

# NOBLE PARK SECONDARY COLLEGE 01-8813

## Annual Implementation Plan 2009

Based on Strategic Plan 2009-2012



<b>Endorsement by School Council</b>	Insertion of a tick (✓) in the next column indicates that the School Principal, as Executive Officer of the School Council, verifies that this Annual Implementation Plan was endorsed at a meeting of School Council.	✓
		ANDY STEVENSON 18 March 2009
<b>Endorsement by Regional Director (or nominee)</b>	Insertion of a tick (✓) in the next column indicates that the Regional Director (or nominee) has endorsed this Annual Implementation Plan	✓
		JOHN KEYSERS 18 <sup>th</sup> March 2009

## Strategic Intent

	Goals	Targets	One Year Targets
<b>Student Learning</b>	To improve student learning outcomes in literacy and numeracy across the College.	<ul style="list-style-type: none"> <li>• To maintain a mean growth in matched cohorts of 1.0 in all nationally assessed curriculum areas (NAPLAN) from Years 7 to 9.</li> <li>• To improve the Writing and Spelling of boys by 0.2 from 2007 data at Year 9 according to NAPLAN.</li> <li>• To ensure all students progress against previous performance (at least one VELS progression point per year)</li> <li>• To achieve VCE school means of 27 in All-studies, English and FM.</li> </ul>	<ul style="list-style-type: none"> <li>• To maintain a mean growth in matched cohorts of 1.0 in all nationally assessed curriculum areas (NAPLAN) from Years 7 to 9.</li> <li>• Improvement in the Writing and Spelling of boys.</li> <li>• All students progress against previous performance (at least one VELS progression point per year).</li> <li>• To achieve VCE school means of 25.9 in All-studies, English and FM.</li> </ul>
<b>Student Pathways and Transitions</b>	<p>To improve student pathway outcomes in the senior years.</p> <p>To improve learning transitions from Years 6 to 7 and between years.</p>	<ul style="list-style-type: none"> <li>• Maintain the units of competency achieved by students in VET programs in Years 10 to 12 at 85%+.</li> <li>• Maintain an 85%+ satisfactory completion rate of VCAL credits.</li> <li>• Maintain student apparent retention at Years 10-11 to 90%.</li> <li>• Reduce total number of students at Years 10, 11 and 12 leaving to unemployment to &lt;3.</li> <li>• Maintain % of students continuing in education or training at 80%+.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain the units of competency achieved by students in VET programs in Years 10 to 12 at 85%+.</li> <li>• Maintain an 85%+ satisfactory completion rate of VCAL credits.</li> <li>• Maintain student apparent retention at Years 10-11 to 90%.</li> <li>• Reduce total number of students at Years 10, 11 and 12 leaving to unemployment to &lt;3.</li> <li>• Maintain % of students continuing in education or training at 80%+.</li> </ul>

<p><b>Student Engagement and Wellbeing</b></p>	<p>To improve student engagement and wellbeing with a focus on enhancing student relationships.</p>	<ul style="list-style-type: none"> <li>• To improve student attendance by reducing the number of days FTE absence to below 16.5.</li> <li>• To improve Year 7-12 Student Attitudes to School survey variables of Student Safety to 4.1, Connectedness to Peers to 4.0 and Classroom Behaviour to 2.8.</li> <li>• To improve Parent Opinion Survey variable of Classroom Behaviour to 3.7.</li> <li>• To improve Staff Opinion survey variables of Effective Discipline Policy to 60%, Student Misbehaviour to 50%, Classroom Misbehaviour to 25%, Student Decision Making to 55% and Student Orientation to 65%.</li> </ul>	<ul style="list-style-type: none"> <li>• To improve student attendance by maintaining the number of days FTE absence to below 15.0.</li> <li>• To maintain Year 7-12 Student Attitudes to School survey variables of Student Safety above 4.07, Connectedness to Peers above 4.0 and Classroom Behaviour to 2.8.</li> <li>• To improve Parent Opinion Survey variable of Classroom Behaviour to 3.3.</li> <li>• To improve Staff Opinion survey variables of Effective Discipline Policy to 20%, Student Misbehaviour to 20%, Classroom Misbehaviour to 25%, Student Decision Making to 15% and Student Orientation to 15%.</li> </ul>
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## Implementation

Key Improvement Strategies and Significant Projects	What the activities and programs required to progress the key improvement strategies	How the budget, equipment, IT, learning time, learning space	Who the individuals or teams responsible for implementation	When the date, week, month or term for completion	Achievement milestones the changes in practice or behaviours
<p><b>STUDENT LEARNING</b></p> <ul style="list-style-type: none"> <li>• Collaboratively redefine a <b>vision</b> for the school underpinned by shared values and a common approach to pedagogy.</li> <li>• Develop a school-wide <b>Performance and Development Culture</b> with an increasing focus on <b>data, professional collaboration, feedback and peer coaching</b>.</li> <li>• Develop a 'whole school' focus on <b>literacy and numeracy</b>.</li> <li>• Enhance the <b>range of teaching and learning strategies</b> for all teachers to meet the needs of ESL students and embed the use of ICT and POLT in the</li> </ul>	<ul style="list-style-type: none"> <li>• AP in charge on Curriculum overview.</li> <li>• Review and revise school vision and values.</li> <li>• Develop a Teaching and Learning policy /Education plan.</li> <li>• Year 7 Literacy Learning Plan to be developed &amp; implemented.</li> <li>• Consider adopting the 5 x E's in teaching practice.</li> <li>• Consider special programs and changes to organisational practice to better cater for both higher and lower achievers.</li> <li>• Develop &amp; implement alternative Year 9 program in a separate Subschool involving</li> </ul>	<p>Whole staff session</p> <p>Curric Com &amp; Whole staff sessions</p> <p>Literacy Coord</p> <p>Curric Com Whole Staff sessions</p> <p>LT meetings</p> <p>Learning Community Team meetings</p>	<p>CL (AP)</p> <p>SS (Prin)</p> <p>OD (Curric Coord)</p> <p>LB (Lit Coord)</p> <p>OD (Curric Coord)</p> <p>All Leaders</p> <p>MS (SSH) OD (Curric Coord) Year 9 Science &amp;</p>	<p>Thru 2009</p> <p>Term 4 2008</p> <p>Thru 2009</p> <p>Term 4 2008</p> <p>Thru 2009</p> <p>Term 4 2008 &amp; Thru 2009</p>	<ul style="list-style-type: none"> <li>• Maintenance of a mean growth in matched cohorts in all nationally assessed curriculum areas (NAPLAN) from Years 7 to 9.</li> <li>• Improvement of the Writing and Spelling of boys by 0.2 from 2007 data at Year 9 according to NAPLAN.</li> <li>• Reduction in the percentage of students assessed at lower than the expected level (D&amp;E).</li> <li>• Increase in the percentage of students assessed at better than expected level (A&amp;B).</li> <li>• Improvement in VCE school means in All-studies, English and FM.</li> </ul>

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<p>classroom.</p> <ul style="list-style-type: none"> <li>• Implement improvements in assessment for, of, and as learning.</li> <li>• Build leadership capacity across the school around student learning</li> </ul>	<p>integrated curriculum and a Teaching &amp; Learning Team to better cater for both higher and lower achievers.</p> <ul style="list-style-type: none"> <li>• Increase students' involvement in their own learning.</li> <li>• Increase staff visits to other schools and colleagues classes.</li> <li>• Targeted teacher professional development in student assessment, ESL and the use of ICT in the classroom.</li> <li>• Improve teacher understanding of use and interpretation of data as a source of feedback</li> <li>• Expand use of diagnostic testing in English and Maths.</li> <li>• Strengthen form and process of Individual Teacher Learning Plans</li> </ul>	<p>Curric Com &amp; Domain meetings</p> <p>Involve Y9 Learning Community &amp; Whiteboard Teams</p> <p>Domain Workshops</p> <p>Whole staff PD &amp; discussion through PLTs</p> <p>Three areas of Goals -School (include ICT) -Team -Individual Career</p>	<p>Humanities Integrated Studies Team</p> <p>OD (Curric Coord)</p> <p>CL (AP)</p> <p>CL (AP), YH (ICT Coord), ESL Domain</p> <p>CL (AO), OD (Curric Coord), RNL</p> <p>CL (AP)</p>	<p>Thru 2009</p> <p>Thru 2009</p> <p>Thru 2009</p> <p>Through 2009</p> <p>Cycle Thru 2009</p>	<p>Staff use and interpretation of data for feedback increased in the school</p> <p>All teachers have an ITLP (PD Plan) in 2009 with 3 Goal areas</p>

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	<ul style="list-style-type: none"> <li>• Professional Learning linked to ITLPs</li> <li>• Strengthen use of staff teams as the basis of staff learning to improve student outcomes.</li> <li>• Develop preferred options for the use of technology and flexible learning spaces.</li> <li>• Undertake a curriculum review 7-10 and embed VELs.</li> <li>• Investigate Peer Coaching by teachers across the College</li> </ul>	<p>Peer observation &amp; Coaching (Y9 2009) Feedback using On-Demand testing Build expertise in Peer Coaching (CRTs provided for time release)</p> <p>Curric Com</p> <p>Curric Com</p>	<p>CL (AP), OD (Curric Coord), MS (SSH) Facilitated by T&amp;L Coach MS (SSH), OD (Curric Coord), CL (AP), KN (Daily Org)</p> <p>OD (Curric Coord)</p> <p>CL (AP), OD (Curric Coord)</p>	<p>Thru 2009</p> <p>Thru 2009</p> <p>Thru 2009</p> <p>Thru 2009</p>	<p>Improvement in Staff Survey</p> <p>Staff teams provide effective platform for staff sharing and learning to improve student outcomes.</p>

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<p><b>STUDENT PATHWAYS &amp; TRANSITION</b></p> <ul style="list-style-type: none"> <li>• Increase the capacity of teachers to track and respond to student performance over time.</li> <li>• Build leadership capacity across the school around student pathways and transitions.</li> </ul>	<ul style="list-style-type: none"> <li>• Build leadership capacity of all staff.</li> <li>• Investigate Personalising Education and delivery of Individual Learning Plans for every student. ILPs for Year 9.</li> <li>• Develop a Years 7-10 English/Maths continuum.</li> <li>• Year 7 Literacy Learning Plan to be developed &amp; implemented.</li> <li>• Improve and expand the range and delivery of specialist programs at Years 9-12 including VET, VCAL and increased opportunity for Year 10 students to access VCE.</li> <li>• Improve communication to parents and students re high expectations and attendance.</li> <li>• Increase cooperation between Primary</li> </ul>	<p>Distributive leadership</p> <p>Y9 Learning Community</p> <p>Eng/Maths Workshops</p> <p>Literacy Coord</p> <p>LT meetings</p> <p>LT meetings</p> <p>Transition Team meetings</p>	<p>CL (AP), All Leaders</p> <p>MS (SSH) OD (Curric Coord) Year 9 Science &amp; Humanities Integrated Studies Team OD (Curric Coord)</p> <p>LB (Lit Coord)</p> <p>TO (Careers/MIPPS), Subschool Heads</p> <p>All Leaders</p> <p>TB (Trans Coord), MT (Y7 YLH), DR (AP)</p>	<p>Thru 2009</p> <p>Thru 2009</p> <p>Thru 2009</p> <p>Term 4 2008 &amp; thru 2009</p> <p>Term 4 2008 &amp; thru 2009</p> <p>Thru 2009</p> <p>Thru 2009</p>	<ul style="list-style-type: none"> <li>• Parent survey variables of Transitions to remain above 5.5.</li> <li>• Maintenance of the units of competency achieved by students in VET programs in Years 10 to 12.</li> <li>• Maintenance of an 85%+ satisfactory completion rate of VCAL credits.</li> <li>• Maintenance of student apparent retention at Years 10-11 to 90%.</li> <li>• Reduction total number of students at Years 10, 11 and 12 leaving to unemployment.</li> <li>• Maintenance of % of students continuing in education or training at 80%+.</li> </ul>

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	<p>schools and NPSC to improve learning continuity.</p> <ul style="list-style-type: none"> <li>• Enhance programs to cater for refugee cohort.</li> <li>• Review sub school structure &amp; implement change to structure.</li> <li>• Ensure effective tracking of student achievement from year to year.</li> <li>• Ensure effective induction of all students new to the College.</li> <li>• Document MIPPS Plans for all students in Years 10 – 12.</li> </ul>	<p>Employ ESL funding to resource refugee program</p> <p>Redistribute LT position to add a subschool</p> <p>Well being Team meetings</p> <p>Wellbeing Team meetings</p> <p>Assess Tracking tools</p>	<p>Transition Team</p> <p>CL (AP)</p> <p>Leadership Team</p> <p>Lear Level Heads</p> <p>Wellbeing Team (SSHs, YLHs, SWC, SHN, GO, Careers/MIPPS)</p> <p>TO (Careers/MIPPS)</p>	<p>Thru 2009</p> <p>Term 4 2008</p> <p>Thru 2009</p> <p>Thru 2009</p> <p>Thru 2009</p>	
<p><b>STUDENT ENGAGEMENT &amp; WELLBEING</b></p> <ul style="list-style-type: none"> <li>• Review, develop and embed an effective and consistent ‘whole-school’ student</li> </ul>	<ul style="list-style-type: none"> <li>• AP in charge of Student Wellbeing overview</li> <li>• Provide professional development for staff and community on Restorative Practice.</li> <li>• Review student code of conduct and investigate student wellbeing programs to develop whole school model.</li> </ul>	<p>Investigate Restorative Practice on behalf of Student Wellbeing Team</p> <p>Wellbeing Team and Staff working parties</p> <p>Wellbeing Team</p>	<p>DR (AP)</p> <p>Wellbeing Team (SSHs, YLHs, SWC, SHN, GO, Careers/MIPPS)</p> <p>DR (AP) &amp; Student</p>	<p>Term1 2009</p> <p>Term1 2009</p>	<ul style="list-style-type: none"> <li>• Improvement in student attendance by reducing the number of days FTE absence.</li> <li>• Improvement in Year 7-12 Student Attitudes to School survey variables of Student Safety , Connectedness to Peers and Classroom Behaviour.</li> <li>• Improvement in Parent Opinion Survey variable of Classroom Behaviour.</li> <li>• Improvement in Staff Opinion</li> </ul>

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<p><b>management and wellbeing program</b> that is understood and accepted in the community.</p> <ul style="list-style-type: none"> <li>• Build leadership capacity across the school.</li> </ul>	<ul style="list-style-type: none"> <li>• Investigate ‘Safe School are Effective Schools’ policy to enhance ‘Anti-bullying’ program.</li> <li>• Investigate alternative organisational structures to increase student engagement such as the four-period day.</li> <li>• Set up focus groups to investigate student safety, peer connectedness and classroom behaviour.</li> <li>• Investigate implementing strategies from the ‘Success for Boys’ program.</li> <li>• Investigate use of ‘Students at risk mapping tool’.</li> <li>• Enhance electronic roll marking and SMS program to improve attendance.</li> <li>• Increase student leadership opportunities.</li> <li>• Improve communication to parents and students</li> </ul>	<p>working party</p> <p>Curric Com working Party</p> <p>Wellbeing Team</p> <p>Wellbeing Team</p> <p>SRC</p>	<p>Wellbeing Team</p> <p>OD (Curric Coord)</p> <p>DR (AP) Wellbeing Team (SSHs, YLHs, SWC, SHN, GO, Careers/MIPPS) Year Level Heads/ Student Representative Council</p> <p>DR (AP) &amp; Student Wellbeing Team</p> <p>DR (AP)</p> <p>NY (SRC Coord)</p> <p>SS (Prin), DR (AP), CL (AP)</p>	<p>Term1 2009</p> <p>Thru 2009</p> <p>Term1, 2009</p> <p>Thru 2009</p> <p>Thru 2009</p>	<p>survey variables of Effective Discipline Policy, Student Misbehaviour, Classroom Misbehaviour, Student Decision Making and Student Orientation.</p>

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