



Robertson State School

2014 Annual Implementation Plan

Priority 1. Reading

Strategy: Research and adopt an approach to teaching reading	
Actions	Responsible Officer(s)
Embed a Pedagogical Framework which articulates the school's approach to teaching. Enhance this approach with Marzano's research.	Margaret Berry
Embed Robertson Reading Program - explicit teaching of comprehension strategies identified from data results-track effectiveness of new reading support programs.	Cathy Coleman
Review data collection, benchmarks and targets for reading across all students, every term. Meet with teachers around their pedagogical response to those students who are not making reading gains.	Cathy Coleman

Priority 2. Australian Curriculum implementation

Strategy: Adapt C2Cs multi age units to suit school context	
Actions	Responsible Officer(s)
Improve the tracking of multiage units through the recording of units in a spreadsheet and adapt C2C multi-age units to suit school context	Cathy Coleman
Strategy: Provide PD for teachers in embedding use of technology in their teaching	
Actions	Responsible Officer(s)
Modelling lessons, coaching and mentoring of teachers in the classroom and providing PD in specific areas of need as face-to-face and online options.	Anita Bingham, Carol Hams
Strategy: Update the school's Australian Curriculum Implementation Plan - Geography	
Actions	Responsible Officer(s)
Work internally or across the cluster to provide training and development for teachers particularly in Geography. Provide PD opportunities for staff to engage in best practice in Geography.	Cathy Coleman
Strategy: Review effective resource budgets and management - Resource C2C units	
Actions	Responsible Officer(s)
Ongoing management of resource budget to provide curriculum materials for C2C units with a focus on literacy, history and geography, with an aim to gradually build a resource bank to support T&L	Cathy Coleman
Employ a teacher aide to manage the maths and science resources in response to teachers' requests.	Lesley Boshammer

Priority 3. Writing

Strategy: Ensure consistent school-wide teaching practices. 7 Steps to Writing Success	
Actions	Responsible Officer(s)
Whole school PD revitalisation of 7 Steps to Writing Success: Collection of writing scripts across the school to inform areas for focused teaching; develop school bank of A & C exemplars of writing	Lesley Boshammer, Cathy Coleman

Priority 5. High quality teaching practices - Pedagogical Plan

Strategy: Embed the pedagogical plan	
Actions	Responsible Officer(s)
Regularly use the pedagogical plan as a teacher reflection tool to ensure school-wide high expectations and consistency of practice	Cathy Coleman

Priority 6. Consistent classroom pedagogical practices - Assessment & Moderation

Strategy: Establish / maintain moderation processes to ensure that standards are consistent internally and externally	
Actions	Responsible Officer(s)
Consistent internal and external moderation process followed every term	Cathy Coleman

Priority 7. Productive partnerships with school community stakeholders - School Council and P&C

Strategy: Employ school marketing and communications manager to work with School Council and P&C.	
Actions	Responsible Officer(s)
Marketing manager will source sponsorship for major and minor projects	Lesley Boshammer
Increased positive public profile of the school through newspaper articles and website items.	Lesley Boshammer

Priority 8. Productive partnerships with school community stakeholders - YCDI, Effective Teams

Strategy: Engage the community by bringing representatives into the school to give students 'real world' experience and examples.	
Actions	Responsible Officer(s)
Refresh the You Can Do It Program profile with the school community through regular sections in the school newsletter.	Lesley Boshammer
Run joint activities with parents and students to promote participation in team events i.e. lap-a-thon	Lesley Boshammer
Work collaboratively with local schools on specific tasks to develop good working relationships and outcomes for students.	Lesley Boshammer

Priority 9. Consistent classroom pedagogical practices - Gifted Education

Strategy: Facilitate professional conversations on a regular basis around pedagogical practice	
Actions	Responsible Officer(s)
Develop ILP for all subject and year level accelerated students. Ensure all teaching staff receive PD around gifted education. Monitor data of gifted students in close consultation with teachers.	Lesley Boshammer, Heidi Isaksen

Priority 10. High quality teaching practices - Digital Futures

Strategy: Use the Developing Performance Framework as a tool to align teacher capability development with school priorities	
Actions	Responsible Officer(s)
Teachers use the pedagogical framework to identify areas they would like to develop, in line with the school's priorities.	Lesley Boshammer
Strategy: Digital devices in the classroom - every child accessing a device	
Actions	Responsible Officer(s)
Investigate and trial BYOx program to increase access for students to digital devices for research, learning, consolidation and review.	Anita Bingham
Continue roll over plan to ensure every classroom has access to digital devices to support lessons for teaching and learning purposes.	Anita Bingham

Priority 10. High quality teaching practices - Digital Futures

Strategy: Digital data collection, collation and interpretation	
Actions	Responsible Officer(s)
Implement use of OneSchool markbook and assessment features for all teachers.	Margaret Berry

Priority 11. Evidence-based decision making - Data, Improve NAPLAN

Strategy: Review School Assessment Framework and data storage processes to ensure an elegant sufficiency of data is collected and effectively utilised	
Actions	Responsible Officer(s)
Train teachers in new whole-school data storage process to develop a consistent approach to data storage and analysis.	Cathy Coleman
Strategy: Build processes that enable the school to respond to student progress towards benchmarks and targets.	
Actions	Responsible Officer(s)
Ensure that the curriculum planning process focuses on student data and "the how" of teaching	Cathy Coleman
Strategy: Develop and use a tracking tool to show individual student distance travelled	
Actions	Responsible Officer(s)
Track individual student progress through the use of Robodata	Cathy Coleman
Strategy: Train teachers to provide regular feedback to students	
Actions	Responsible Officer(s)
Train teachers to provide quality, regular and timely feedback to students	Cathy Coleman

Priority 12. Collaborative practices - Sustainability/Environment

Strategy: Adopt a research driven, evidence based environmental education pedagogical approach in the school which promotes school-wide high expectations and consistency of practice in conservation of resources.	
Actions	Responsible Officer(s)
Develop Eco kids leadership.	Perry Bengé
Complete community garden and recycling.	Perry Bengé

Priority 13. Year 7 to high school transition

Strategy: Utilise Flying Start resources to position the school for a successful transition	
Actions	Responsible Officer(s)
Develop student leadership team, involving both year 6 and 7 students, to ensure opportunities for leadership within the school.	Lesley Boshammer
Support both year 6 and 7 students in readying themselves for next year at high school.	Lesley Boshammer

Priority 14. Workforce performance development

Strategy: Embed processes, such as Principal Walkthroughs, which build a learning and feedback culture in the school.	
Actions	Responsible Officer(s)
Members of the administration team will visit all classrooms each week to observe classroom practices and student learning.	Lesley Boshammer
Strategy: Provide staff with professional reading about school improvement agenda	
Actions	Responsible Officer(s)
Continue to work through Marzano's The Art and Science of Teaching with the staff - moving through the target questions.	Lesley Boshammer

Priority 14. Workforce performance development

Strategy: Focus on enhancing leadership skills associated with coaching and feedback	
Actions	Responsible Officer(s)
Continue using the Marzano coaching model to enhance leadership skills associated with coaching and feedback	Cathy Coleman
Provide 5 staff scholarships to attend Marzano Conference in USA - take on leadership roles in the mentoring process on return.	Lesley Boshhammer

Priority 15. Core Priority - Closing the gap between the attendance and outcomes of Indigenous and non-Indigenous students

Strategy: Build quality processes to track and support individual students.	
Actions	Responsible Officer(s)
Professional discussions about identified students through the ATSI committee.	Lesley Boshhammer
Using Robodat, collect and save data for analysis - respond to needs identified through this data.	Lesley Boshhammer
Strategy: Seek and implement effective strategies to engage and welcome Indigenous parents to school	
Actions	Responsible Officer(s)
Continue to work with Regional advisors to encourage indigenous parents and friends to join the school community.	Cathy Coleman
Strategy: Give a high priority to indigenous leadership in the school	
Actions	Responsible Officer(s)

Priority 16. High quality teaching practices - EAL/D Education

Strategy: Upskill teachers in teaching EAL students.	
Actions	Responsible Officer(s)
Instruct and model best teaching practice in the classroom for EAL students.	Geri Kallioinen
Create and administer an initial assessment, share results and compile a 'Starter Kit' for new students for use in classes.	Geri Kallioinen

Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal

P and C / School Council

Assistant Regional Director