2023 Annual Implementation Plan

for improving student outcomes

Upwey Primary School (4530)

Awaiting for review by School Principal
Awaiting endorsement by Senior Education Improvement Leader
Awaiting endorsement by School Council President

Self-evaluation Summary - 2023

	FISO 2.0 Dimensions	Self-evaluation Level
Teaching and Learning	Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs	Embedding
	Use of common and subject-specific high impact teaching and learning strategies as part of a shared and responsive teaching and learning model implemented through positive and supportive student-staff relationships	

Assessment	Systematic use of data and evidence to drive the prioritisation, development, and implementation of actions in schools and classrooms.	Excelling
	Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities	

Leadership	The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Excelling
	Shared development of a culture of respect and collaboration with positive and supportive relationships between students and staff at the core	

Engagement	Strong relationships and active partnerships between schools and families/carers, communities, and organisations to strengthen students' participation and engagement in school	Evolving
	Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	

Support	Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion	Embedding
	Effective use of resources and active partnerships with families/carers, specialist providers and community organisations to provide responsive support to students	

Enter your reflective comments	We loved getting back into onsite learning this year and recommencing some projects that had been on hold during the COVID years. We were able to complete all activities except the Wellbeing Framework. The Wellbeing Framework will be a top priority in 2023 as we work through FISO 2.0, putting an equal emphasis on Wellbeing and Learning.

Considerations for 2023	We would like to start School Wide Positive Behaviour however we needed to apply in Term 3 2022 to have a coach. We will apply in Term 3 2023 so we can start in 2024 with support.
Documents that support this plan	

SSP Goals Targets and KIS

Goal 1	**2023 Priorities Goal** In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.
Target 1.1	Support for the 2023 Priorities
Key Improvement Strategy 1.a Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy
Key Improvement Strategy 1.b Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable
Goal 2	Improve literacy outcomes for all students
Target 2.1	**NAPLAN – Benchmark growth – two-year moving average** By 2023, the percentage of student meeting or above NAPLAN benchmark growth in the two-year moving average will increase: • Year 3 to 5 Reading from 78.2 percent (2019) to 95 percent • Year 3 to 5 Writing from 97.6 percent (2019) to 98 percent • Year 3 to 5 Spelling from 97.6 percent (2019) to 98 percent • Year 3 to 5 Grammar and Punctuation from 70.6 percent (2019) to 80 percent.
Target 2.2	**Teacher Judgments – Growth** By 2023, the learning growth as measured by teacher judgment for student achieving below expected growth will decrease: • Year 5 Reading and Viewing from 33 percent (2019*) to 20 percent

	• Year 6 Reading and Viewing from 35 percent (2019*) to 20 percent • Year 5 Writing from 27 percent (2019*) to 20 percent • Year 6 Writing from 29 percent (2019*) to 20 percent • Year 5 Speaking and listening from 53 percent (2019*) to 20 percent • Year 6 Speaking and listening from 24 percent (2019*) to 20 percent *Benchmark measure is English for Teacher judgment of student outcomes from 2018 Semester 2 to 2019 Semester 2.
Target 2.3	**NAPLAN – student by band** By 2023, the percentage of student achievement as measured by in the NAPLAN bands to improve to: • Year 5 Reading bottom two bands from 21 percent (2019) to 10 percent (2023) • Year 5 Writing bottom two bands from 13 percent (2019) to 10 percent (2023 • Year 5 Writing top two bands from 20 percent (2019) to 30 percent (2023).
Key Improvement Strategy 2.a Building practice excellence	Develop, document, and embed a whole school literacy enhancement education framework
Key Improvement Strategy 2.b Building practice excellence	Further implement, document and embed a cycle of inquiry to measure and assesses the impact of teaching and learning
Key Improvement Strategy 2.c Building leadership teams	Maximise opportunities for shared instructional practices and leadership to optimise student learning outcomes
Goal 3	Improve numeracy outcomes for all students

Target 3.1	**NAPLAN – Benchmark growth – two-year moving average** By 2023, the percentage of student meeting or above NAPLAN benchmark growth in the two-year moving average will increase: • Year 5 Numeracy from 86.9 percent (2019) to 90 percent.
Target 3.2	**Teacher Judgments – Growth** By 2023, the learning growth as measured by teacher judgment for student achieving below expected growth will decrease: • Year 5 Measurement and Geometry from 80 percent (2019*) to 20 percent • Year 6 Measurement and Geometry from 13 percent (2019*) to 10 percent • Year 5 Number and Algebra from 40 percent (2019*) to 20 percent • Year 6 Number and Algebra from 31 percent (2019*) to 20 percent • Year 5 Statistics and Probability from 80 percent (2019*) to 20 percent • Year 5 Statistics and Probability from 50 percent (2019*) to 20 percent *Benchmark measure is Mathematics for Teacher judgment of student outcomes from 2018 Semester 2 to 2019 Semester 2.*
Target 3.3	**NAPLAN – student by band** By 2023, the percentage of student achievement as measured by in the NAPLAN bands in improve to: • Year 5 Numeracy bottom two bands from 14 percent (2019) to 10 percent (2023).

Key Improvement Strategy 3.a Building practice excellence	Develop, document, and embed a whole school numeracy enhancement education framework
Key Improvement Strategy 3.b Curriculum planning and assessment	Building staff capacity in evidence based high impact teaching learning strategies in numeracy
Key Improvement Strategy 3.c Curriculum planning and assessment	Build the whole school approach to data informed practice
Goal 4	Improve student cognitive engagement in learning
Target 4.1	**Student Attitudes to School Student Survey (AToSS)** By 2023, the positive percentage endorsement rate in AToSS will improve in factors: • Differentiated learning challenge 79 percent (2019) to 90 percent • Stimulated learning from 85 percent (2019) to 90 percent • Student voice and agency from 82 percent (2019) to 90 percent.
Target 4.2	**Parent Opinion Survey (POS)** By 2023, the positive percentage endorsement rate in POS will improve in factors: • Student voice and agency from 83 percent (2019) to 90 percent • Student motivation and support from 85 percent (2019) to 90 percent.

Target 4.3	**Staff Opinion Survey (SOS)** By 2023, the positive percentage endorsement rate in SOS will improve in factors: • Academic emphasis from 75 percent (2019) to 80 percent • Teacher collaboration from 76 percent (2019) to 80 percent • Trust in student and parents from 89 percent (2019) to 90 percent.
Key Improvement Strategy 4.a Vision, values and culture	Reinvigorate the school vision and values
Key Improvement Strategy 4.b Empowering students and building school pride	Build staff capability embed genuine student agency
Key Improvement Strategy 4.c Empowering students and building school pride	Embed structures that enable staff to co-design opportunities for students to exercise authentic agency in their own learning

Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	12 month target The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.
2023 Priorities Goal In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.	Yes	Support for the 2023 Priorities	NAPLAN – Benchmark growth – two-year moving average By 2023, the percentage of student meeting or above NAPLAN benchmark growth in the two-year moving average will increase: Year 5 Numeracy from 86.9 percent (2019) to 90 percent. Teacher Judgments – Growth By 2023, the learning growth as measured by teacher judgment for student achieving below expected growth will decrease: Year 5 Measurement and Geometry from 80 percent (2019*) to 20 percent Year 6 Measurement and Geometry from 13 percent (2019*) to 10 percent Year 5 Number and Algebra from 40 percent (2019*) to 20 percent Year 6 Number and Algebra from 31

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Improve literacy outcomes for all students	No	**NAPLAN – Benchmark growth – two-year moving average** By 2023, the percentage of student meeting or above NAPLAN benchmark growth in the two-year moving average will increase: • Year 3 to 5 Reading from 78.2 percent (2019) to 95 percent • Year 3 to 5 Writing from 97.6 percent (2019) to 98 percent • Year 3 to 5 Spelling from 97.6 percent (2019) to 98 percent • Year 3 to 5 Grammar and Punctuation from 70.6 percent (2019) to 80 percent.	

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| Improve numeracy outcomes for all students | No | **NAPLAN – Benchmark growth – two-year moving average**

By 2023, the percentage of student meeting or above NAPLAN benchmark growth in the two-year moving average will increase:

• Year 5 Numeracy from 86.9 percent (2019) to 90 percent. | |
| | | **Teacher Judgments – Growth**

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Benchmark measure is Mathematics for Teacher judgment of student outcomes from 2018 Semester 2 to 2019 Semester 2. | |

		NAPLAN – student by band By 2023, the percentage of student achievement as measured by in the NAPLAN bands in improve to: • Year 5 Numeracy bottom two bands from 14 percent (2019) to 10 percent (2023).	
Improve student cognitive engagement in learning	No	**Student Attitudes to School Student Survey (AToSS)** By 2023, the positive percentage endorsement rate in AToSS will improve in factors: • Differentiated learning challenge 79 percent (2019) to 90 percent • Stimulated learning from 85 percent (2019) to 90 percent • Student voice and agency from 82 percent (2019) to 90 percent.	
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| | | • Student motivation and support from 85 percent (2019) to 90 percent. | |
| | | **Staff Opinion Survey (SOS)**

By 2023, the positive percentage endorsement rate in SOS will improve in factors:

• Academic emphasis from 75 percent (2019) to 80 percent

• Teacher collaboration from 76 percent (2019) to 80 percent
• Trust in student and parents from 89 percent (2019) to 90 percent. | |

Goal 1	2023 Priorities Goal In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.
12 Month Target 1.1	NAPLAN – Benchmark growth – two-year moving average By 2023, the percentage of student meeting or above NAPLAN benchmark growth in the two-year moving average will increase: Year 5 Numeracy from 86.9 percent (2019) to 90 percent. Teacher Judgments – Growth

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NAPLAN – student by band

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Year 5 Writing top two bands from 20 percent (2019) to 30 percent (2023)

Key Improvement Strategies		Is this KIS selected for focus this year?
KIS 1 Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy	Yes
KIS 2 Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable	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.	Please leave this field empty. Schools are not required to provide a rationale as this is in line with system priorities for 2023.

Define Actions, Outcomes and Activities

Goal 1	**2023 Priorities Goal** In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.
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KIS 1 Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy
Actions	Train new staff on Numeracy Education Framework
Outcomes	Leaders will set up structures for peer observation, coaching and mentoring Leaders will structure timetables to enable PLCs and team planning during non face-to-face time Teachers will plan using the Maths Instructional Model. Teachers will plan together using the Upwey Primary School Unit Planners and Weekly Planning Template Students will articulate the numeracy instructional model when discussing how their maths class operates. Students will use the same vocabulary and understand the maths lesson structure in any classroom
Success Indicators	Planning documents will show that the planning model is consistent across the school Observation notes of peer observations and Learning Walks will show evidence of consistent planning using the model PDP conversations will show teachers understand the Upwey Primary School Instructional Model

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Professional learning on HITs with numeracy focus	☑ Curriculum Co-ordinator (s)	☐ PLP Priority	from: Term 1 to: Term 4	$0.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which

				may include DET funded or free items
Peer observation and coaching on the implementation of the numeracy model with new staff	☑ Principal	☐ PLP Priority	from: Term 1 to: Term 4	$20,000.00 ☑ Equity funding will be used ☑ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Professional learning on school-based assessments and how to unpack data for planning and reporting	☑ Curriculum Co-ordinator (s)	☐ PLP Priority	from: Term 1 to: Term 4	$0.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Consistent use of Upwey PS documentation stored on Google Drive	☑ All Staff	☐ PLP Priority	from: Term 1	$0.00

			to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Purchasing individual maths kits for students	☑ Curriculum Co-ordinator (s)	☐ PLP Priority	from: Term 2 to: Term 2	$1,000.00 ☑ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Junior staff to complete Number Sense PD modules	☑ Principal	☑ PLP Priority	from: Term 2 to: Term 3	$3,000.00 ☑ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used

					☐ Schools Mental Health Menu items will be used which may include DET funded or free items
KIS 2 Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable				
Actions	Document the Wellbeing Framework Implement Zones of Regulation Disability Inclusion rollout				
Outcomes	Leaders will organise Zones of Regulation training with SSS staff Leaders will document the Wellbeing Framework with input from staff Leaders will provide support and resources for staff to implement Zones of Regulation Leaders will learn about DIP and write applications for a number of students Teachers will observe lessons taught by SSS staff to learn how to implement the program Teachers will continue to teach the ZOR lessons once the training is complete Teachers will know all of the different wellbeing strategies we offer at Upwey Primary School and who is responsible for each program/initiative Teachers will assist leaders to collect evidence for DIP applications Students will talk about the Zones in reference to how they are feeling.				
Success Indicators	School Connectedness in the Attitudes to school survey data will improve Lower level of incident reports throughout the year on Compass Documented Wellbeing Framework Successful DIP applications				

Activities and Milestones	**People Responsible**	**Is this a PL Priority**	**When**	**Funding Streams**
Training for Zones of Regulation with SSS staff	☑ Allied Health	☑ PLP Priority	from: Term 2	$5,000.00

	☑ Principal		to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☑ Schools Mental Health Menu items will be used which may include DET funded or free items
Morning Move for Mind training and implementation in senior school	☑ Principal	☑ PLP Priority	from: Term 2 to: Term 2	$2,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☑ Schools Mental Health Menu items will be used which may include DET funded or free items
Training staff for smiling minds curriculum	☑ Principal	☑ PLP Priority	from: Term 2 to: Term 3	$1,000.00 ☐ Equity funding will be used

				☐ Disability Inclusion Tier 2 Funding will be used ☑ Schools Mental Health Menu items will be used which may include DET funded or free items
Train chaplain for Seasons for Growth program	☑ Principal	☑ PLP Priority	from: Term 1 to: Term 2	$2,500.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☑ Schools Mental Health Menu items will be used which may include DET funded or free items
Complete DIP applications with support of teaching staff and key contact	☑ Principal	☐ PLP Priority	from: Term 1 to: Term 4	$5,000.00 ☐ Equity funding will be used ☑ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which

				may include DET funded or free items

Funding Planner

Summary of Budget and Allocated Funding

Summary of Budget	School's total funding ($)	Funding Allocated in activities ($)	Still available/shortfall
Equity Funding	$0.00	$12,600.00	-$12,600.00
Disability Inclusion Tier 2 Funding	$0.00	$49,000.00	-$49,000.00
Schools Mental Health Fund and Menu	$0.00	$10,500.00	-$10,500.00
Total	$0.00	$72,100.00	-$72,100.00

Activities and Milestones – Total Budget

Activities and Milestones	Budget
Peer observation and coaching on the implementation of the numeracy model with new staff	$20,000.00
Purchasing individual maths kits for students	$1,000.00
Junior staff to complete Number Sense PD modules	$3,000.00
Training for Zones of Regulation with SSS staff	$5,000.00
Morning Move for Mind training and implementation in senior school	$2,000.00
Training staff for smiling minds curriculum	$1,000.00
Train chaplain for Seasons for Growth program	$2,500.00
Complete DIP applications with support of teaching staff and key contact	$5,000.00
Totals	$39,500.00

Activities and Milestones - Equity Funding

Activities and Milestones	When	Funding allocated ($)	Category
Peer observation and coaching on the implementation of the numeracy model with new staff	from: Term 1 to: Term 4	$0.00	
Purchasing individual maths kits for students	from: Term 2 to: Term 2	$1,000.00	☑ Teaching and learning programs and resources
Junior staff to complete Number Sense PD modules	from: Term 2 to: Term 3	$3,000.00	☑ Teaching and learning programs and resources ☑ CRT
Totals		**$4,000.00**	

Activities and Milestones - Disability Inclusion Funding

Activities and Milestones	When	Funding allocated ($)	Category
Peer observation and coaching on the implementation of the numeracy model with new staff	from: Term 1 to: Term 4	$20,000.00	☑ Education workforces and/or assigning existing school staff to inclusive education duties • Learning Specialist

Complete DIP applications with support of teaching staff and key contact	from: Term 1 to: Term 4		
Totals			

Activities and Milestones - Schools Mental Health Fund and Menu

Activities and Milestones	When	Funding allocated ($)	Category
Training for Zones of Regulation with SSS staff	from: Term 2 to: Term 4	$5,000.00	
Morning Move for Mind training and implementation in senior school	from: Term 2 to: Term 2	$2,000.00	☑ Respectful Relationships (free) **This activity will use Mental Health Menu staffing** o Build staff capacity (conference, course, seminar)
Training staff for smiling minds curriculum	from: Term 2 to: Term 3	$1,000.00	☑ Smiling Mind Primary Schools Program **This activity will use Mental Health Menu staffing** o Build staff capacity (conference, course, seminar)

Train chaplain for Seasons for Growth program	from: Term 1 to: Term 2	$2,500.00	☑ Seasons for Growth (MacKillop Family Services)
			
			This activity will use Mental Health Menu programs
			  o Build staff capacity (conference, course, seminar)
			  o Purchase materials to implement initiatives (Non-curriculum consumables or school-based activities)
			  o Employ CRT to release staff member

	Totals	$10,500.00	

Additional Funding Planner – Total Budget

Activities and Milestones	Budget
Tutor	$17,000.00
Integration aide support in class for Tier 2 chn	$0.00
Totals	$17,000.00

Additional Funding Planner – Equity Funding

Activities and Milestones	When	Funding allocated ($)	Category
Tutor	from: Term 1 to: Term 4	$8,600.00	☑ School-based staffing
Integration aide support in class for Tier 2 chn	from: Term 1 to: Term 4	$0.00	
Totals		$8,600.00	

Additional Funding Planner – Disability Inclusion Funding

Activities and Milestones	When	Funding allocated ($)	Category

Tutor	from: Term 1 to: Term 4	$9,000.00	☑ Education workforces and/or assigning existing school staff to inclusive education duties • Classroom Teacher
Integration aide support in class for Tier 2 chn	from: Term 1 to: Term 4	$40,000.00	☑ Other workforces to support students with disability • Other
Totals		$49,000.00	

Additional Funding Planner – Schools Mental Health Fund and Menu

Activities and Milestones	When	Funding allocated ($)	Category
Tutor	from: Term 1 to: Term 4	$0.00	
Integration aide support in class for Tier 2 chn	from: Term 1 to: Term 4	$0.00	
Totals		$0.00	

Professional Learning and Development Plan

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
Junior staff to complete Number Sense PD modules	☑ Principal	from: Term 2 to: Term 3	☑ Planning ☑ Curriculum development	☑ PLC/PLT Meeting ☑ Regional Leadership Conferences	☑ Internal staff	☑ On-site
Training for Zones of Regulation with SSS staff	☑ Allied Health ☑ Principal	from: Term 2 to: Term 4	☑ Planning ☑ Curriculum development ☑ Demonstration lessons	☑ Timetabled Planning Day	☑ Departmental resources SSS staff	☑ On-site
Morning Move for Mind training and implementation in senior school	☑ Principal	from: Term 2 to: Term 2	☑ Planning ☑ Curriculum development	☑ Formal School Meeting / Internal Professional Learning Sessions	☑ External consultants Inspiro	☑ On-site
Training staff for smiling minds curriculum	☑ Principal	from: Term 2 to: Term 3	☑ Planning ☑ Curriculum development	☑ Formal School Meeting / Internal Professional Learning Sessions	☑ Internal staff	☑ On-site
Train chaplain for Seasons for Growth program	☑ Principal	from: Term 1 to: Term 2	☑ Planning ☑ Preparation ☑ Curriculum development	☑ Formal School Meeting / Internal Professional Learning Sessions	☑ External consultants Seasons for Growth PL 2 days	☑ On-site