

School Strategic Plan 2020-2024

Hazelwood North Primary School (2382)



Submitted for review by Gillian Connolly (School Principal) on 14 December, 2020 at 08:39 AM

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<p>School vision</p>	<p>Our school's vision is to empower students to acquire, demonstrate, articulate and value knowledge, skills and attitudes that will support them as life-long learners. Our students, as 21st century learners and citizens, will contribute to the global world through practice of the core values of our school.</p>
<p>School values</p>	<p>Hazelwood North Primary School's Statement of Values and School Philosophy is integral to the work that we do and is the foundation of our school community. Students, staff and members of our school community are encouraged to live and demonstrate our core values of:</p> <p>Responsibility, Collaboration, Challenge, Resilience and Curiosity.</p> <ul style="list-style-type: none"> o We take responsibility for our learning, actions, behaviour and safety. o We work together and collaborate to achieve our learning goals. o We embrace challenge, using resilience and problem solving to overcome challenges. o We are curious learners who ask questions and try new things.
<p>Context challenges</p>	<p>Learning achievement for all students is a concern for our school, particularly in adding value to the entry level abilities of our Foundation students. Throughout the school there is a culture of students ridiculing and making fun of others, particularly in the classroom environment. In addition to this our students engage in behaviours of exclusion and bullying, making others feel unsafe. Teaching practices across the school vary in quality so reducing this across class variation will be a priority by using the school's instructional model and using Professional Learning Communities to target teaching practices and improve student learning outcomes.</p>
<p>Intent, rationale and focus</p>	<p>Establishing a safe, orderly and inclusive environment is essential to enabling high learning achievement for all students. Listed below are the priorities as identified in the school review:</p> <ul style="list-style-type: none"> • student achievement in literacy and numeracy emphasizing high achievement for all students • safe, inclusive and engaging learning environment for all members the school community, including redefining our vision and values • student ownership of their learning • effective communication and engagement of families and the wider school community.

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Goal 1	Improve learning growth for all students with an emphasis on high achievement.
Target 1.1	Increase the percentage of students achieving in the top 2 NAPLAN bands for: <ul style="list-style-type: none">• Year 3 reading from 45% in 2019 to 55% in 2024, and in numeracy from 21% in 2019 to 31% in 2024• Year 5 reading from 24% in 2019 to 38% in 2024, and in numeracy from 10% in 2019 to 20% in 2024.
Target 1.2	Increase the percentage of Year 5 students assessed with ‘Above Benchmark Growth’ in the NAPLAN Benchmark growth measure from the 2019 threshold in: <ul style="list-style-type: none">• reading from 19% in 2019 to 25% in 2024• writing from 19% in 2019 to 25% in 2024• numeracy from 9% in 2019 to 18% in 2024.
Target 1.3	Increase the percentage mean of students in Years 1 -6 assessed with greater than 12 months growth in Teacher Judgements against the Victorian Curriculum Standards in: <ul style="list-style-type: none">• reading & viewing from 63% in 2019 to 70% in 2024• writing from 55% in 2019 to 60% in 2024• number & algebra from 57% in 2019 to 60% in 2024.

Key Improvement Strategy 1.a Building practice excellence	Embed a whole-school approach to reading incorporating an evidence-based approach to the teaching of phonics and phonemic awareness.
Key Improvement Strategy 1.b Evaluating impact on learning	Utilize professional learning community practices, including the FISO Improvement Cycle, to establish and embed consistent approaches to assessment that drive teacher planning, differentiation and targeted teaching
Key Improvement Strategy 1.c Instructional and shared leadership	Build the capabilities of school leaders to improve student outcomes by embedding a whole-school culture of collaborative and accountable teaching teams.
Goal 2	All students are engaged in a safe and inclusive learning environment
Target 2.1	<p>Attitudes to School Survey - Increase the percentage of positive responses for the following factors:</p> <ul style="list-style-type: none"> • Advocate at school from 91% in 2019 to 94% in 2024 • Effective classroom behaviour from 81% in 2019 to 86% in 2024 • Resilience from 84% in 2019 to 89% in 2024 • Sense of inclusion from 91% in 2019 to 94% in 2024 • Not experiencing bullying from 86% in 2019 to 91% in 2024 • Managing bullying from 88% in 2019 to 93% in 2024 • Respect for diversity from 81% in 2019 to 86% in 2024.
Target 2.2	<p>Parent Opinion Survey - Increase the percentage of positive responses in the student development factors of:</p> <ul style="list-style-type: none"> • Promoting positive behaviour from 48% in 2019 to 53% in 2024 • Managing bullying from 62% in 2019 to 67% in 2024 • Non-experience of bullying from 46% in 2019 to 57% in 2024 • Respect for diversity from 62% in 2019 to 70% in 2024.

Target 2.3	<p>School Staff Survey - Increase the whole- school component mean scores in:</p> <ul style="list-style-type: none"> • Collective responsibility from 85% in 2019 to 90% in 2024 (Staff Climate survey) • Staff professional safety from 50% in 2019 to 60% in 2024 (Component survey) • Staff psychological safety from 60% in 2019 to 70% in 2024 (Component survey).
Key Improvement Strategy 2.a Setting expectations and promoting inclusion	Develop and document positive, pro-social and inclusive student behaviours using evidence-based frameworks.
Key Improvement Strategy 2.b Health and wellbeing	Ensure the learning, wellbeing and engagement of students is informed by evidence and the effective use of a centralised data management system.
Goal 3	Support all students to be active agents in their learning.
Target 3.1	<p>Attitudes to School Survey - Increase the percentage of positive responses for the following factors</p> <ul style="list-style-type: none"> • Student voice and agency from 74% in 2019 to 79% in 2024 • Sense of connectedness from 83% in 2019 to 88% in 2024 • Differentiated learning challenge from 93% in 2019 to 95% in 2024 • Self-regulation and goal setting from 88% in 2019 to 93% in 2024.
Target 3.2	<p>Parent Opinion Survey - Increase the percentage of positive responses for the following factors:</p> <ul style="list-style-type: none"> • Student agency and voice from 82% in 2019 to 87% in 2024 • Student motivation and support from 69% in 2019 to 74% in 2024 • Stimulating learning environment from 74% in 2019 to 79% in 2024.

Target 3.3	Staff Opinion Survey - Increase the percentage of positive responses to the Collective focus on student learning factor from 91% in 2019 to 95% in 2024.
Key Improvement Strategy 3.a Empowering students and building school pride	Develop and document strategies that empower students to take responsibility and ownership of their learning utilising class and individual goal setting incorporating teacher and peer feedback.
Key Improvement Strategy 3.b Building practice excellence	Build teacher capabilities to develop self-directed learners with targeted whole-school professional learning.
Key Improvement Strategy 3.c Empowering students and building school pride	Increase the opportunities for student leaders to have input into school decision making and curriculum planning.
Goal 4	Build student connectedness to the school and engagement with the wider school community.
Target 4.1	Attitudes to School Survey Increase the percentage of positive responses in the Sense of Connectedness factor from 83% to 88%
Target 4.2	Parent Opinion Survey – Increase the percentage of positive responses for the following factors: <ul style="list-style-type: none"> • Parent participation and involvement from 59% to 64% • Teacher communication from 69% in 2019 to 74% in 2024 • School support from 56% in 2019 to 61% in 2024 • School improvement 58% in 2019 to 63% in 2024

	<ul style="list-style-type: none"> • School connectedness 90% from in 2019 to 95% in 2024.
Target 4.3	<p>Staff Opinion Survey - Increase the percentage of positive responses for the following factors:</p> <ul style="list-style-type: none"> • Parent and community involvement from 72% in 2019 to 77% in 2024 • Trust in students and parents from 67% in 2019 to 67% in 2024.
Key Improvement Strategy 4.a Parents and carers as partners	Develop and document structures to build family engagement in student learning with a focus on effective home/school partnerships
Key Improvement Strategy 4.b Parents and carers as partners	Instil a sense of school pride and community connectedness by embedding the school's vision and values into all areas of the curriculum.
Key Improvement Strategy 4.c Building communities	Establish a community engagement team to organize activities to increase family engagement.