

2018 Annual Implementation Plan

for improving student outcomes

Beaumaris Secondary College (7566)



Beaumaris
Secondary
College

Submitted for review by Debby Chaves (School Principal) on 27 December, 2017 at 10:43 AM

Endorsed by Sarah Burns (Senior Education Improvement Leader) on 27 December, 2017 at 10:52 AM

Self-evaluation Summary - 2018

Beaumaris Secondary College (7566)

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.		Self-evaluation Level	Evidence and Analysis
Excellence in teaching and learning		Building practice excellence	Emerging	
		Curriculum planning and assessment	Emerging	
		Evidence-based high-impact teaching strategies	Emerging	
		Evaluating impact on learning	Emerging	
Professional leadership		Building leadership teams	Emerging	
		Instructional and shared leadership	Emerging	
		Strategic resource management	Emerging	
		Vision, values and culture	Emerging	

Positive climate for learning		Empowering students and building school pride	Emerging	
		Setting expectations and promoting inclusion	Emerging	
		Health and wellbeing	Emerging	
		Intellectual engagement and self-awareness	Emerging	

Community engagement in learning		Building communities	Emerging	
		Global citizenship	Emerging	
		Networks with schools, services and agencies	Emerging	
		Parents and carers as partners	Emerging	

Enter your reflective comments	We are a new school for 2018.
Considerations for 2018	Our team will need to develop a strong culture based on a shared vision and the school values. Curriculum is curated collaboratively by the teaching team maximising the use of the new learning spaces.
Documents that support this plan	

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Beaumaris Secondary College (7566)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target Outline what you want achieve in the next 12 months against your Strategic Plan target.	FISO initiative
To develop a culture that is based on shared values and a strong vision.	Our ATS, Staff Opinion Survey and Parent Opinion survey are in the top quartile for school.	Yes	ATSS to be in the top quartile across all areas.	Vision, values and culture
Strategic resource management plan that allows for the development of a strong educational experience for each student.	Workforce plan that responds to the increasing student numbers and programs offered from the school as it grows. The school has a strong financial standing to further develop educational programs that meet student needs.	Yes	Provide a diverse curriculum program offering to our students in the first year of the school operating. Develop programs that respond to our values and the vision of the school community.	Strategic resource management
To establish shared instructional leadership that empowers all learners.	Horizontal shared leadership model Instructional model that is used across the college Visible culture of high expectations Values of Curiosity, Optimism, Respect and Excellence are used to engage within the school and community.	Yes	Shared vision, values and culture that is evident throughout the college. An instructional model that is the foundation of teaching and learning at the college.	Building leadership teams

Improvement Initiatives Rationale

As a new school, we need to develop a strong culture that provides the following:
 A specified set of purposeful language, actions, and routines designed to make students, teachers and community members feel welcome, comfortable, important, and understood.
 A focus on CORE values which includes quality teaching and learning, genuine relationships , and a cycle of continuous, quality improvement.
 Continual attention to creating a passionate and competent staff capable of implementing culture-building systems.

Goal 1	To develop a culture that is based on shared values and a strong vision.
12 month target 1.1	ATSS to be in the top quartile across all areas.
FISO Initiative	Vision, values and culture
Key Improvement Strategies	
KIS 1	To define and promote the CORE values of the school of Curiosity, Optimism, Respect and Excellence with the students, staff, parents and community.

Goal 2	Strategic resource management plan that allows for the development of a strong educational experience for each student.
12 month target 2.1	Provide a diverse curriculum program offering to our students in the first year of the school operating. Develop programs that respond to our values and the vision of the school community.
FISO Initiative	Strategic resource management
Key Improvement Strategies	
KIS 1	To work closely with school council to ensure that school funding has been expended in response to student learning programs.

Goal 3	To establish shared instructional leadership that empowers all learners.
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12 month target 3.1	Shared vision, values and culture that is evident throughout the college. An instructional model that is the foundation of teaching and learning at the college.
FISO Initiative	Building leadership teams
Key Improvement Strategies	
KIS 1	Co-design an instructional model that incorporates the philosophy of the college.

Define Evidence of Impact and Activities and Milestones - 2018

Beaumaris Secondary College (7566)

Goal 1	To develop a culture that is based on shared values and a strong vision.			
12 month target 1.1 target	ATSS to be in the top quartile across all areas.			
FISO Initiative	Vision, values and culture			
Key Improvement Strategy 1	To define and promote the CORE values of the school of Curiosity, Optimism, Respect and Excellence with the students, staff, parents and community.			
Actions	Students, staff and parents to describe the visible behaviours and practices associated with the values of curiosity, optimism, respect and excellence. Use this language to create a behaviour protocol that informs our school wide positive behaviour support and student engagement policy.			
Evidence of impact	Teachers and students will use a language with shared meaning that builds group coherence and a understanding of ideas, behaviours and actions. The community will see the language that shapes thoughts and behaviours of students and staff through a visible culture.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget

<p>Professional learning sessions led by BGKLLN to develop a strength based approach which empowers our students to articulate what they need for their learning in with a language used by staff and students.</p> <p>We discuss culture of thinking in our planning and use this as a basis for all of our teaching and learning.</p> <p>Sessions times of 75 minutes that provide opportunities for deeper learning.</p> <p>Providing learning experiences that develop relationships across the college that exemplify the values.</p> <p>We are beginning to try out routines and protocols for learning spaces and meetings</p> <p>GOAL program development of CORE values with students and staff.</p>	All staff	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	<p>\$10,000.00</p> <p><input type="checkbox"/> Equity funding will be used</p>
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Goal 2	Strategic resource management plan that allows for the development of a strong educational experience for each student.
12 month target 2.1 target	Provide a diverse curriculum program offering to our students in the first year of the school operating. Develop programs that respond to our values and the vision of the school community.
FISO Initiative	Strategic resource management
Key Improvement Strategy 1	To work closely with school council to ensure that school funding has been expended in response to student learning programs.
Actions	Sub-committees of school council provide the full school council with advice and direction related to student programs and expenditure.

Evidence of impact	Teachers will have resources and support to develop innovative programs for students. Students will have opportunities to participate in unique curriculum offerings.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Regular feedback from school staff and students provided to school council for monthly meetings. Sub-committees to meet monthly to discuss school resources and programs. Leadership team to investigate and implement programs that meet student needs and can be resourced financially.	Principal	<input type="checkbox"/> No	from: Term 1 to: Term 3	\$0.00 <input type="checkbox"/> Equity funding will be used

Goal 3	To establish shared instructional leadership that empowers all learners.			
12 month target 3.1 target	Shared vision, values and culture that is evident throughout the college. An instructional model that is the foundation of teaching and learning at the college.			
FISO Initiative	Building leadership teams			
Key Improvement Strategy 1	Co-design an instructional model that incorporates the philosophy of the college.			
Actions	We will develop a shared vision and mission of teaching and learning to create an environment where our students are immersed in deep learning.			
Evidence of impact	Teachers will use an instructional model in their curriculum development that they have created over the course of the first semester. Students will have learning experiences that are differentiated and provide deeper learning opportunities.			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget

<p>Unpacking the learning areas in line with the Victorian Curriculum to develop a scope and sequence.</p> <p>Professional learning throughout the year with Trent Ray from Collective Education to maximise the use of Office 365, OneNote and Teams as a tool in curriculum planning and student learning.</p> <p>Teachers will collaborate to curate curriculum that incorporates the best resources available.</p>	All staff	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	<p>\$19,000.00</p> <p><input type="checkbox"/> Equity funding will be used</p>
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Professional Learning and Development Plan - 2018

Beaumaris Secondary College (7566)

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
<p>Professional learning sessions led by BGKLLLEN to develop a strength based approach which empowers our students to articulate what they need for their learning in with a language used by staff and students.</p> <p>We discuss culture of thinking in our planning and use this as a basis for all of our teaching and learning.</p>	All staff	from: Term 1 to: Term 4	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Preparation	<input checked="" type="checkbox"/> Professional practice day <input checked="" type="checkbox"/> Formal school meeting / internal professional learning sessions <input checked="" type="checkbox"/> PLC/PLT meeting	<input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> External consultants BGKLLLEN Initiative with Emma McCarthy from Start with the End in Mind	<input checked="" type="checkbox"/> On-site

<p>Sessions times of 75 minutes that provide opportunities for deeper learning.</p> <p>Providing learning experiences that develop relationships across the college that exemplify the values.</p> <p>We are beginning to try out routines and protocols for learning spaces and meetings</p> <p>GOAL program development of CORE values with students and staff.</p>						
<p>Unpacking the learning areas in line with the Victorian Curriculum to develop a scope and sequence.</p> <p>Professional learning throughout the year with Trent Ray from Collective Education to maximise the use of Office 365, OneNote and Teams as a tool in curriculum planning and student learning.</p>	All staff	<p>from: Term 1</p> <p>to: Term 4</p>	<input checked="" type="checkbox"/> Collaborative inquiry/action research team <input checked="" type="checkbox"/> Curriculum development	<input checked="" type="checkbox"/> Professional practice day <input checked="" type="checkbox"/> Formal school meeting / internal professional learning sessions <input checked="" type="checkbox"/> Timetabled planning day <input checked="" type="checkbox"/> PLC/PLT meeting	<input checked="" type="checkbox"/> VCAA curriculum specialist <input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> Subject association <input checked="" type="checkbox"/> External consultants <p>Trent Ray Collective Education</p>	<input checked="" type="checkbox"/> On-site

Teachers will collaborate to curate curriculum that incorporates the best resources available.						
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Documents that support the plan

The school has uploaded the following documents to support the self-evaluation.