# **ALAWA PRIMARY SCHOOL**

#### **School Priority**

Grow: Improve students' two year gain in NAPLAN writing in Years 5, 7 and 9 (applies to Transition - Year 9)



#### Focus for Improvement in 2021

**Vision:** To foster happy inclusive students ready for the 21<sup>st</sup> Century who are reaching their potential, have a sense of belonging and are engaged through supportive, mutually respectful relationships.

#### **Main Focus Areas**

- **Whole School Approach to Literacy:** To embed a whole school approach to the teaching and learning of literacy in a connected way that is sustainable and has meaningful impact on student outcomes
- 4 21<sup>st</sup> Century Learners: 21<sup>st</sup> Century Learning is linked to all areas of learning and evident in all classrooms resulting in student learning improvement and engagement

#### Strategies to enable the main focus areas

- Systematic Curriculum Delivery: General Capabilities will be embedded in teaching and learning. Teachers will continue to deliver a systematic curriculum which includes the General Capabilities
- Quality Teachers: We want to have the best teachers that have the biggest impact on student engagement & achievement through excellence and equity [Owning our Own]

Alawa Primary School undertook a rigorous external school review in 2019 which combined with a data review of our main academic and wellbeing data along with our perception surveys and student feedback informed the development of our 2020 -2023 Strategic Improvement Plan. From this the priorities for 2020 have been identified. Alawa has been on an intentional, focussed improvement agenda since 2014 and is currently regarding as a high performing school – we all agree through working together we can sustain the momentum and ensure sustainability of what we have and continue to build as a connected learning community.



### **Signature Strategy and Actions**

Outline the actions, timelines, professional learning strategies, roles, responsibilities and resources that the school will adopt to implement the Signature Strategy.

1. Signature Strategy	E5 - A whole school instruction model
Goals  What are the changes you expect to observe in practice and student outcomes if the strategy has been successfully implemented?	English 2020-2023 To embed a whole school approach to the teaching and learning of literacy in a connected way that is sustainable and has meaningful impact on student outcomes.  English 2021 Implement a whole school approach to planning, teaching and assessing literacy in a connected and meaningful way, with a focus on upskilling in the area of reading instruction.

Actions	When	Strategies	Who			Resources
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Develop a model that describes the teaching of Reading to all areas of	Ongoing throughout the year	Focussed professional learning at staff meetings	Internal - DoE, school based	English Team	English Team	\$2000 -Replacing student reading material
literacy.		yeui	Workshops/conferences/courses etc	Internal - DoE, office based	Curric Support Leaders	English Team
		Collaborative inquiry / action research	External consultant	Lisa K?	English Team	\$1970
		Evidence of connections in all areas of literacy within programming and planning.	ST and AP		English team	



Actions	When	Strategies	Who			Resources	
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.	
Implement a consistent whole school approach to planning,	Ongoing throughout the year	Focussed professional learning at staff meetings	Internal - DoE, school based	English Team	English Team	Brightpath license \$5.50 per head (1-6) Total: \$1300	
teaching/assessing in Writing.	yeai	Observation & feedback	Internal - DoE, office based	English Team	English Team	PM Writing	
		Modelling effective practices	Internal - DoE, school based	English Team	English Team	resource- \$2500  2 days 2 staff Total: \$1400 bright paths clarifying and confirming with region	
Embed a whole school approach to the teaching	Semester 1	Observation & feedback	Internal - DoE, school based	Expert Teachers at Alawa	English Team	Internal covers	
of Spelling.		Modelling effective practices	Internal - DoE, school based	Expert Teachers at Alawa	English Team		
		Focussed professional learning at staff meetings	Internal - DoE, school based	English Team	English Team		



### **Signature Strategy and Actions** (where applicable)

Outline the actions, timelines, professional learning strategies, roles, responsibilities and resources that the school will adopt to implement the signature strategy.

2. Signature Strategy	R6 - Professional learning communities
Goals  What are the changes you expect to observe in practice and student outcomes if the strategy has been successfully implemented?	Quality Teaching: 2020-2023 We want to have the best teachers that have the biggest impact on student achievement. Excellence and equity.
	2021 We want to have the best teachers that have the biggest impact on student engagement & achievement through excellence and equity[Owning our Own]

Actions	When	Strategies	Who		Resources	
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Explicit Instruction	Dependant on when PL is available	Capacity build QT team member + 1 other in Anita Archer Course if available or webinars	QT Team members	Paul Nyhuis	Sandy Cartwright	\$1000 2 x 2 half days \$800



Actions	When	Strategies	Who			Resources
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
	Semester 1	Liaise with other El schools (Bakewell/Gray PS)	Network		Sandy Cartwright	NIL
	Mid-late Term 1	Re collect the data and teacher confidence with each elements to inform focus for professional learning and discussion in 2021. Build in annually	Internal - DoE, school based		QT team	
		Include in Alawa induction and ongoing mentoring for new teachers [MW & LH]	Internal - El coaches Matt with Lucy Sandy / Emma with Maddy		QT Team	NIL

Actions	When	Strategies	Who			Resources
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Teaching and Learning Framework	Semester 1: Term 1	Launch 2021: embed and ensure everyone understands and can use	Internal - DoE, school based		QT team through Memo, PLT's and conversations Inductions	NIL
	Semester 2	Build in pedagogy for online learning	Internal - DoE, school based		QT team	NIL
Sprints	Term 1	Link to El elements	Internal - DoE, school based		QT Team	NIL
	Term 3	Link to Literacy	Internal - DoE, school based		English Team	NIL
Enhance teachers and support staff skills and confidence in using and integrating technology	Refer to Digital Dexterity plan					



3. Signature Strategy	Ac4 - Personalising learning
observe in practice and student outcomes if the strategy has been successfully implemented?	21 <sup>st</sup> Century Learning is linked to all areas of learning and evident in all classrooms resulting in student learning improving  2021: To trial Inquiry teaching cycle in non-core subjects that allows for a flexible curriculum, personalised learning and student voice, that is supported by ICT and narrows the focus of existing approaches.  (Have a flexible curriculum (outside of core teaching) to allow teachers to personalise learning with student voice input that ties into inquiry learning. Rethink and narrow the focus of ACL. Integrating ICT into Inquiry lessons.)

Actions	When	Strategies	Who			Resources
	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Create and trial the Alawa approach to	Term 1 Term 2	21 <sup>st</sup> Century team meetings	Internal - DoE, school based		21 <sup>st</sup> Century Team	KM books \$300
Inquiry learning, based on 2020 best practice research. (Kath		Kath Murdoch books x 4	Choose an item.			https://www.kathmurdoch.com.au/kath- aoi-workshop KM workshop \$1650
Murdoch)		Kath Murdoch Webinar PD 9X90 min sessions	Choose an item.	Kath Murdoch		6 times ERT in lieu for PD \$2700
Review the curriculum map – to allow flexibility for students	Term 1 – ongoing	Focussed professional learning at staff meetings	Internal - DoE, school based	Gen Donohue, Ana B	21 <sup>st</sup> Century Team	21st Century team



Actions	When	Strategies	Who			Resources
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation?  Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
and teachers to co- construct in integrated inquiry unit and assessments (in non- core teaching areas)		Continue to network with Girraween, Wagaman, Humpty Doo as they develop their curriculum maps	Choose an item.	Wagaman, Girraween, Humpty Doo Primary School		
Continue to trial and implement Alawa approach to Inquiry with gradual release.	Semester 2	21st Century learning team to work with teaching partners in collaborative and weekly team planning.	Internal - DoE, school based		21 <sup>st</sup> Century team	ERT x 4 days \$1600
		Mentoring & coaching	Internal - DoE, school based			
		Student & community engagement & consultation	Internal - DoE, school based			
Investigate the cycle of de-implementation to rethink and narrow the focus of Assessment Capable Learner.	Semester 1 Semester 2	Collaborative inquiry / action research	Internal - DoE, school based	School Graphic Designer	21 <sup>st</sup> Century Team	\$500



Actions	When	Strategies	Who			Resources
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation?  Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
		Staff meetings and PLTs and surveys	Internal - DoE, school based			
		Student & community engagement & consultation	Internal - DoE, school based			
Integrate ICT as a resource to support inquiry learning. (digital dexterity)						
Reporting	Semester 1 for June reports and again December for end of year reports.	Up the value students place on their own reports and feedback as Assessment Capable Learners. Need to develop success criteria to review this.  Maths semester 1 English semester 2	Teachers through PLT's		Senior Teacher / Data Coach	Nil



Actions	When	Strategies	Who			Resources
Outline what the school will do to implement the Signature Strategy.	and end date for implementing the action.	school use to facilitate the professional learning and implementation?	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
		to Work With	Teachers through PLT's and then in classrooms		Senior Teacher / Data Coach	NIL



# 4. Signature Strategy E3 - Whole school curriculum and assessment plan Goals What are the changes you expect to observe in practice and student outcomes if the strategy has been successfully implemented? Systematic Curriculum Delivery: 2020-2023 General Capabilities will be embedded in teaching and learning and used to engage students. Teachers will deliver a systematic curriculum which includes the General Capabilities.

2021- To continue to build staff capacity to use General Capabilities in planning and programming.

When Strategies Who

Actions	When	Strategies	Who	Who		Resources
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Upskilling of staff through a workshop at the start of	Term 1	Workshop with DoE rep	Internal - DoE, office based	ТВА	CC team	
the year.  Moodle	Term 1	In staff meeting through eLearn.	Internal - school based		CC team	eLearn
2-3x 15mins sessions in semester 1 about units of work.	Term 1&2	In staff meetings.	Internal -school based		CC team	
	End of Term 1	Other (please specify)	Internal - school based		CC team	Survey Monkey



Actions	When	Strategies	Who	Vho		
Outline what the school will do to implement the Signature Strategy.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Survey staff comparative data regarding use of GC in programmes.	Term 1	Other (please specify)	Internal -school based		CC team	
Developing critical and creative thinking resources.	Term 2	Other (please specify)	Internal - school based		CC team	I can statements supplied by Tania from DoE as a starting point.
Meet with and collaborate with 21st century learning team twice in Semester 1.	Term 1 Term 2	ASIP meetings- pending the 2021 Term Planners			CC team 21st Century Learners	Term Planners
Review the whole school curriculum map.	By the end of Term 2				CC Team Ana Bernardino	2021 Alawa Curriculum Map
Digital Dexterity						



Set goals Plan Act

#### Other Strategy, Focus Area and Actions (where applicable)

Outline the actions, timelines, professional learning strategies, roles, responsibilities and resources that the school will adopt to implement the strategy.

5. Oth	er Strategy/Focus Area	Digital Dexterity
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#### Goals

What are the changes you expect to observe in practice and student outcomes if the strategy has been successfully implemented?

Using Accelerate as a foundation to develop a strategy to enhance / increase digital literacy and safety across the school for both staff and students. Aligning the work of 21<sup>st</sup> Century Learners, Curriculum Capabilities and Quality Teachers.

Actions	When	Strategy	Who	Who		Resources
Outline what the school will do to support the strategy/focus area.	Outline the start and end date for implementing the action.	use to facilitate the professional learning and implementation?	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
Digital Dexterity  ICT Team and QT team need to work closely together	Ongoing through 2021	Embed and maximise the use of digital technologies and 21st century skills through coaching, speciality support an d ensuring adequate devices, reliable infrastructure and timely technical support	Internal - DoE, school based		To have developed competencies amongst teaching staff in the delivery of digital dexterity.  ICT Team	ERT costs for coaching 5 days for EY and 5 days for PY 10 days = \$4500



Actions	When	Strategy	Who			Resources
Outline what the school will do to support the strategy/focus area.	Outline the start and end date for implementing the action.	What strategies will the school use to facilitate the professional learning and implementation? Refer to the Guide for explanatory notes.	Where will the expertise be found?  Refer to the Guide for explanatory notes.	Any further details? i.e. Department of Education team or name of consultant to be engaged.	Who is the contact in your school leading this action?	Outline the resources (facilities, FTE and budget) that will be allocated to the action.
	Semester 2 and ongoing	Focus on Online safety for staff, parents and students	External Facilitator Internal - DoE, school based		To increase students skills and understandings in the use of technology to improve outcomes.  External parent session	\$500



#### Act/Review and Adjust (to be completed at the end of each semester)

Are you on track? Are the changes in practice and student outcomes you expected to observe occurring? How do you know? What will you do differently if this is not what you expect to see?

	Six month review (end of Semester 1)		12 month review (	end of Semester 2)
Goals (refer to Goals' section)	Status	Comments/Evidence	Status	Comments/Evidence
Goal 1	Select from drop down list		Select from drop down list	
Goal 2	Select from drop down list		Select from drop down list	
Goal 3	Select from drop down list		Select from drop down list	
Goal 4	Select from drop down list		Select from drop down list	

**Endorsement (can be completed by mid-Term 1 2021)** 

S. Contunight

Principal

Senior Director

School Improvement and Leadership

112

Chair

School Representative Body

# Attachment A: eDash [28.1.2021] Engage

Increase the number of children and students engaged in education from birth to Year 12, and maximize their participation.

$\bigcap$		Performance	Progress
?	Attendance Rate	93.5%	2.5 ppt
?	Attending >80%	91.9%	5.5 ppt
?	Real Retention Within Year	95.0%	2.9 ppt
?	NAPLAN Participation	99.7%	4.0 ppt
?	PAT Participation	99.3%	-0.7 ppt
?	Student Wellbeing (Student Perception)		

#### Grow

Every student achieves at least one year of growth for one year of education.

@	PAT (Performance percentile)	Matched (within NTG schools)	Matched (at same school)
	Reading	1.5 ppt	2.1 ppt
	Maths	-1.4 ppt	-1.8 ppt

The School Improvement Dashboard is a tool to help focus school and system leaders on measures most likely to drive whole-of-system improvement.

The dashboard shows current (performance) and trend (progress) data to help schools identify, set and monitor school improvement targets.

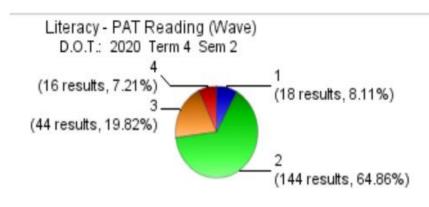
To delve further into the data, please navigate to the other School Improvement dashboards as listed in the mega menu at the top of the page.

#### Achieve

Students leave school with options that allow them to achieve their ambitions. .

	PAT	Perf	ormance	Progre	ss
(3)	(Performance percentile)				
	Reading	4	41.0%	1.9 pp	ot
	Maths	5	55.6%	1.9 ppt	
	NAPLAN	1			
_	% Above		Australian		Australian
@		Minimun Standard	Mean	Minimun Standard	Mean
	Writing	81.6%	32.9%	13.1 ppt	7.0 ppt
	Reading	84.4%	40.3%	7.1 ppt	12.0 ppt
	Numeracy	80.5%	35.1%	3.2 ppt	8.6 ppt
	A-E				
?	(% C grades a	ind above)			
	Maths	69.7%		9.2 ppt	
	English	72.1%		14.2 ppt	

#### **Pat DATA**

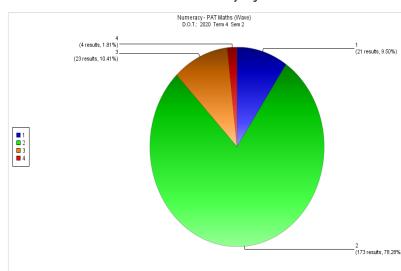


# Reading

Wave 1	Wave 2	Wave 3	Wave 4
More than	Within a	Between	More than
6 months	12month	6months	12months
ahead of	span of	and	below
expected	expected	12months	expected
level for	level for the	below	level for the
the year	year	expected	year
		level for the	
		year	

	Wave 1	Wave 2	Wave 3	Wave 4
2016	15%	47%	29%	9%
2017	15%	51%	30%	4%
2018	14%	61%	22%	3%
2019	13%	68%	16%	1%
2020	8%	65%	20%	7%

#### **Combined Results by Range**



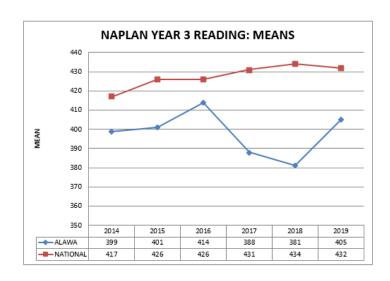
# Maths

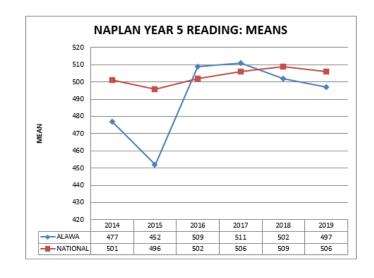
	Wave 1	Wave 2	Wave 3	Wave 4
2015	16.47%	48.24%	30.59%	4.71%
2016	8.59%	53.1%	28.91%	9.38%
2017	14.29%	64.88%	16.67%	4.17%
2018	10.7%	73.2%	15.5%	0%
2019	13.46%	73.08%	11.54%	1.92%
2020	9.5%	78.28%	10.41%	1.81%

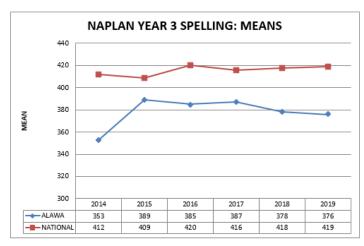


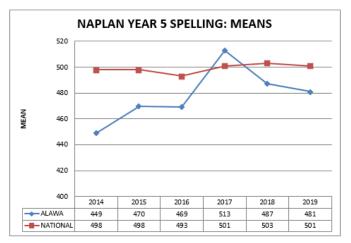
## ALAWA PRIMARY NAPLAN JOURNEY



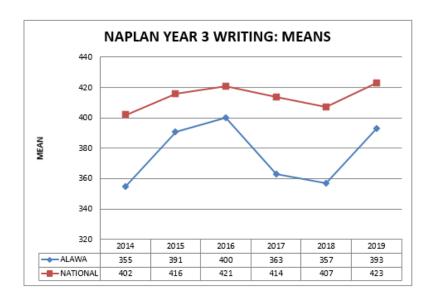


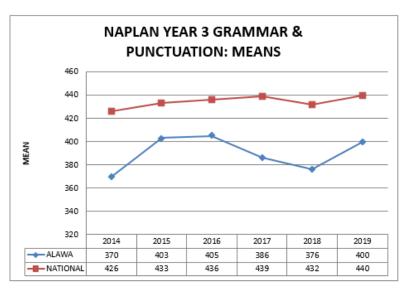


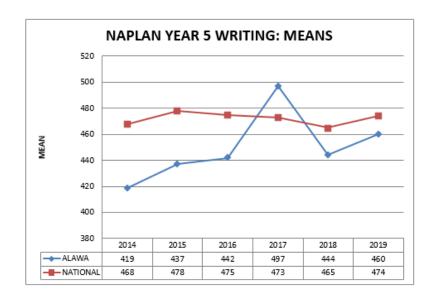


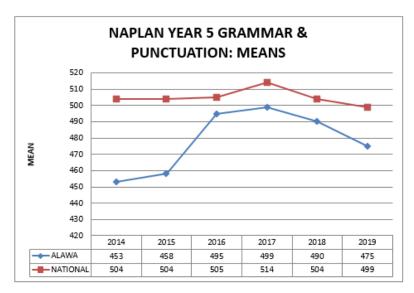


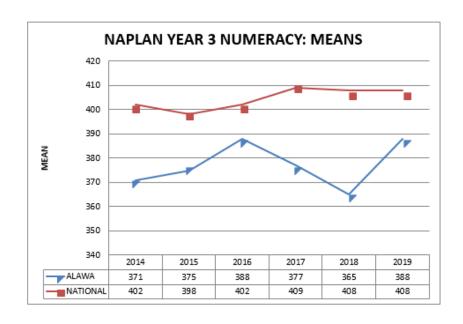


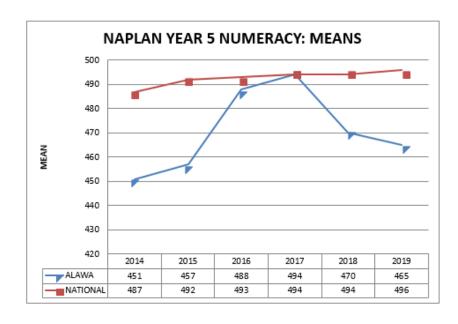












2017-2019 Growth Years 3-5 24 matched students

	National 2 year gain	NT 2 year gain	Alawa 2 year gain
Reading	75	87	109
Writing	60	71	97
Spelling	85	101	94
Grammar & Punctuation	60	82	89
Numeracy	86	88	88



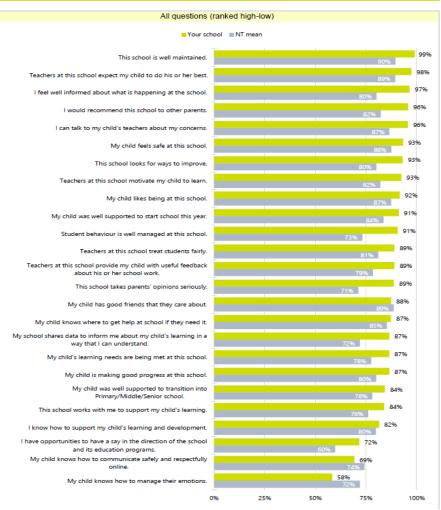
# 2020 Parent Perception Survey

		Respo	ndents			
	No. of responses:	Aboriginal	Non- Aboriginal	Early Years	Primary	
2020	120	9	108	74	45	
2019	118					
2018	123					

Highest scoring responses for 2020:		Lowest scoring responses for 2020:	
This school is well maintained.	99%	I have opportunities to have a say in the direction of the school and its education programs.	72%
Teachers at this school expect my child to do his or her best.	98%	My child knows how to communicate safely and respectfully online.	69%
I feel well informed about what is happening at the school.	97%	My child knows how to manage their emotions.	58%

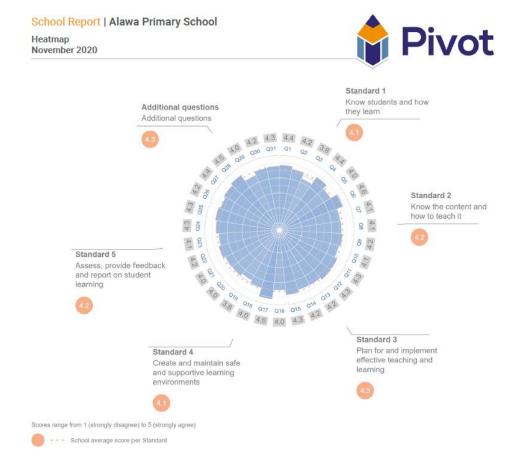
Ch	ange fror	n previou	ıs year (2020 vs 2019)		
Highest ranking items:	% point change	<b>2020</b> vs 2019	Lowest ranking items:	% point change	<b>2020</b> vs 2019
can talk to my child's teachers about my concerns.	+7%	96% 89%	I have opportunities to have a say in the direction of the school and its education programs.	-5%	72% 77%
Feachers at this school provide my child with useful feedback about his or her school work.	+6%	89% 83%	I know how to support my child's learning and development.	-5%	<b>82</b> % 86%
Feachers at this school expect my child to do his or her best.	+3%	98% 94%	My child knows how to manage their emotions.	-9%	58% 67%

#### Alawa Primary School





# 2020 Student Perception Survey



#### School Report | Alawa Primary School

Heatmap November 2020



# Insights from your survey

Areas of strength

Standard 3 - Plan for and implement effective teaching and learning

#### Highest individual question scores

1st	Q17	This teacher is clear about the behaviour they expect from us
2nd	Q6	This teacher is knowledgeable about the topics in this subject
3rd	Q788	In class we work together in pairs or small groups to help us learn

Areas for growth

Standard 4 - Create and maintain safe and supportive learning environments

#### Lowest individual question scores

1st	Q3	This class keeps my attention
2nd	Q19	This class is focused on learning
3rd	Q16	This teacher's use of technology helps me learn

#### Greatest Improvement in individual questions

+0.21	Q4	This teacher models different ways to learn new concepts
+0.18	Q25	We often review new information that we have learned
+0.16	Q24	This teacher pushes me to correct my mistakes

