

# Findon High Site Improvement Plan 2017/18

## Priority: Effective Teaching at FHS

### Growth Targets

- *To be the High school achieving the greatest growth in SACE completion and improved academic achievement in the Western Suburbs*
  - *Student feedback and perception data reflects high challenge and engagement*
- *Increase in number of teachers meeting highly proficient standard –(National Professional standards for teachers)*
  - *Growth in achievement in PAT/R, PAT/M and NAPLAN*

Strategies (Leaders Will...)	Outcomes (Teachers will...)	Indicators (Students will...)
<ol style="list-style-type: none"> <li>1. Facilitate high quality teacher development to ensure high quality learning experiences for students</li> <li>2. Ensure consistent documentation, assessment and delivery in all subjects and at all year levels</li> <li>3. Develop leadership capacity and density in all areas of the school, in particular Teaching and Learning</li> <li>4. Be present in classrooms observing, coaching and providing feedback</li> <li>5. Develop and sustain systems that develop optimal learning experiences</li> </ol>	<ul style="list-style-type: none"> <li>• Reflect upon their practice, using the AISTL professional standards and TfEL framework</li> <li>• Participate in structured peer observation process, focussing on school priorities</li> <li>• Collaborate in Teacher Learning Communities and Findon + teams</li> </ul>	<ul style="list-style-type: none"> <li>• Engage successfully in their learning with an increase in the number of students achieving the DECD standard</li> <li>• Co-design and develop their own learning opportunities</li> <li>• Establish higher expectations for themselves as learners</li> </ul>

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<p>6. Drive a growth mindset in all areas of the school community to build a culture of “success for every child”</p> <p>7. Model and promote trying new approaches, explore new opportunities and encourage others to take risks in their learning</p> <p>8. Create a Data Wall accessible to staff and students</p>	<ul style="list-style-type: none"> <li>• Reflect on and demonstrate understanding of impact of teacher growth mindset on student success [Findon + Team – Growth Mindset]</li> <li>• Analyse student achievement data to inform next steps planning</li> <li>• Utilise knowledge of the needs of all learners in designing programs of learning and transforming tasks</li> <li>• Support students to reflect upon their own achievement, set goals and monitor their progress towards them, using Data Wall and DayMap “live”</li> </ul>	<ul style="list-style-type: none"> <li>• Reflect meaningfully on their learning and set goals accordingly</li> <li>• Report high levels of interest and challenge</li> <li>• Report high engagement, increased attendance, improved academic achievement</li> </ul>
<p>9. Continue to foster a 21st century learning culture through performance development and planning</p>	<ul style="list-style-type: none"> <li>• Practice professional learning in support of developing 21<sup>st</sup> century learning design</li> <li>• Foster collaboration between colleagues towards enhanced student learning (TLC)</li> <li>• Embed co-design as a planning model – teacher/teacher and student/teacher [TLC]</li> <li>• Participate in task analysis moderation [TLC]</li> <li>• Embed ICT throughout all curriculum areas</li> </ul>	<ul style="list-style-type: none"> <li>• Experience success in a range of challenging learning tasks</li> <li>• Moderated task analysis shows an increase in student expectations and achievement</li> <li>• Use ICT as a tool to engage in and accelerate their learning</li> <li>• Understand that innovation is a process , not a product</li> </ul>

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## Priority: Effective Interventions at FHS

### *Growth Targets*

- *All staff are able to clearly articulate intervention strategies used within their daily programs*
  - *Wave 1, Wave 2 and Wave 3 intervention strategies and programs are implemented across the school*

<b>Strategies</b> (Leaders Will...)	<b>Outcomes</b> (Teachers will...)	<b>Indicators</b> (Students will...)
<ol style="list-style-type: none"> <li>1. Drive the development of a High Will /High Skill culture</li> <li>2. Invest in and implement strategies in relation to developing learning goals and success criteria</li> </ol>	<ul style="list-style-type: none"> <li>• Use individualised learning documents to inform planning and pedagogy</li> <li>• Use assessment data to inform explicit teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Increased engagement in learning for <b>every child</b></li> <li>• Achievement of SMART goals</li> </ul>
<ol style="list-style-type: none"> <li>3. Whole site agreement is reached on the implementation of intervention programs</li> </ol>	<ul style="list-style-type: none"> <li>• Actively monitor student learning to identify students requiring interventions</li> <li>• Intervention strategies are implemented consistently across the site [Findon + Team – Pyramid of Intervention]</li> </ul>	<ul style="list-style-type: none"> <li>• Successfully engage with intervention programs (success driven by learning goals)</li> <li>• Increase in % of students reporting understanding of intervention strategies and programs and purpose of learning</li> </ul>

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	<ul style="list-style-type: none"> <li>• Provide ongoing regular feedback to every student on their progress</li> </ul>	<ul style="list-style-type: none"> <li>• Achieve minimum gains of or at least above the average SEA (DECD Standard of Educational Achievement)</li> </ul>
<p>4. Build staff capacity to deliver programs that foster growth mindset and well being (Findon Culture)</p>	<ul style="list-style-type: none"> <li>• Foster development of self-directed and active learning</li> </ul>	<ul style="list-style-type: none"> <li>• Lead the development of wellbeing resources to enhance wellbeing, improve learning and attendance rates.</li> <li>• Report improved wellbeing, attendance rates and learning</li> </ul>

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## Priority: Community Partnerships at FHS

➤ *To increase student enrolments by approximately 50%*

➤ *To be a school of preference based on engagement and academic achievement*

Strategies (Leaders Will...)	Outcomes (Teachers will...)	Indicators (Students will...)
<ol style="list-style-type: none"> <li>1. Lead and facilitate improved communication and partnerships with parents at Inner West Schools and the broader Community i.e. Business Partnerships</li> <li>2. Contribute to and promote Facilities Master Plan</li> <li>3. Facilitate, support and promote the implementation of DayMap “Live”</li> <li>4. Embrace and model use of social media to promote our school within the community and more broadly</li> </ol>	<ul style="list-style-type: none"> <li>• Create and foster school, parent community and business partnerships with a focus on improving facilities and resources and student outcomes</li> <li>• Use DayMap learner management system to build partnerships with parents for student learning/progress</li> </ul>	<ul style="list-style-type: none"> <li>• Be purposefully and highly engaged in a range of learning experiences that enhance their learning and future pathways</li> <li>• Benefit from enhanced student/teacher/parent communication</li> </ul>

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<p>5. Facilitate and support teachers to participate in ongoing Outreach Programs in Inner West Primary school to support a smoother transition and continuity of learning and achievement and school growth</p> <p>6. Re - define transition programs to meet the needs of our community and “grow” our school</p>	<ul style="list-style-type: none"><li>• Create and sustain partnerships with Inner West Primary schools</li><li>• Actively contribute to and support and promote transition processes</li></ul>	<ul style="list-style-type: none"><li>• Experience positive transitions and continuity of learning</li><li>• Co-design and participate in outreach and transition programs</li></ul>
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