

# School Strategic Plan 2020-2024

Karoo Primary School (5295)



Submitted for review by Leanne Vines (School Principal) on 27 October, 2021 at 08:35 AM

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# School Strategic Plan - 2020-2024

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<p><b>School vision</b></p>	<p>Karoo Primary School strives to empower students to be active learners, we provide educational excellence through quality teaching and learning programs. This is embedded in our statement 'working together to make a difference'. At Karoo we acknowledge our school as a community, we work together with our students, staff and parents to foster a supportive and effective learning community.</p>
<p><b>School values</b></p>	<p>Karoo Primary School holds the values of Excellence Responsibility Respect Honesty and Fairness Tolerance and Understanding. Our Karoo Values are proudly displayed in our school foyer and every learning space. They are included in discussions with prospective parents and students during school tours. The students are recognised and rewarded for displaying and upholding our School Values, class awards are presented to students who demonstrate these values in their learning and play.</p> <p>We follow the Department of Education Statement of Values document which underpins the promotion of our healthy, safe and respectful school community. The Karoo Statement of Values embeds the Child Safe Standards, which are evident throughout our school community.</p> <p>The school logo was developed when the school opened in 1992 and depicts the school's location at the foot of the Dandenong Ranges.</p>
<p><b>Context challenges</b></p>	<ul style="list-style-type: none"> <li>-staffing profile- budget restraints</li> <li>- rigor in all year levels</li> <li>- implementation of LLLL (Little Learners Love Literacy) in Foundation, Year 1, Year 2</li> <li>- audit to ensure SEA (School Assessment Entry) data is being used to inform planning</li> <li>- adherence to whole school Agreed Practices and teacher expectations</li> <li>- developing a viable curriculum, consistent pedagogical approaches and differentiation, consistent implementation of the Instructional Model including classroom visuals and language used</li> <li>- consistent and rigorous assessment following Karoo's Assessment Schedule</li> <li>- teacher judgements are aligned to assessment data (NAPLAN) - disparity between teacher judgement and NAPLAN</li> <li>- reducing the variation of practice between classrooms</li> <li>- implementation of Student Voice and Agency, opportunities for students to participate in and contribute to curriculum design and provide feedback</li> <li>- staff data literacy</li> <li>- student achieving at or above expected levels with the intent on high learning growth for all students</li> </ul>

	<p>- continued opportunities for Collaborative Planning, including the use of student data and also the availability of leadership (PCO/LS) to attend</p>
<p><b>Intent, rationale and focus</b></p>	<p>Intent: to optimise the learning growth of every student  Rationale: to build on current practices including the use of consistent planning documents and data collection processes and also to embed the school's Instructional Model  Focus: to have the school's Agreed Practices and Instructional Model embedded in every classroom so that consistently high quality teaching and learning will occur and every student will show learning growth  Over the next four years we will continue to develop and deliver high quality curriculum that promotes the learning growth and achievement for all our students. We will build teacher practice excellence and capability to consistently use High Impact Teaching Strategies (HITS) based on the school's Agreed Practices. We will focus on embedding our school's Instructional Model and continue further developing the PLC Inquiry Cycle Model to strengthen consistency and rigor in data literacy and assessment practices. Through Professional Learning and rigorous discussions staff will strengthen their data literacy competency to target every student's individual needs and also their ability to triangulate data in order to make consistent judgements to ensure all students are supported, challenged and achieves the expected progress or above.  A school wide approach to collection and analysis of student data for individual students, cohorts and whole school level.  Strengthen and develop teacher knowledge of the Victorian Curriculum with a focus on the content in levels  A focus will be to continue to build Middle Leadership capacity through coaching and mentoring and participation in relevant Professional Learning. School Improvement will be enhanced by effective meetings with a specific focus on SIT (School Improvement Team), PLC leaders (Professional Learning Community) and PLT (Professional Learning Teams). Effective meetings provide opportunities for purposeful discussion following an agenda, documented and shared minutes and actions recorded.</p>

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<b>Goal 1</b>	Improving student learning outcomes in English and Mathematics.
<b>Target 1.1</b>	<p>Teacher judgement data</p> <p>Increase the percentage of students achieving above the expected level in:</p> <ul style="list-style-type: none"><li>• Reading and Viewing from 35 per cent in 2020 to 45 per cent in 2024</li><li>• Speaking and Listening from 14 per cent in 2020 to 30 per cent in 2024</li><li>• Writing from 17 per cent in 2020 to 40 per cent in 2024</li><li>• Measurement and Geometry from 18 per cent in 2020 to 40 per cent in 2024</li><li>• Number and Algebra from 33 per cent in 2020 to 55 per cent in 2024</li><li>• Statistics and Probability from 15 per cent in 2020 to 40 per cent in 2024.</li></ul>
<b>Target 1.2</b>	<p>School Staff Survey</p> <p>Teaching and Learning – Evaluation module</p> <ul style="list-style-type: none"><li>• improve the positive endorsement for ‘understand how to use data’ from 58 per cent in 2020 to 80 per cent in 2024</li></ul> <p>School Climate module</p> <ul style="list-style-type: none"><li>• improve the positive endorsement for ‘academic emphasis’ from 63 per cent in 2020 to 80 per cent in 2024</li></ul>

	<ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘teacher collaboration’ from 53 per cent in 2020 to 80 per cent in 2024</li> </ul>
<b>Target 1.3</b>	<p>Attitude to School Survey –</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘stimulating learning’ from 86 per cent in 2019 to 95 per cent in 2024</li> </ul>
<b>Target 1.4</b>	<p>Parent Opinion survey –</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘effective teaching’ from 76 per cent in 2020 to 90 per cent in 2024</li> </ul>
<b>Key Improvement Strategy 1.a</b> Curriculum planning and assessment	Develop teacher capability to collect, analyse and use data effectively to inform teaching and learning.
<b>Key Improvement Strategy 1.b</b> Curriculum planning and assessment	Develop teacher knowledge and understanding of the Victorian curriculum.
<b>Key Improvement Strategy 1.c</b> Evidence-based high-impact teaching strategies	Develop teacher capability to utilise HITS to improve student learning outcomes.
<b>Goal 2</b>	To empower students to be engaged in their learning.

<b>Target 2.1</b>	<p>Attitude to School Survey</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘student voice and agency’ from 75 per cent in 2019 to 90 per cent in 2024</li> <li>• improve the positive endorsement for ‘self-regulation in goal setting’ from 91 per cent in 2019 to 98 per cent in 2024</li> </ul>
<b>Target 2.2</b>	<p>Parent Opinion Survey</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘student voice and agency’ from 82 per cent in 2019 to 92 per cent in 2024.</li> </ul>
<b>Target 2.3</b>	<p>School Staff Survey</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘used student feedback to improve practice’ from 38 per cent in 2020 to 75 per cent in 2024</li> <li>• Improve the positive endorsement for ‘promote student ownership of learning goals’ from 75 per cent in 2020 to 85 per cent in 2024.</li> </ul>
<b>Key Improvement Strategy 2.a</b> Setting expectations and promoting inclusion	Develop a common understanding of student voice, agency and leadership amongst teachers, students and parents.
<b>Key Improvement Strategy 2.b</b> Setting expectations and promoting inclusion	Develop a learning environment that engages students in their learning in a purposeful and meaningful way.

<b>Goal 3</b>	Embed a school culture with a shared vision to enhance student learning outcomes.
<b>Target 3.1</b>	<p>Staff Opinion Survey –</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for ‘trust in students and parents’ from 77 per cent in 2020 to 90 per cent in 2024</li> <li>• improve the positive endorsement for ‘trust in colleagues’ from 74 per cent in 2020 to 90 per cent in 2024</li> <li>• improve the positive endorsement for ‘collective efficacy’ from 79 per cent in 2020 to 90 per cent in 2024</li> <li>• improve the positive endorsement for ‘instructional leadership’ from 77 per cent in 2020 to 90 per cent in 2024</li> </ul>
<b>Target 3.2</b>	<p>Teacher Judgement Growth data</p> <p>Increase the percentage of students in Year 3 achieving greater than 12 months growth in:</p> <ul style="list-style-type: none"> <li>• Number and Algebra from three per cent in Semester two, 2020 to 30 per cent in Semester two, 2024</li> <li>• Writing from one per cent in Semester two, 2020 to 30 per cent in Semester two, 2024</li> <li>• Reading and Viewing from zero per cent in Semester two, 2020 to 30 per cent in Semester two, 2024.</li> </ul> <p>Increase the percentage of students in the 2020 Year 3 cohort, achieving greater than 12 months growth in:</p> <ul style="list-style-type: none"> <li>• Number and Algebra from three per cent in Semester two, 2020 to 30 per cent in Semester two, 2024</li> <li>• Writing from 1per cent in Semester two, 2020 to 30 per cent in Semester two, 2024</li> </ul>

	<ul style="list-style-type: none"> <li>• Reading and Viewing from zero per cent in Semester two, 2020 to 30 per cent in Semester two, 2024</li> </ul>
<b>Target 3.3</b>	<p>Parent Survey</p> <ul style="list-style-type: none"> <li>• improve the positive endorsement for 'school pride and confidence' from 92 per cent in 2019 to 98 per cent in 2024</li> </ul>
<b>Key Improvement Strategy 3.a</b> Vision, values and culture	Develop and implement a shared vision and direction for the school.
<b>Key Improvement Strategy 3.b</b> Instructional and shared leadership	Build leadership capacity of all staff.
<b>Key Improvement Strategy 3.c</b> Evaluating impact on learning	Empower staff to be involved in school improvement through effective processes and structures.