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

Pakenham Secondary College (8223)

Submitted for review by Aaron Smith (School Principal) on 19 December, 2023 at 02:48 PM
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Define actions, outcomes, success indicators and activities

Goal 2	Maximise student learning in literacy and numeracy.
12-month target 2.1 target	Increase the number / percentage of students from 44% in Strong and Exceeding re NAPLAN in '23 to 47% for Numeracy in '24 (Year 9) Increase the number / percentage of students in from 45% in Strong and Exceeding re NAPLAN in '23 to 48% for Reading in '24 (Year 9) ODT / PAT testing shows that at least 80% of students have demonstrated 12 months of learning growth in both numeracy and literacy.
12-month target 2.2 target	Decrease the number / percentage of students from 56% in Needs Additional Support and Developing re NAPLAN to 53% for Numeracy in '24 (Year 9) Decrease the number / percentage of students from 54% in Needs Additional Support and Developing re NAPLAN to 51% for Reading in '24 (Year 9)
12-month target 2.3 target	No growth data is expected to be available with respect to our Priority Areas for '24, Numeracy and Reading (Year 9) ODT / PAT testing shows that at least 80% of students have demonstrated 12 months of learning growth in both numeracy and literacy.
12-month target 2.4 target	The percentage of VCE subjects with a mean study score greater than the mean score predicted by the GAT (General Achievement Test) increases from 40% (2020) towards 60% (2025).
12-month target 2.5 target	VM Completion Rates align with planned improvements in this area for the former VCAL completion targets. VM Completion = 85 to 90% for 2024
KIS 2.b Evaluating impact on learning	Build capability of staff to capture, analyse and utilise assessment and data to evaluate the impact of instructional strategies and determine the next stage of instruction for differentiated student learning.
Actions	Successfully implement our new PLC Program. Identify PLC Teams to work on Literacy (Reading) Growth - PLC Teams to be drawn from English and Other KLAs. Identify PLC Teams to work on Numeracy Growth - PLC Teams to be drawn from Mathematics and

	Other KLAs Implement a Reading Program at Year 7 and 8. Implement and support fundamental skill development in the area of Reading (eg Year 7 and 8). The English KLA to support this work. Greater use of text books (inc class sets purchased for '24) Improved and regular use of Learning Data (eg PAT; NAPLAN; PLC Data) to monitor and track Student Learning Growth (Literacy - Reading; Numeracy). PLC Program, Peer Observations, Regular Student Feedback (eg PIVOT), PD - PL and the Meeting Schedule all used to support this work Implement the Data Analytics Platform to support staff in the use of Learning Data to monitor and understand Student Learning Growth Further expand the use of Number Talks and How to Interpret Data From Graphs and Tables within the Mathematics KLA - extend this work to involve other KLAs as part of PLC Program to further improve Numeracy skills (eg problem solving and interpreting data). Further develop a resource of Number Talks to be used across KLAs Establish a Literacy (Reading) and Numeracy focus in every lesson across every KLA PD - PL provided as required
Outcomes	New PLC Program successfully implemented and supported by Meeting Schedule, Peer Observations and the Key Learning Areas PLC Teams successfully identified as working on Literacy (Reading) and Numeracy to further improve Student Learning Growth in these areas Reading Program and fundamental Literacy Skill Development successfully implemented, monitored and reviewed at Year 7 and 8 Further expand the use of Data Talks and How to Interpret Data From Graphs and Tables within the Mathematics KLA - extend this work to involve other KLAs as part of PLC Program; improvements in student ability to problem solve and interpret data (eg graphs and tables) Staff more readily use Learning Data to understand student point of need, and to monitor and track student learning growth - the Data Analytics Platform together with our PLC Program, Peer Observations, Regular Student Feedback, PD - PL and the Meeting Schedule all used to support this work

Success Indicators	Improved Student Learning Growth in Literacy (Reading) and Numeracy as demonstrated in NAPLAN, PAT and Teacher Judgements Positive feedback from staff on the implementation and use of our new PLC Program Staff report improved capacity to understand student point of need and to monitor student growth (eg within our new PLC Program) Improved Staff Opinion Data for the Use of Data to understand, monitor and track Student Learning Growth; improved Staff Opinion Data in the use of Peer Observations

Activities	People responsible	Is this a PL priority	When	Activity cost and funding streams
Implement a Reading Program at Year 7 and 8, including PD - PL required	☑ All staff ☑ Assistant principal ☑ KLA leader ☑ Learning specialist(s) ☑ PLC leaders	☑ PLP Priority	from: Term 1 to: Term 4	$20,000.00 ☑ Equity funding will be used
Implement new PLC Program	☑ All staff ☑ Assistant principal ☑ Curriculum co-ordinator (s) ☑ KLA leader ☑ PLC leaders	☑ PLP Priority	from: Term 1 to: Term 4	$10,000.00 ☑ Equity funding will be used
Further expand the use of Data Talks and How to Interpret Data From Graphs and Tables within the Mathematics KLA - extend this work to involve other KLAs as part of PLC Program and other Staff Teams	☑ All staff ☑ Assistant principal ☑ KLA leader ☑ Learning specialist(s) ☑ PLC leaders	☑ PLP Priority	from: Term 1 to: Term 4	$10,000.00 ☑ Equity funding will be used
Improved and regular use of Learning Data (eg PAT; NAPLAN; PLC Data) to monitor and track Student Learning Growth (Literacy	☑ All staff ☑ Assistant principal	☑ PLP Priority	from: Term 1	$30,000.00

- Reading; Numeracy). Implement the Data Analytics Platform to support this work and support staff with PD - PL as required PLC Program, Peer Observations, Regular Student Feedback, PD - PL and the Meeting Schedule all used to support this work	☑ Data leader ☑ Learning specialist(s) ☑ PLC leaders		to: Term 4	☑ Equity funding will be used

Goal 4	Improve social and emotional wellbeing of all students
12-month target 4.1 target	Increase the percentage positive endorsement for the POS factors: *General satisfaction from 64% (2020) towards 75% (2025). Teacher communication from 46% (2020) towards 60% (2025). School communication from 69% (2020) towards 75% (2025). Managing Bullying from 63% in '23 to 69% in 2025
12-month target 4.2 target	Increase the percentage positive endorsement for the AtoSS factors: Effective classroom behaviour from 48% (2020) towards 53% (2025). Sense of connectedness from 34% (2020) towards 45% (2025). Perceptions of LGBTIQ phobic discrimination from 23% (2020) towards 38% (2025). Not Experiencing Bullying 85% in '23 to 91% in 2025 Managing Bullying 44% in '23 to 50% in 2025 Overall Student Attendance Rate for '24 to be 86% or greater; Year 7 Student Attendance Rate for '24 to be 86% or greater.
KIS 4.a Health and wellbeing	Develop and implement a tiered and responsive approach to support student wellbeing and inclusion (SWPB).

Actions	Further improve Student Attendance (and by extension Student Engagement) by allocating the ongoing monitoring and tracking of Student Attendance to an Education Support person on staff (within the First Aid role). The Education Support person will as part of an Attendance Improvement Team will: An Attendance Improvement Team is established to monitor above and to meet on a regular basis (fortnightly) to monitor and track Student Attendance on a more ongoing and consistent basis. The Fortnightly Schedule is used to monitor and track student attendance via the Sub Schools and aligns with existing Data Meetings. Attendance Data is subsequently analysed on a fortnightly basis and interventions used to further improve Student Attendance. Examples of interventions include high levels of contact with home, student and family meetings, attendance competitions and recognition, establish attendance plans with families, more regular sharing of information with the community ie the importance of attendance, etc, continued involvement of external agencies, link students to wellbeing and careers departments, establish mentors, etc The Attendance Improvement Team consists of Assistant Principals (and led by an Assistant Principal), Sub School Leaders, a representative from Wellbeing and Careers Departments, and the Education Support person (the Education Support person is able to report on their work across the fortnight - see above); use of key IT platforms to assist in the work A focus on all year levels to further improve Student Attendance including Year 7 (2024) using Home Group (Term 1, '24) as a means of emphasising the importance of attending school. Develop and implement Attendance Competitions at Years 7, 8 and 9; ensure consistency of approach between Sub Schools (see Attendance Improvement Team to assist here) Use regular communications with families (eg Social Media, Compass, etc) to highlight the importance of Student Attendance. Continue to celebrate high levels of Student Attendance with certificates and communications to families and involvement of school community Develop and implement a re-engagement program (via our Student WB Dept) for students with chronic absenteeism / deemed as school refusing Research the concept of Passion Projects across a Year Level (eg Year 8 or 9) as a means of improving Student Attendance (and by extension, Student Engagement) Continue with SWPBS strategies to further improve Student Attendance (and by extension Student Engagement); review Sub School Calendars of Events to ensure engaging and relevant including Celebration of Learning Days and Exhibitions
Outcomes	Student Attendance improves (and by extension, Student Engagement) Education Support person understands and implements their clear roles and responsibilities aligned with helping the College to

	further improve Student Attendance (please see above)
	Establish and implement an Attendance Improvement Team (see above)
	More of an emphasis on improving Student Attendance throughout the College (including with Year 7, '24) given more targeted and ongoing communications on the importance of attending school. High levels of Student Attendance (including positive Student Attendance data and growth in this area) are communicated and celebrated on a more regular basis
	Re-engagement programs / initiatives are developed and implemented by the Wellbeing Dept to re-engage students with chronic absenteeism and / or identified as school refusing
	Students engage with Attendance Competitions as established and implemented at Years 7, 8 and 9
	Passion Project concept is researched for possible inclusion in '25 in a further bid to improve Attendance (and by extension Student Engagement)
	Further positive results and feedback from SWPBS Program
Success Indicators	Improved Student Attendance Data (and by extension, Student Engagement Data) Improved Parent Opinion Data eg General Satisfaction; Parent Communication; School Communication Improved Student Opinion Data eg Student Engagement type measures; Student Connectedness and Not Experiencing and Managing Bullying

Activities	People responsible	Is this a PL priority	When	Activity cost and funding streams
Development and implementation of an Attendance Officer type role within the roles and responsibilities of an existing Education Support person (eg First Aid) Provision of PD - PL as required	☑ Assistant principal ☑ Education support ☑ Principal	☑ PLP Priority	from: Term 1 to: Term 4	$25,000.00 ☑ Equity funding will be used
The establishment and implementation of an Attendance Improvement Team (see above)	☑ Assistant principal	☑ PLP Priority	from: Term 1	$5,000.00

Provision of PD - PL as required	☑ Careers leader/team ☑ Data leader ☑ Education support ☑ Leading teacher(s) ☑ Wellbeing team		to: Term 4	☑ Equity funding will be used
Further emphasis on communications with respect to the importance of attending school (inc with our Year 7 '24 cohort eg via Home Group, Term One) - ongoing communications to be implemented within the College and with our College Community	☑ Assistant principal ☑ Leadership team ☑ Principal	☐ PLP Priority	from: Term 1 to: Term 4	$0.00
Develop and implement regular and ongoing recognition of strong Student Attendance eg Competitions, Certificates, Communications Apply a suitable budget to support the work	☑ Assistant principal ☑ Education support ☑ Leading teacher(s)	☐ PLP Priority	from: Term 1 to: Term 4	$15,000.00 ☑ Equity funding will be used
Re-engagement programs / initiatives are developed and implemented by the Wellbeing Dept with Sub Schools and the Careers Dept to re-engage students with chronic absenteeism and / or identified as school refusing Provision of PD - PL as required	☑ Assistant principal ☑ Careers leader/team ☑ Leading teacher(s) ☑ Wellbeing team	☑ PLP Priority	from: Term 1 to: Term 4	$75,000.00 ☑ Equity funding will be used