

Annual Implementation Plan: for Improving Student Outcomes

School name: The Mac.Robertson Girls' High School

Year: 2017

School number: 8135

Based on strategic plan: 2016-2019

Endorsement:

Principal Dr Toni E. Meath

Senior Education Improvement Leader Ms Sarah Burns

School council Dr Sonja Hood









Section 1: The school's Improvement Priorities and Initiatives

Report here the goals identified in the current School Strategic Plan and tick the Improvement Initiative/s that your school will address in this Annual Implementation Plan: for Improving Student Outcomes.

School Strategic Plan goals	Improvement Priorities	Improvement Initiatives	
<ul style="list-style-type: none"> To foster and emphasise the school's core purpose and values by focussing on whole-person development, intellectual rigour, and academic extension and enhancement To develop greater inter-connectedness and engagement in line with the values of the school To create an environment that is safe and inclusive to sustain positive learning experiences for all students To develop a culture that is financially sound, cognisant of future planning, promotes accountability in the decision-making process, and strives for improvement to develop the finances, resources, facilities and staff to best support the needs of the school 	Excellence in teaching and learning	Building practice excellence	
		Curriculum planning and assessment	✓
	Professional leadership	Building leadership teams	
	Positive climate for learning	Empowering students and building school pride	
		Setting expectations and promoting inclusion	✓
	Community engagement in learning	Building communities	

Improvement Initiatives rationale:	
<p>In continuing with the goals outlined in the 2016 Annual Implementation Plan and looking towards completion of the School Strategic Plan, further work in the curriculum planning and assessment and the setting expectations and promoting inclusion initiatives fits best. This is in line with the work already completed and needing to be seen through to full fruition, as well as information garnered from the School Staff Survey where a number of areas were visibly below the state average, notably: school staff safety and wellbeing, professional learning, collective focus on student learning, and guaranteed and viable curriculum. The ATS data also indicated low perception of teacher empathy, teacher effectiveness and high levels of student distress. Stimulating learning and learning confidence are also below the state mean.</p>	
Key improvement strategies (KIS):	
Improvement initiative:	Key improvement strategies (KIS)
Curriculum planning and assessment	<ul style="list-style-type: none"> High level critical thinking and eLearning pedagogies are evident in every classroom
Setting expectations and promoting inclusion	<ul style="list-style-type: none"> Staff and students are empathetic and transnationally aware


Section 2: Improvement Initiatives

STRATEGIC PLAN GOALS	<ul style="list-style-type: none"> To foster and emphasise the school's core purpose and values by focussing on whole-person development, intellectual rigour, and academic extension and enhancement (Achievement) To create an environment that is safe and inclusive to sustain positive learning experiences for all students (Wellbeing) 							
IMPROVEMENT INITIATIVE	Excellence in Teaching and Learning – Curriculum planning and assessment							
STRATEGIC PLAN TARGETS	<ul style="list-style-type: none"> 10% increase in students' perception for each of teacher effectiveness and stimulating learning criteria, based on an internal instrument administered by the school 100% of students producing a personal plan to articulate their goals for developing their confidence, independence, responsibility, self-discipline, and curiosity over their time at Mac.Rob 							
12 MONTH TARGETS	<ul style="list-style-type: none"> Implement revised Year 9 curriculum Review the Year 10 curriculum with a view to incorporating Victorian Curriculum critical and creative thinking capabilities Devise professional learning plan for whole school in response to eLearning audit 							
KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING			
					Progress Status	Evidence of impact	Budget	
							Estimate	YTD
High level critical thinking and eLearning pedagogies are evident in every classroom	<ul style="list-style-type: none"> Implementation of the Interdisciplinary 'Mission to Mars' program 	ARN, WLK, QUE, MAU	By end of 2017	6 months: Student understanding of the program 4 days of Mission to Mars work				
				12 months: Completion of program by students Presentations of projects by students Staff-wide understanding of the program				
	<ul style="list-style-type: none"> Evaluation of current Year 10 curriculum 	ARN, BEA, Domain Leaders	By end of 2017	6 months: Gather staff, student, parent opinions of curriculum Discuss findings at Curriculum Committee Suggest any amendments				
				12 months: Accepted amendments in student handbook				
	<ul style="list-style-type: none"> Upskilling of staff in the use of eLearning tools and ICT for use in pedagogical approaches 	WLK, FRA, RUS	Ongoing	6 months: Digital Delivery Day (synchronous) Increased use of ICT tools				
				12 months: Digital Delivery Days (poly-synchronous) Increased Google Certified Trainers (Levels 1/2)				
	<ul style="list-style-type: none"> Embedding personal learning plans for students in years 9-11 	BEA, SAW, YLCs, Form Teachers	By end of 2017	6 months: Gather staff feedback on personal learning plans Initial plans in place for 9-11				
				12 months: Completion on plans by students 9-11				

Section 2: Improvement Initiatives

STRATEGIC PLAN GOALS		<ul style="list-style-type: none"> To develop greater inter-connectedness and engagement in line with the values of the school (Engagement) To create an environment that is safe and inclusive to sustain positive learning experiences for all students (Wellbeing) 						
IMPROVEMENT INITIATIVE		Positive Climate for Learning – Setting expectations and promoting inclusion						
STRATEGIC PLAN TARGETS		<ul style="list-style-type: none"> 10% increase in students' perception of teacher empathy, based on an internal instrument administered by the school 100% of students producing a personal plan to articulate their goals for developing their confidence, independence, responsibility, self-discipline, and curiosity over their time at Mac.Rob 						
12 MONTH TARGETS		<ul style="list-style-type: none"> Gather student feedback at Year 9 with a trial group of teachers looking at perceived empathy and analyse and share the data gathered. Explore how they intend to go about improving their results through changes in practice Have Year 9s complete personal plans to articulate development goals and each be paired with a Year 11 mentor Further engage with students in discussions of tutoring in line with the previous discussions Implement SSWP 						
KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING			
					Progress Status	Evidence of impact	Budget	
							Estimate	YTD
Staff and students are empathetic and transnationally aware	<ul style="list-style-type: none"> Explicit professional learning on empathy and transnational awareness 	FRA, MEA, PUR	Ongoing	6 months: Increased awareness of transnationalism Presentations to staff on empathy by expert/s Presentation to staff on transnationalism by expert/s				
				12 months: Increased staff awareness of how to demonstrate empathy Transnationally aware activities in classes				
	<ul style="list-style-type: none"> Implement Student and Staff Wellbeing Policy 	MCA, AKI	Ratification: March	6 months: Review of policy by staff Ratification of policy by School Council				
			Review: Ongoing	12 months: Review of implementation of policy				

Section 3: Other Improvement Model Dimensions

STRATEGIC PLAN GOALS		<ul style="list-style-type: none"> To develop a culture that is financially sound, cognisant of future planning, promotes accountability in the decision-making process, and strives for improvement to develop the finances, resources, facilities and staff to best support the needs of the school 						
OTHER IMPROVEMENT MODEL DIMENSIONS		Professional Leadership – Strategic Resource Management						
STRATEGIC PLAN TARGETS		<ul style="list-style-type: none"> To be ready to commence the building project in November 2017 						
12 MONTH TARGETS		<ul style="list-style-type: none"> Coordinate financial requirements of the Master Plan, including the construction of the new building 						
KEY IMPROVEMENT STRATEGIES	ACTIONS	WHO	WHEN	SUCCESS CRITERIA	MONITORING			
					Progress Status	Evidence of impact	Budget	
							Estimate	YTD
Provision of curriculum spaces	<ul style="list-style-type: none"> Coordinate financial requirements of the Master Plan, including the construction of the new Undercroft Extension 	MEA, AKI, RUS		6 months: Formation of Undercroft Extension committee Development of Undercroft Extension timeline				
				12 months: Community awareness of Undercroft Extension Development of Undercroft Extension budgets	