P - 3 and Years 4 - 6). Embed learning goals, and tracking of individual student progress toward those goals.
Outcomes	Leaders will: - schedule and organise Professional learning to support staff to establish student learning goals, and tracking of individual student progress toward those goals throughout the year - support staff to build formative assessment practices through clear practices and professional learning. Teachers will: - co-develop learning goals about student learning goals, regularly monitoring student learning progress and provide ongoing opportunities for students to actively participate in their learning - assist students to take ownership of their learning by identifying strategies that support them to attain their learning goals - provide opportunities for student to reflect on their learning and plan for future development - explicitly teach and model to students how to self-assess - provide feedback to students on their progress and where to next in their learning. Student will: - display greater confidence to take on more challenging tasks - will articulate their learning goals and know what the next steps are to progress their learning in Literacy and Numeracy.
Success Indicators	Early Indicators Peer observations/Learning walks to observe:

	<ul style="list-style-type: none"> - reflection time at the end of the lesson and students reflecting on their learning - evidence of exemplars/bump it up walls so that students know what they're aiming for - student learning goals. <p>Late Indicators Student, Staff and Parent perception survey results Formative and summative assessment in Literacy and Numeracy will show student learning growth Student IEPs and ILPs showing progress against goals and targets.</p>
KIS 3.c Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion	Build all staff capability to respond to the learning and wellbeing needs of all students.
Actions	Maintain a whole-school approach to physical/social/emotional/cultural/civic wellbeing. Build staff capacity to notice and respond to signs of student distress and emerging mental illness through professional development. Students with emerging or acute wellbeing needs identified and referred appropriately.
Outcomes	Teachers and leaders will: <ul style="list-style-type: none"> - integrate physical, social, emotional, cultural and civic wellbeing learning into school practice, policies and programs - implement and model consistent routines - implement a range of interventions in their classroom to support student wellbeing. Students will: <ul style="list-style-type: none"> - feel supported and engaged at school. Students with additional needs will remain connected to school and peers and experience learning success. Families of at risk students will receive regular communication from the school. Families or professionals involved will communicate student needs and recommendations regularly with the school.
Success Indicators	Student Attendance Data <ul style="list-style-type: none"> - percentage of students with less than 10days - percentage of students with 30+ days of absence Attitudes School Results

- Sense of Connectedness
- Teacher Concern
- Sense of Confidence

School Staff Survey

- Positive endorsement for teacher collaboration

Parent Opinion Survey

- Positive endorsement for student motivation and support.