



# Virginia State School

## 2019 Annual Implementation Plan

### Improvement Priority 1. Implement an explicit improvement agenda

#### Targets

As per attached 2019 School Improvement Agenda.

<b>Strategy:</b>	Develop a statement of roles and responsibilities that includes accountabilities, key actions and implementation timelines for all staff and communicate with all staff.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Update and share roles/responsibilities of the leadership and admin team with staff.	Ongoing	Principal, Deputy Principal, HOC	
<b>Strategy:</b>	Regularly monitor, in teaching cohorts, the implementation of the improvement agenda and progress towards established targets that detail specific improvements sought in student performance.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Monitor progress towards targets at designated year level and general staff meetings.	Ongoing	Principal, Deputy Principal	

### Improvement Priority 2. Analysis and discussion of data

#### Targets

As per attached 2019 School Data Collection Plan.

<b>Strategy:</b>	Refine and develop data literacy skills of teaching staff through School Professional Learning Plan.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Provide focused professional learning activities to analyse and respond to student learning data.	Ongoing	Deputy Principal, HOC	
<b>Strategy:</b>	Build a culture of data literacy across the school to promote genuine ownership of outcomes for students and the collaborative development of strategies for continuous improvement in the teaching and learning process.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Collaboratively develop year level targets in year level cohorts.	Ongoing	Principal, Deputy Principal	
Teaching staff participate in data conversations with school leadership team to effectively case manage individuals and cohorts of students.	Ongoing	Principal, Deputy Principal, HOC	





# Virginia State School

## 2019 Annual Implementation Plan

### Improvement Priority 3. A school culture that promotes learning

#### Targets

Regular celebration and showcasing of student and school successes through newsletters, assemblies, school website and local community engagement.

**Strategy:** Continue to maintain the ethos built around high expectations and a commitment to excellence.

Actions	Timeline	Responsible Officer(s)
Students have identified individual goals which are regularly reviewed and monitored.	Ongoing	Principal, Deputy Principal

**Strategy:** Collaboratively develop, implement and monitor strategies to continually enhance the professional culture of the school and promote well-being.

Actions	Timeline	Responsible Officer(s)
Develop in consultation with staff a localized approach to implementing the Staff Well-being Framework.	Ongoing	Principal, Deputy Principal
WH&S Committee to take responsibility for development of Wellbeing Framework.	Ongoing	Principal

### Improvement Priority 4. Targeted use of school resources

#### Targets

Budget and human resource allocations are target towards school priority learning areas.

**Strategy:** Review the effectiveness of all human resource allocations to ensure they are targeted and maximising student outcomes.

Actions	Timeline	Responsible Officer(s)
Implement attached 2019 School Improvement Agenda and Student Support Plan.	Ongoing	Principal, Deputy Principal
Employ additional staff to address school priority learning areas as per attached 2019 School Priorities document. Priority Learning Areas: Reading, Writing, STEM and student intervention programs.	Ongoing	Principal, Deputy Principal, HOC

**Strategy:** Review the use of digital devices to ensure appropriate levels of teacher and student access to support genuine integration into the teaching and learning process.

Actions	Timeline	Responsible Officer(s)
Continue to develop staff capability in relation to the implementation of STEM and the Digital Technologies curriculum.	Ongoing	Principal, Deputy Principal, HOC
Maintain employment of additional school technician time to support IT infrastructure and Digital Technologies curriculum implementation.	Ongoing	Principal
Review and implement asset replacement program.	Term 1	Principal





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## 2019 Annual Implementation Plan

### Improvement Priority 5. An expert teaching team

Targets		
Increase staff satisfaction in the School Opinion Survey in relation to access to appropriate professional learning activities.		
<b>Strategy:</b>	Refine the School Professional Learning Plan, aligned to the school priority areas and Annual Performance Development Plans to provide a range of learning opportunities for all staff members.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Provide all staff access to identified professional learning needs to address priority learning areas.	Ongoing	Principal, Deputy Principal, HOC
<b>Strategy:</b>	Continue to provide opportunities for all teachers to be involved in formalised, regular and timetabled planning and coaching processes with the school.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Develop year level team meeting processes and provide opportunities for staff collaboration.	Ongoing	Principal, Deputy Principal, HOC

### Improvement Priority 6. Systemic curriculum delivery

Targets		
Implement the School Curriculum, Assessment & Reporting Plan.		
<b>Strategy:</b>	Further develop and implement the curriculum planning cycle, aligned to the Australian Curriculum.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Teachers engage in year level planning activities in year level cohorts and whole the of school planning documents are published for the school community.	Term 1	HOC
<b>Strategy:</b>	Quality assure the school's enacted curriculum through the School Moderation Plan and planning meetings to ensure horizontal and vertical alignment of the curriculum within year levels and across years of schooling.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Internal & external moderation meetings conducted.	Ongoing	HOC





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## 2019 Annual Implementation Plan

### Improvement Priority 7. Differentiated teaching and learning

#### Targets

Class and year level curriculum plans include appropriate differentiation strategies to cater for the needs of all learners. Individual plans are implemented for identified students.

<b>Strategy:</b>	Further embed strategies to ensure inclusive education practices at the school support an integrated approach for students with a disability and other students with diverse learning needs within the classroom setting.
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Actions	Timeline	Responsible Officer(s)
Implement attached 2019 Student Support Plan.	Ongoing	Principal, Deputy Principal, HOC

<b>Strategy:</b>	Support classroom teachers in planning differentiated learning experiences using a school-wide consistent approach to ensure students are appropriately engaged, challenged and extended in their classroom learning.
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Actions	Timeline	Responsible Officer(s)
Provide teachers opportunities to collaboratively plan with special education support staff in the development and monitoring of individual curriculum plans and personalised learning plans.	Ongoing	Principal, Deputy Principal, HOC

### Improvement Priority 8. Effective pedagogical practices

#### Targets

Teachers implement effective pedagogical practices in the implementation of the School Curriculum, Assessment and Reporting Plan.

<b>Strategy:</b>	Further refine and continue to implement the school's pedagogical framework across the school.
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Actions	Timeline	Responsible Officer(s)
Implementation of the School Pedagogical Framework.	Ongoing	HOC

<b>Strategy:</b>	Further develop and implement the school's observation and feedback process that involves all teaching staff members and school leaders.
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Actions	Timeline	Responsible Officer(s)
Provide teachers opportunity to observe and give feedback on colleagues pedagogical practices.	Ongoing	Principal, Deputy Principal, HOC





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## 2019 Annual Implementation Plan

### Improvement Priority 9. School-community partnerships

#### Targets

Increased level of engagement with local community with a particular focus on early education providers.

**Strategy:** Continue to promote transitional activities into the school and into secondary education for students.

Actions	Timeline	Responsible Officer(s)
Implement Prep transition program with local early education providers.	Ongoing	Principal, Deputy Principal, HOC
Participate in feeder high schools open days and transition programs.	Term 4	Principal, Deputy Principal, HOC
Present at local kindy and day care facilities information evenings.	Term 1	Principal, Deputy Principal, HOC
Establish community playgroup in conjunction with YMCA.	Term 2	Principal

**Strategy:** Formalise partnerships for community use of school facilities with an emphasis on the benefits for students.

Actions	Timeline	Responsible Officer(s)
Implement community use agreements with local community groups and businesses using school facilities.	Ongoing	Principal

### Improvement Priority 10. Staff Wellbeing

#### Targets

Staff have opportunity to participate in health and well-being initiatives.

**Strategy:** Develop and implement Staff Wellbeing Framework

Actions	Timeline	Responsible Officer(s)
Develop in consultation with staff a localized approach to implementing the Staff Well-being Framework	Ongoing	Principal





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## 2019 Annual Implementation Plan

### Improvement Priority 11. Department of Education and Training Priorities

Targets		
Implementation of strategies as per the Department of Education Strategic Plan 2018-2022 and the School Improvement Agenda.		
Increase number of students receiving As and Bs.		
Improve participation and achievement of students with a disability.		
Increase number of Prep students exiting with PM independent reading level of 7.		
Ensure 100% of Year 3 students attain National Minimum Standards in NAPLAN		
<b>Strategy:</b>	Implementation of the following plans: Explicit Improvement Agenda; School Data Plan; School Assessment Overview; Student Support Plan; Pedagogical Framework; Professional Learning Plan; and, the Curriculum, Assessment and Reporting Framework.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Implement strategies as per the attached School Improvement Agenda.	Ongoing	Principal, Deputy Principal, HOC
<b>Strategy:</b>	Community engagement activities including: P&C Committee and sub-committees; formal partnerships with local early education providers and local feeder high schools.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Local early education providers are included in formal Prep transition planning.	Ongoing	Principal
Establish community playgroup in conjunction with YMCA.	Term 2	Principal
Participation in open days and transition activities with local high schools.	Term 4	Principal, Deputy Principal

### Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal

P and C / School Council

Assistant Regional Director

