

Goal 1	To improve learning growth in Literacy across all year levels.		
12 Month Target 1.1	Students making high or medium growth in NAPLAN Reading to increase from the baseline of 68.63% in 2018 to 75% in 2020.		
12 Month Target 1.2	Increase the % of students making high or medium growth according to Victorian Curriculum Teacher Judgement in Reading and Viewing in 2020, compared with the average of 82% in 2018.		
KIS 1: Building practice excellence: - Develop and implement an agreed and consistent approach to teaching literacy.			
Actions	1. Participate in the PLC DET initiative to compliment and extend our existing internal PLC work.	2. Develop an agreed INSTRUCTIONAL MODEL.	3. Employ a Learning Specialist to work as an Instructional Coach.
Outcomes	1. HITS Improvement Cycles and Professional Learning is evident in all PLTs. 1. Learning Leaders expand their knowledge of the PLC evidence base.	2. Instructional model documented based on the Practice Principles - including Workshop Models, HITS and instructional strategies from the Literacy Portal. 2. Curriculum Planning and classroom practice will be based on the Instructional Model.	3. Current coaching program will expand with a focus on improving literacy outcomes. 3. Teachers develop stronger knowledge of instructional strategies and practice.
Success Indicators	1. Team Learning Planners and PLT minutes reflect the PLC learning. 1. PLC Matrix rating complete and monitored.	2. Work Programs and classroom practice will demonstrate all elements of the Instructional Model. 2. HITS rating data to show growth in teacher practice. 2. Leader notes from Learning Walks to indicate greater consistency of teacher practice.	3. Teachers will adjust / refine their practice to reflect their learning from the coaching process. 3. Teacher reflections indicate growth in knowledge and practice.
Activities and Milestones	1. Participate in the PLC DET initiative. 1. PLC Matrix rating complete and monitored. 1. Embed HITS learning into the PLT Improvement Cycle.	2. Document Instructional Model. 2. Teachers complete HITS rating. 2. Establish evidence based process for conducting Learning Walks.	3. Employ a Learning Specialist. 3. Document and implement coaching program for 2020. 3. Monitor uptake and impact of LS coaching.
Goal 2	To create a positive climate for learning for students, staff and parents.		
12 Month Target 2.1	To increase the % of staff showing positive endorsement for School Climate indicators on the Staff Opinion Survey. (Collective efficacy, teacher collaboration, trust in students and parents) from the baseline of 62% in 2018. (73% 2019)		
12 Month Target 2.2	To increase the % of parents showing positive endorsement for Connection and Progression and Parent Community Engagement on the Parent Opinion Survey from the baseline of 68.63% in 2018.		
12 Month Target 2.3	To increase the % of students showing positive endorsement for indicators in the Student Attitude Domain of the Panorama School Performance Report. Stimulated Learning: 2018 - 67.7% / 2019 - 68% Sense of Confidence: 2018 - 74.2% / 2019 - 80% Managing Bullying: 2018 - 76.0% / 2019 - 86%		
KIS 1: Setting expectations and promoting inclusion : Establish a whole school approach to the development of a positive climate for learning.			
Actions	1. Monitor and ensure consistency of current agreed practices for creating a positive climate for learning P - 6.	2. Engage in whole staff professional learning on wellbeing for staff and students.	
Outcomes	1. Agreed strategies will be consistently implemented in all classrooms. 1. Students and staff will be able to talk articulately about our approach.	2. Staff will have a stronger knowledge of wellbeing science and the relationship to practice. 2. New knowledge and understandings will be used to evaluate current wellbeing practices and to update agreed practices.	
Success Indicators	1/2. Agreed strategies will be observed in all classrooms during learning walks. 1/2. Improved SAToSS data in the Student Attitude Domain. 1/2. Improved SOS data in the School Climate indicators. 1/2. Improved Behaviour data from Compass and an increase in agreed strategies being used. 1/2. Behaviour Tracking for tier 2 and 3 to show reduction in both frequency and severity over time.	2. Whole school and PLT norms will be enacted by all. 2. Wellbeing Google Site updated to reflect new learning.	
Activities and Milestones	S1. Conduct focused learning walks to observe specific strategies. eg: Morning circles S1. Establish wellbeing SIT inquiry theory of action.	S2. Engage with Andrea Downie from Project Thrive for a staff PD day and leadership guidance re wellbeing. S2. Engage the entire staff in the Berry Street PD. S2. Update Wellbeing Google Site to reflect new learning.	