Annual Implementation Plan - 2024
Define actions, outcomes, success indicators and activities

Swan Hill College (8802)

Submitted for review by Kristen Le Gassick (School Principal) on 13 December, 2023 at 04:51 PM
Endorsed by Joseph Summerhayes (Senior Education Improvement Leader) on 20 June, 2024 at 03:23 PM
Awaiting endorsement by School Council President

Define actions, outcomes, success indicators and activities

Goal 2	To improve Literacy and Numeracy outcomes for all students
12-month target 2.1 target	Not a focus for 2024
12-month target 2.2 target	Staff Climate positive endorsement of academic emphasis from 18% to 25%
12-month target 2.3 target	To increase VCE median score from 28% to 28.5%
12-month target 2.4 target	Not a focus
KIS 2.a Evidence-based high-impact teaching strategies	To build upon teacher capacity to use evidence based strategies to enhance student learning
Actions	Refine PLC structures and processes to support teacher collaboration, improve teaching practice and data literacy to understand student needs and improve student outcomes.
Outcomes	Students will be exposed to changing teacher practice and engage in work at their point of need. Leaders will resource PLC effectively to enable teachers to embed two inquiry cycles. Teachers will use evidence based strategies and data to complete two inquiry cycles that enhance student learning.
Success Indicators	Two PLC Inquiry Cycle presentations to staff. PLC staff surveys and staff reflection on the PLC structure. A PLC plan/timeline for 2024 PLC Handbook

Activities	People responsible	Is this a PL priority	When	Activity cost and funding streams
Teaching staff will undertake two PLC inquiry cycles to build professional practice; and deepen their understanding of student success and learning in an identified area of need.	☑ PLC leaders	☑ PLP Priority	from: Term 1 to: Term 4	$0.00
PLC PD sessions at start of each semester. Semester 1: Rubrics; NAPLAN Writing; Numeracy; Behaviour	☑ PLC leaders	☑ PLP Priority	from: Term 1 to: Term 4	$0.00
Connect with PLC link schools to make sure we are developing our PLC inquiry process and reviewing where necessary.	☑ PLC leaders ☑ Principal	☑ PLP Priority	from: Term 1 to: Term 1	$0.00
Professional Readings focused on staff's inquiry cycle to develop and deepen teachers' understanding of current best practice.	☑ All staff ☑ Leadership team ☑ Principal	☑ PLP Priority	from: Term 1 to: Term 4	$0.00
Making sure in PLCs professional development (external and internal) related to inquiry cycles is available.	☑ Assistant principal	☑ PLP Priority	from: Term 1 to: Term 4	$50,000.00 ☑ Other funding will be used
Professional Development offered to teachers after school on Wednesdays. For example Leigh and Daymap data. GPA progression.	☑ Leadership team	☑ PLP Priority	from: Term 1 to: Term 4	$0.00

Classroom displays to promote academic excellence, including First Nations excellence.	☑ All staff	☐ PLP Priority	from: Term 1 to: Term 4	$5,000.00 ☑ Other funding will be used
Homework Club run weekly with staff to support students academically and to build relationships.	☑ Teacher(s)	☐ PLP Priority	from: Term 1 to: Term 4	$1,000.00 ☑ Disability Inclusion Tier 2 Funding will be used
Development of a PLC Booklet to ensure consistent information to the cohort. This will support individuals and groups to complete successful inquiry cycles.	☑ PLC leaders	☐ PLP Priority	from: Term 1 to: Term 1	$1,000.00 ☑ Other funding will be used
Review and further develop Responsibility Room to support students' study techniques at lunchtime. This will support bus travelers who cannot attend the after school homework club.	☑ Sub school leader/s ☑ Teacher(s)	☐ PLP Priority	from: Term 1 to: Term 4	$0.00
Engage in professional learning to build student and staff learning of effective study habits.	☑ Leading teacher(s)	☐ PLP Priority	from: Term 1 to: Term 4	$0.00

Goal 4	To Improve student resilience and wellbeing.
12-month target 4.1 target	Increase positive endorsement of Classroom behaviour from 42% to 50% Increase respect for diversity from 26% to 30%
12-month target 4.2 target	Not a focus

KIS 4.c Empowering students and building school pride	To embed a culture of high expectations and respectful relationships for all staff and students
Actions	Continue to embed SWPBS consistently across the school Actively promote and celebrate diversity in the school Further develop the acknowledgement of students in middle band (Middle band academically. Behaviour - Tier 1 students) Actively promote and support staff wellbeing
Outcomes	Students will model the expected behaviours and respectful relationships Staff will consistently implement the SWPBS policy, increase acknowledgements and recognise growth in the middle band. Staff will engage in wellbeing supports and programs as appropriate. Staff will model the expected behaviours and respectful relationships Leaders will find a place in the meeting schedule for this work, consistently refer to the focus and embed the SWPBS language in all we do. Leaders will model the expected behaviours and respectful relationships
Success Indicators	Assembly presentations will include SWPBS values and language Daymap data for incidents will show an increase in positive recognition Celebration days/weeks are promoted and involve community and agency engagement Student leadership data Student of the month linked to values and included on certificates Staff Wellbeing program/plan reflects needs based on data FLO observations will show values being consistnely applies

Activities	People responsible	Is this a PL priority	When	Activity cost and funding streams
SWPBS upskilling workshops for staff - opt in, KLA, PD days and staff meetings.	☑ SWPBS leader/team	☑ PLP Priority	from: Term 1 to: Term 4	$15,000.00
Review rewards system with a focus on middle band	☑ SWPBS leader/team	☐ PLP Priority	from: Term 1 to: Term 1	$1,000.00

				☑ Other funding will be used
Review assembly format - universal structure and purpose of captains	☑ SWPBS leader/team	☐ PLP Priority	from: Term 1 to: Term 2	$0.00
Work with student leaders in regards to casual dress day - promoting message/cause more clearly	☑ Student leadership coordinator ☑ SWPBS leader/team	☐ PLP Priority	from: Term 1 to: Term 1	$0.00
Work through International/Australian days/weeks to select which to acknowledge and how	☑ Assistant principal ☑ Disability inclusion coordinator ☑ Student leadership coordinator ☑ Wellbeing team	☐ PLP Priority	from: Term 1 to: Term 4	$1,000.00 ☑ Disability Inclusion Tier 2 Funding will be used
Review and audit SWPBS lessons in line with 4 week cycle	☑ SWPBS leader/team	☐ PLP Priority	from: Term 1 to: Term 4	$0.00
Develop and implement a Staff wellbeing plan/program with Department's OHS team	☑ Assistant principal ☑ Principal	☑ PLP Priority	from: Term 1 to: Term 4	$0.00