# **2023 Annual Implementation Plan**

#### for improving student outcomes

Keysborough Gardens Primary School (5572)



Submitted for review by Sherri Jenkins (School Principal) on 06 April, 2023 at 01:40 PM Endorsed by Kenneth Robinson (Senior Education Improvement Leader) on 10 April, 2023 at 02:41 PM Endorsed by Sharna Woods (School Council President) on 28 April, 2023 at 04:30 PM

## Self-evaluation Summary - 2023

		FISO 2.0 Dimensions	Self-evaluation Level	
Teachi and Learni	Ŭ	Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra- curricula programs	Embedding	
		Use of common and subject-specific high impact teaching and learning strategies as part of a shared and responsive teaching and learning model implemented through positive and supportive student- staff relationships		

Ass	sessment	Systematic use of data and evidence to drive the prioritisation, development, and implementation of actions in schools and classrooms.	- Embedding
		Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities	

Leadership	The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Embedding
	Shared development of a culture of respect and collaboration with positive and supportive relationships between students and staff at the core	

Engagement	<b>nent</b> Strong relationships and active partnerships between schools and families/carers, communities, and organisations to strengthen students' participation and engagement in school	Evolving
	Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	

Support	Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion	
	Effective use of resources and active partnerships with families/carers, specialist providers and community organisations to provide responsive support to students	Evolving

Enter your reflective comments	2022 was a very successful year with strong academic results and survey results (Parent/carer, Staff, and Student). Through the self-evaluation process, teaching and learning were identified as an area of considerable growth. This area of the FISO continua was evaluated by staff as sitting between embedding and excelling level. The School Statff survey for School Climate was positively endorsed at 88%, Professional Learning also 88% and School Leadership 92%. A strong PLC focus with an aligned whole school vision and high teacher collaboration is evident across the school.

	<ul> <li>With very strong results in reading and viewing across the school, the 2023 direction will focus on developing our numeracy results as well as embeddeding our Keysie Kids Are Global Kids wellbeing framework and social skills program.</li> <li>Learning considerations for 2023: <ul> <li>Learning walks and observation of practice model to be developed for 2023 with a continued focus on differentiation and role of the teacher to be undertaken by leadership team.</li> <li>Trial of observation model to be carried out</li> <li>2023 Learning focus - Numeracy</li> <li>Learning Specialists/Instructional Leaders will join year level planning and model approaches in class (2 x appointed for 2023)</li> <li>PLC Inquiry Cycles will continue to be run across all year levels (supported by the Curriculum PLC teams), the specialist team and the LEP leader. In 2023, the Wellbeing Team will run two inquiry cycles over the course of the year.</li> <li>UFLI Foundations reading program to be trialled across Prep and Year 1</li> <li>A maths intervention program will be researched by the LEP teacher, with a focus on mathematical vocabulary development to support our LBOTE students</li> <li>Our Who We Are document will be used in PD sessions and Curriculum PLC teams</li> <li>Our Assessment Schedule will continue to be developed with a focus on embedding the use of formative assessment</li> </ul> </li> <li>Wellbeing considerations for 2023:</li> <li>Development of the program as an umbrella for all of our wellbeing initiatives</li> <li>Identifying a scope and sequence for implementation of school values and learner profiles</li> <li>Identifying 1 can' statements for F-2 and 3-6 aligning with our values to be explicitly taught to students</li> <li>Implementing the Growing with Gratitude program via the Schools Mental Health Menu</li> <li>Continue to embed Respectful Relationships program, Learning Mentor initiative and visuals</li> <li>Dogs Connect - school wellbeing dog</li> <li>Focus on 'taking action' to empower students and en</li></ul>
Documents that support this plan	

## SSP Goals Targets and KIS

Goal 1	<b>2023 Priorities Goal</b> In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.	
Target 1.1	Support for the 2023 Priorities	
Key Improvement Strategy 1.a Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy	
Key Improvement Strategy 1.b Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable	
Goal 2	To maximise student learning outcomes in literacy.	
Target 2.1	<ul> <li>By 2025, the percentage of Year 5 students in the Top 2 NAPLAN Bands will increase:</li> <li>In Reading from 37 percent in 2021 to 41 percent</li> <li>In Writing from 29 percent in 2021 to 31 percent</li> </ul>	
Target 2.2	<ul> <li>By 2025, the percentage of students attaining NAPLAN Above Benchmark Growth:</li> <li>In Reading will be 25 percent in 2025*</li> <li>In Writing will be 25 percent in 2025*</li> <li>*Benchmark growth data not available in 2021, normal distribution curve informed target.</li> </ul>	

Target 2.3	<ul> <li>By 2025, Semester 1, the percentage of F – Year 6 students assessed against the Victorian Curriculum Levels F – 10 as being above age expected level will increase:</li> <li>In the English Language Reading and Viewing Mode from 27 percent in 2021 to 31 percent</li> <li>In the English Language Writing mode from 25 percent in 2021 to 29 percent</li> </ul>	
Key Improvement Strategy 2.a Building practice excellence	Develop and embed an agreed instructional model.	
Key Improvement Strategy 2.b Curriculum planning and assessment	Strengthen teacher capacity to deliver a rich and engaging literacy curriculum.	
Key Improvement Strategy 2.c Curriculum planning and assessment	Further develop, document, and embed whole school collaborative approaches to curriculum planning and assessment.	
Goal 3	To maximise student learning outcomes in numeracy.	
Target 3.1	By 2025, the percentage of Year 5 students in the Top 2 Bands NAPLAN, Numeracy, will increase from 31 percent in 2021 to 37 percent.	
Target 3.2	<ul> <li>By 2025, the percentage of students attaining High Benchmark Growth, NAPLAN, Numeracy will reach 25* percent.</li> <li>*Benchmark growth data not available in 2021, normal distribution curve informed target.</li> </ul>	

Target 3.3	By 2025, Semester 1, the percentage of F – Year 6 students assessed against the Victorian Curriculum Levels F – 10 as being above age expected level will increase in the Mathematics Number and Algebra strand from 24 percent (2021) to 28 percent	
Key Improvement Strategy 3.a Evaluating impact on learning	Strengthen teacher capacity to analyse and use data to inform differentiated learning.	
Key Improvement Strategy 3.b Evidence-based high-impact teaching strategies	Build teacher capacity to use data to provide effective learning focus feedback to students.	
Goal 4	To empower students to become confident, resilient, and self-reflective learners who are aware of the wider world and their place in it.	
Target 4.1	<ul> <li>By 2025, the percentage of positive responses to the following AtSS factors will increase in</li> <li>Student voice and agency from 73 percent in 2021 to 77 percent</li> <li>Sense of confidence from 79 percent in 2021 to 83 percent</li> <li>Perseverance from 75 percent in 2021 to 80 percent</li> <li>Effective classroom behaviour from 77 percent in 2021 to 81 percent</li> </ul>	
<b>Key Improvement Strategy 4.a</b> Empowering students and building school pride	Activate student voice, agency and leadership to strengthen student participation and engagement in learning.	
Key Improvement Strategy 4.b Health and wellbeing	Further develop and implement an effective whole school approach to student wellbeing.	

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## **Select Annual Goals and KIS**

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets	<b>12 month target</b> The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.
2023 Priorities Goal In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.	Yes	Support for the 2023 Priorities	By December 2023, at least 10% of students across the school will have made more than 12 months of growth in Number and Algebra.By December 2023, 38% of students will be working 6 months or move above the expected standard in Number and Algebra. By December 2023, School Staff Survey results for 'Professional learning through peer observation' will increase by 3% (from 2022).By December 2023, Attitudes to School Survey results for 'Students at this school treat each other with respect' will increase by 3% (from 2022). By December 2023, our school- based well-being survey data will increase by 5% positive endorsement for Student Voice and Agency from the February baseline data.By December 2023, we will reduce the percentage of students with 10 or more days late from 17% in 2022 to 12%.By December 2023, we will reduce the percentage of students with absences of 20 days or more from 30% in 2022 to 27%.
To maximise student learning outcomes in literacy.	No	By 2025, the percentage of Year 5 students in the Top 2 NAPLAN Bands will increase: • In Reading from 37 percent in 2021 to 41 percent • In Writing from 29 percent in 2021 to 31 percent	

		By 2025, the percentage of students attaining NAPLAN Above Benchmark Growth: In Reading will be 25 percent in 2025* In Writing will be 25 percent in 2025* *Benchmark growth data not available in 2021, normal distribution curve informed target.	
		<ul> <li>By 2025, Semester 1, the percentage of F – Year 6 students assessed against the Victorian Curriculum Levels F – 10 as being above age expected level will increase: <ul> <li>In the English Language Reading and Viewing Mode from 27 percent in 2021 to 31 percent</li> <li>In the English Language Writing mode from 25 percent in 2021 to 29 percent</li> </ul> </li> </ul>	
To maximise student learning outcomes in numeracy.	No	By 2025, the percentage of Year 5 students in the Top 2 Bands NAPLAN, Numeracy, will increase from 31 percent in 2021 to 37 percent.	
		By 2025, the percentage of students attaining High Benchmark Growth, NAPLAN, Numeracy will reach 25* percent. *Benchmark growth data not available in 2021, normal distribution curve informed target.	
		By 2025, Semester 1, the percentage of F – Year 6 students assessed against the Victorian Curriculum Levels F – 10 as being above age expected level will increase in the Mathematics Number and Algebra strand from 24 percent (2021) to 28 percent	
To empower students to become confident, resilient, and self-reflective	No	By 2025, the percentage of positive responses to the following AtSS factors will increase in	

learners who are aware of the wider world and their place in it.	<ul> <li>Student voice and agency from 73 percent in 2021 to 77 percent</li> <li>Sense of confidence from 79 percent in 2021 to 83 percent</li> <li>Perseverance from 75 percent in 2021 to 80 percent</li> <li>Effective classroom behaviour from 77 percent in 2021 to 81 percent</li> </ul>	
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Goal 1	2023 Priorities Goal In 2023 we will continue to focus on student learning - with an increased focus on numeracy - a 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement St				
12 Month Target 1.1	By December 2023, at least 10% of students across the school will have made more than 12 months of growth in Number Algebra.				
	By December 2023, 38% of students will be working 6 months or move above the expected standard in Number and Algebra				
	By December 2023, School Staff Survey results for 'Professional learning through peer observation' will increase by 3% (from 2022).				
	By December 2023, Attitudes to School Survey results for 'Students at this school treat each by 3% (from 2022).	other with respect' will increase			
	By December 2023, our school-based well-being survey data will increase by 5% positive er Agency from the February baseline data.	ndorsement for Student Voice and			
	By December 2023, we will reduce the percentage of students with 10 or more days late from	m 17% in 2022 to 12%.			
	By December 2023, we will reduce the percentage of students with absences of 20 days or r	more from 30% in 2022 to 27%.			
Key Improvement Strategies		Is this KIS selected for focus this year?			

KIS 1.a Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy	Yes
KIS 1.b Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable	Yes
Explain why the school has selected this KIS as a focus for this year. Please make reference to the self-evaluation, relevant school data, the progress against School Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	Please leave this field empty. Schools are not required to provide a rationale as this is in line	with system priorities for 2023.

## **Define Actions, Outcomes and Activities**

Goal 1	<b>2023 Priorities Goal</b> In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.
12 Month Target 1.1	By December 2023, at least 10% of students across the school will have made more than 12 months of growth in Number and Algebra.
	By December 2023, 38% of students will be working 6 months or move above the expected standard in Number and Algebra.
	By December 2023, School Staff Survey results for 'Professional learning through peer observation' will increase by 3% (from 2022).
	By December 2023, Attitudes to School Survey results for 'Students at this school treat each other with respect' will increase by 3% (from 2022).
	By December 2023, our school-based well-being survey data will increase by 5% positive endorsement for Student Voice and Agency from the February baseline data.
	By December 2023, we will reduce the percentage of students with 10 or more days late from 17% in 2022 to 12%.
	By December 2023, we will reduce the percentage of students with absences of 20 days or more from 30% in 2022 to 27%.
KIS 1.a Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy
Actions	<ol> <li>Develop a whole-school understanding of how to effectively use formative assessment data in maths.</li> <li>Refine our 'Who we are' document with a focus on building staff capacity to implement our Instructional Model.</li> </ol>
Outcomes	<ul> <li>Teachers to build student confidence and capacity in mathematics</li> <li>Students receive support at their point of learning</li> <li>Teachers use formative assessment data to identify students' point of need and plan for learning</li> </ul>

	<ul> <li>Teachers select and employ appropriate strategies and tools to support students' learning at their point of need</li> <li>Leaders model a data-focused mindset and refer to evidence to support their decisions</li> <li>Leaders provide professional learning opportunities to improve teachers' ability to implement a range of formative strategies and tools</li> </ul>					
Success Indicators	Early Indicators: Semester 1 Teacher Judgement data Semester 1 Teacher Judgement data Learning walks to gather data completed Observation Feedback model developed Maths language continuum developed					
	Late Indicators: Semester 2 Teacher Judgement data Semester 2 Teacher Judgement data Implementation of our Observation and Feeback model Data from Observation and Feedback sessions Math language continuum is evident in lessons and planning Staff Survey results Attitudes to School Survey results Professional development plans Numeracy-focused PLC Inquiry Cycle presentations					
Activities and Milestones		People Responsible	Is this a PL Priority	When	Funding Streams	
Maths Language Continuum deve Research other maths language co Trial using the Maths Language co teaching Trial using the Maths Language co Enhancement Program/TLI) Provide professional learning to te Continuum	ontinuums in use in other schools ontinuum in planning and ontinuum in the LEP (Learning	☑ Numeracy Leader	PLP Priority	from: Term 2 to: Term 2	<ul> <li>\$500.00</li> <li>Equity funding will be used</li> <li>Disability Inclusion Tier 2 Funding will be used</li> </ul>	

				Schools Mental Health Menu items will be used which may include DET funded or free items
Establish a Maths PLC with representatives for each year level Deliver a series of Professional Learning sessions with a focus on Numeracy and : - Effective formative assessment strategies and tools - Using formative assessment for moderation and to drive teaching and learning - Documenting formative assessment data (individual student tracking) Use the KGPS 'Maths 'I can' statement continuum' to develop formative assessment tasks and differentiate teaching and learning Develop and trial a range of formative assessment tasks and strategies	<ul> <li>✓ Numeracy Improvement Teacher</li> <li>✓ Numeracy Leader</li> </ul>	PLP Priority	from: Term 1 to: Term 4	<ul> <li>\$4,000.00</li> <li>☑ Equity funding will be used</li> <li>☑ Disability Inclusion Tier 2 Funding will be used</li> <li>☑ Schools Mental Health Menu items will be used which may include DET funded or free items</li> </ul>
<ul> <li>Who We Are Document</li> <li>Form team to review Who We Are document</li> <li>Assistant Prinicipal to meet with Curriculum PLC leaders to discuss how the Who We Are document will be incorporated into their 2023 Action Plans</li> <li>Leadership team to review how we measure success using formative assessment and agree on key ideas and resources</li> <li>Leadership team to identify which key ideas and strategies will be included in the Who We Are document.</li> <li>Formative assessment section to be drafted by the leadership team.</li> <li>Formative assessment section to be reviewed by leadership team with feedback to be provided</li> <li>Formative assessment section to be reviewed by staff with feedback to be provided</li> </ul>	<ul> <li>☑ Assistant Principal</li> <li>☑ Learning Specialist(s)</li> <li>☑ Numeracy Leader</li> </ul>	PLP Priority	from: Term 1 to: Term 3	<ul> <li>\$10,000.00</li> <li>☑ Equity funding will be used</li> <li>□ Disability Inclusion Tier 2 Funding will be used</li> <li>□ Schools Mental Health Menu items will be used which may include DET funded or free items</li> </ul>

<ul> <li>Final draft of formative assessment section to be included in Who We Are document.</li> <li>Maths PLC team to explore the different ways that maths lessons can be structured using our Instructional Model</li> <li>Maths PLC team to discuss and agree on the non-negotiables for a maths lesson</li> <li>Numeracy leader to draft section for Who We Are document on structure of a maths lesson, including agreed non-negotiables</li> <li>Draft section to be reviewed by leadership team and feedback provided</li> <li>PD to be provided to staff on agreed maths non-negotiables, with opportunity for staff to provide feedback</li> <li>Final draft of structure of a maths lesson (including non-negotiables) to be included in Who We Are document.</li> <li>Year levels to identify non-negotiables for the use of flexible spaces and co-teaching to cater to student learning needs</li> <li>Assistant Principal to run workshop reviewing identified non-negotiables for co-teaching in flexible spaces.</li> <li>Assistant Principal to create visual to represent the agreed non-negotiables for the use of flexible spaces and co-teaching.</li> <li>Assistant Principal to update Who We Are document with visual and non-negotiables</li> </ul>				
<ul> <li>Develop a Peer Observation and Feedback Model:</li> <li>Trial Learning Walks across the school</li> <li>Leadership team collects data via Learning Walks, analyses data and identifies the whole school/team PLC focus for peer observations</li> <li>Leadership team to collaboratively develop protocols to be used when carrying out peer observations</li> <li>Leaders run a staff workshop to consult on the Peer Observation and Feedback Model, including developing feedback methods</li> <li>Leadership team to create a timetable of peer observations</li> <li>Leadership team to update Who We Are document with an overview of the Learning Walks procedure and Peer Observation Model</li> </ul>	<ul> <li>✓ Assistant Principal</li> <li>✓ Learning Specialist(s)</li> <li>✓ Principal</li> <li>✓ School Improvement Team</li> </ul>	PLP Priority	from: Term 2 to: Term 4	<ul> <li>\$2,000.00</li> <li>Equity funding will be used</li> <li>Disability Inclusion Tier 2 Funding will be used</li> <li>Schools Mental Health Menu items will be used which</li> </ul>

					may include DET funded or free items		
KIS 1.b Priority 2023 Dimension	Wellbeing - Effectively mobilise av	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable					
Actions	1. Develop and document our who 2. Provide authentic opportunities	ole school approach to wellbeing. to enhance student voice and stud	ent-led action.				
Outcomes	Students will demonstrate our sch Student-driven/teacher-student ac Year 6 leaders have the opportun Program Teachers are using Keysie Kids a Teachers are using positive reinfo Teachers have a clear understand Teachers will increase their under Leaders use well-being data (inclu	<ul> <li>Students take part in year-level assembly performances connected to the school values</li> <li>Students will demonstrate our school values in all aspects of the school</li> <li>Student-driven/teacher-student action will increase</li> <li>Year 6 leaders have the opportunity to develop their roles and contribute to their school community via the KGPS Leadership</li> <li>Program</li> <li>Teachers are using Keysie Kids are Global Kids as part of their well-being program</li> <li>Teachers are using positive reinforcement, including positive language with students to 'live' the school values</li> <li>Teachers have a clear understanding of the school's protocols for managing major and minor incidents</li> <li>Teachers will increase their understanding of Student Voice, Agency and Leadership</li> <li>Leaders use well-being data (including attendance data) to drive PLC inquiry cycles and intervention and support programs</li> <li>Leaders will develop the capacity of other aspiring leaders who are coordinating student well-being and engagement-related projects</li> </ul>					
Success Indicators	Early Indicators: Whole school reward system relating to Keysie Kids are Global Kids 'I can' statements (demonstrating expected behaviors) developed for each school value connecting to the IB Learner Profile Attendance data sem 1 Achieve Dogs Connect milestones Late Indicators: Active Travel data Attendance data Sem 2 AtoSS factor- sense of connectedness, students at the school treat each other with respect, student voice School wellbeing survey- respect and student voice and agency factors						
Activities and Milestones		People Responsible	ls this a PL Priority	When	Funding Streams		

Establish a Wellbeing team with leaders from across all year levels	☑ Learning Specialist(s)	☑ PLP Priority	from: Term 1	\$27,579.60
- Develop and document our whole school social skills program- 'Keysie Kids are Global Kids' (underpinned by the PYP Learner Profile, school values, Respectful Relationship Program and		Fhonty	to: Term 4	☑ Equity funding will be used
Growing with Gratitude program) - Develop an action plan outlining the overall direction of the Keysie				Disability Inclusion Tier 2 Funding will be used
<ul> <li>Kids are Global Kids Program.</li> <li>Develop and document an expected behaviours matrix for each school value, linking in the PYP Learner Profile attributes</li> <li>Development of a whole school assembly roster, which includes weekly performances by learning communities and the year 6 leaders co-leading assembly to promote the school values.</li> </ul>				☐ Schools Mental Health Menu items will be used which may include DET funded or free items
- Learning Specialists to attend planning meetings and co-teach to model the implementation of the Keysie Kids are Global Kids program.				
- Provide staff Professional Development on Respectful Relationships and its use within all year levels.				
- Provide staff Professional Development around what Keysie Kids are Global Kids is, and how it can be used in different learning communities.				
<ul> <li>Provide staff Professional Development on the Growing with Gratitude program.</li> <li>Provide termly Professional Development to develop the following</li> </ul>				
term's focus values' matrix and 'I can' statements.				
- Administer a school-based wellbeing survey (1-6), to gain baseline data about students 'AtoSS', with a focus on respect, student voice and agency.				
- Analyse collected survey data with Wellbeing team, identifying an area of focus/group of focus students and develop an overarching inquiry cycle.				
<ul> <li>Using wellbeing survey data to drive PLC inquiry cycles</li> <li>Develop a whole school reward system, that includes a whole</li> </ul>				

<ul> <li>school focus on our school values, with the inclusion of a house points system.</li> <li>Develop a whole display to showcase our school values.</li> <li>Student wellbeing leaders to run assemblies and create performances/presentations to showcase each of our values.</li> </ul>				
<ul> <li>Develop a whole school behavior management framework.</li> <li>Provide professional development on classifying major and minor incidents and the use of positive language.</li> <li>Development of a whole school approach to responding to major and minor incidents, including a response notification flow chart.</li> <li>Create examples of documentation of minor and major incidents</li> <li>Learning Communities to develop their own Essential Agreements with students, using positive language and the Keysie Kids are Global Kids 'I can' statements.</li> <li>Provide Restorative Practices Professional Development, revisiting the process, documentation and teacher prompts.</li> <li>Provide Professional Development for staff, sharing ways in which the Zones of Regulation can be incorporated into daily teaching and learning.</li> <li>Create a non-negotiables list of the Social Thinking elements that each year level needs to use in their classroom, such as 'Follow the Group Plan' and 'Body in the Group'.</li> <li>Provide Professional Development around the incorporation of Social Thinking strategies.</li> </ul>	<ul> <li>☑ Assistant Principal</li> <li>☑ Learning Specialist(s)</li> </ul>	PLP Priority	from: Term 1 to: Term 2	<ul> <li>\$3,000.00</li> <li>Equity funding will be used</li> <li>Disability Inclusion Tier 2 Funding will be used</li> <li>Schools Mental Health Menu items will be used which may include DET funded or free items</li> </ul>
Implement the Dogs Connect program (Wellbeing Dog) - Create Action Plan - Develop Policy Manual - Complete family considerations check list with all enrolled families - Hold parent/carer morning tea, to discuss any wonderings about the Dogs Connect program - Develop secondary group and enrol into the sideline course through Dogs Connect - Implement the '3 Expectations' and introduce wellbeing dog part time throughout the 'learning to relax' phase - Provide professional development to staff around explicit teaching	<ul> <li>✓ Assistant Principal</li> <li>✓ Learning Specialist(s)</li> <li>✓ Principal</li> </ul>	PLP Priority	from: Term 1 to: Term 4	<ul> <li>\$20,000.00</li> <li>Equity funding will be used</li> <li>Disability Inclusion Tier 2 Funding will be used</li> <li>Schools Mental Health Menu items</li> </ul>

<ul> <li>moments and intervention strategies using a Wellbeing Dog (Module 7)</li> <li>Implement Wellbeing Dog social skills program, linking the Zones of Regulation and Social Thinking language throughout P-2</li> <li>Continue to complete Dogs Connect accreditation through meeting competency tasks</li> <li>Year 6 Wellbeing Leaders trained to implement basic training and general care of the dog</li> <li>Year 6 Wellbeing Leaders upskill 2024 Year 6 Leaders</li> </ul>				will be used which may include DET funded or free items
<ul> <li>Establish a wellbeing team, appoint co-leaders and allocate project leaders to the Wellbeing Sub-Teams.</li> <li>Actions plans established for all wellbeing initiatives/projects</li> <li>Learning Mentors program continued to be developed and documented- including criteria for student selection and tracking of meetings</li> <li>Peer Mediation framework to be implemented.</li> <li>Documenting the role of a peer mediator.</li> <li>Periodic mediators have meetings with staff to discuss their observations.</li> <li>Teacher to observe students and give feedback on mediations observed.</li> <li>Sourcing an external provider to facilitate the mediation program.</li> <li>Create scope and sequence of the Respectful Relationships program across the school.</li> <li>Identify professional development opportunities for staff to attend.</li> <li>Using newsletters and Learning Community News, sharing regular updates about classroom RR activities</li> </ul>	<ul> <li>✓ Assistant Principal</li> <li>✓ Learning Specialist(s)</li> </ul>	PLP Priority	from: Term 1 to: Term 1	<ul> <li>\$27,895.49</li> <li>□ Equity funding will be used</li> <li>□ Disability Inclusion Tier 2 Funding will be used</li> <li>☑ Schools Mental Health Menu items will be used which may include DET funded or free items</li> </ul>
<ul> <li>Provide an opportunity for student agency, leadership and voice through:</li> <li>Revising and developing the Year 6 Leadership Program, including documenting the roles and responsibilities of Year 6 Leaders</li> <li>Establishing a 2023 SRC (with a focus on the Active Travel initiative)</li> </ul>	<ul> <li>Assistant Principal</li> <li>PLC Leaders</li> <li>Student Wellbeing Co- ordinator</li> </ul>	✓ PLP Priority	from: Term 1 to: Term 4	\$0.00

- Establishing a Green Team to devise a school-wide composting system and establish a vegetable garden		Disability Inclusion Tier 2 Funding will be used
<ul> <li>Provide Professional Development for staff to develop their understanding of student voice and agency.</li> <li>The 3/4 Learning Community to trial 'Student Voice sessions' in planning to co-design learning tasks/experiences</li> <li>Units of Inquiry that promote student-centered action</li> <li>Opportunities for student voice, via assemblies and communication platforms</li> </ul>		Schools Mental Health Menu items will be used which may include DET funded or free items

## **Funding Planner**

### Summary of Budget and Allocated Funding

Summary of Budget	School's total funding (\$)	Funding Allocated in activities (\$)	Still available/shortfall
Equity Funding	\$37,579.60	\$37,579.60	\$0.00
Disability Inclusion Tier 2 Funding	\$0.00	\$0.00	\$0.00
Schools Mental Health Fund and Menu	\$47,895.49	\$47,895.49	\$0.00
Total	\$85,475.09	\$85,475.09	\$0.00

### Activities and Milestones – Total Budget

Activities and Milestones	Budget
Establish a Maths PLC with representatives for each year level Deliver a series of Professional Learning sessions with a focus on Numeracy and : - Effective formative assessment strategies and tools - Using formative assessment for moderation and to drive teaching and learning - Documenting formative assessment data (individual student tracking)	\$4,000.00
Use the KGPS 'Maths 'I can' statement continuum' to develop formative assessment tasks and differentiate teaching and learning Develop and trial a range of formative assessment tasks and strategies	
Who We Are Document - Form team to review Who We Are document - Assistant Prinicipal to meet with Curriculum PLC leaders to discuss how the Who We Are document will be	\$10,000.00

incorporated into their 2023 Action Plans	
- Leadership team to review how we measure success	
using formative assessment and agree on key ideas and	
resources	
- Leadership team to identify which key ideas and	
strategies will be included in the Who We Are document.	
- Formative assessment section to be drafted by the	
leadership team.	
- Formative assessment section to be reviewed by	
leadership team with feedback to be provided	
- Formative assessment section to be reviewed by staff	
with feedback to be provided	
- Final draft of formative assessment section to be included	
in Who We Are document.	
- Maths PLC team to explore the different ways that maths	
lessons can be structured using our Instructional Model	
- Maths PLC team to discuss and agree on the non-	
negotiables for a maths lesson	
- Numeracy leader to draft section for Who We Are	
document on structure of a maths lesson, including agreed	
non-negotiables	
- Draft section to be reviewed by leadership team and	
feedback provided	
- PD to be provided to staff on agreed maths non-	
negotiables, with opportunity for staff to provide feedback	
- Final draft of structure of a maths lesson (including non-	
negotiables) to be included in Who We Are document.	
<ul> <li>Year levels to identify non-negotiables for the use of</li> </ul>	
flexible spaces and co-teaching to cater to student learning	
needs	
<ul> <li>Assistant Principal to run workshop reviewing identified</li> </ul>	
non-negotiables with staff. Staff to collaborate in creating a	
whole school set of non-negotiables for co-teaching in	
flexible spaces.	
- Assistant Principal to create visual to represent the	
agreed non-negotiables for the use of flexible spaces and	
co-teaching.	
- Assistant Principal to update Who We Are document with	
visual and non-negotiables	
-	

Establish a Wellbeing team with leaders from across all	\$27,579.60
year levels	
- Develop and document our whole school social skills	
program- 'Keysie Kids are Global Kids' (underpinned by the	
PYP Learner Profile, school values, Respectful	
Relationship Program and Growing with Gratitude program)	
- Develop an action plan outlining the overall direction of	
the Keysie Kids are Global Kids Program.	
- Develop and document an expected behaviours matrix for	
each school value, linking in the PYP Learner Profile attributes	
- Development of a whole school assembly roster, which	
includes weekly performances by learning communities and	
the year 6 leaders co-leading assembly to promote the	
school values.	
- Learning Specialists to attend planning meetings and co-	
teach to model the implementation of the Keysie Kids are	
Global Kids program.	
- Provide staff Professional Development on Respectful	
Relationships and its use within all year levels. - Provide staff Professional Development around what	
Keysie Kids are Global Kids is, and how it can be used in	
different learning communities.	
- Provide staff Professional Development on the Growing	
with Gratitude program.	
- Provide termly Professional Development to develop the following term's focus values' matrix and 'l can' statements	
following term's focus values' matrix and 'I can' statements.	
- Administer a school-based wellbeing survey (1-6), to gain	
baseline data about students 'AtoSS', with a focus on	
respect, student voice and agency.	
- Analyse collected survey data with Wellbeing team, identifying an area of focus/group of focus students and	
develop an overarching inquiry cycle.	
- Using wellbeing survey data to drive PLC inquiry cycles	
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<ul> <li>Develop a whole school reward system, that includes a whole school focus on our school values, with the inclusion of a house points system.</li> <li>Develop a whole display to showcase our school values.</li> <li>Student wellbeing leaders to run assemblies and create performances/presentations to showcase each of our values.</li> </ul>	
Implement the Dogs Connect program (Wellbeing Dog) - Create Action Plan - Develop Policy Manual - Complete family considerations check list with all enrolled families - Hold parent/carer morning tea, to discuss any wonderings about the Dogs Connect program - Develop secondary group and enrol into the sideline course through Dogs Connect - Implement the '3 Expectations' and introduce wellbeing dog part time throughout the 'learning to relax' phase - Provide professional development to staff around explicit teaching moments and intervention strategies using a Wellbeing Dog (Module 7) - Implement Wellbeing Dog social skills program, linking the Zones of Regulation and Social Thinking language throughout P-2 - Continue to complete Dogs Connect accreditation through meeting competency tasks Year 6 Wellbeing Leaders trained to implement basic training and general care of the dog Year 6 Wellbeing Leaders upskill 2024 Year 6 Leaders	\$20,000.00
Establish a wellbeing team, appoint co-leaders and allocate project leaders to the Wellbeing Sub-Teams. - Actions plans established for all wellbeing initiatives/projects - Learning Mentors program continued to be developed and documented- including criteria for student selection and tracking of meetings - Peer Mediation framework to be implemented. - Documenting the role of a peer mediator.	\$27,895.49

<ul> <li>Periodic mediators have meetings with staff to discuss their observations.</li> <li>Teacher to observe students and give feedback on mediations observed.</li> <li>Sourcing an external provider to facilitate the mediation program.</li> <li>Create scope and sequence of the Respectful Relationships program across the school.</li> <li>Identify professional development opportunities for staff to attend.</li> <li>Identify additional staff members to join the RR team.</li> <li>Using newsletters and Learning Community News, sharing regular updates about classroom RR activities</li> </ul>	
Totals	\$89,475.09

## Activities and Milestones - Equity Funding

Activities and Milestones	When	Funding allocated (\$)	Category
Establish a Maths PLC with representatives for each year level Deliver a series of Professional Learning sessions with a focus on Numeracy and : - Effective formative assessment strategies and tools - Using formative assessment for moderation and to drive teaching and learning - Documenting formative assessment data (individual student tracking) Use the KGPS 'Maths 'I can'	from: Term 1 to: Term 4	\$3,000.00	<ul> <li>✓ Professional development (excluding CRT costs and new FTE)</li> <li>✓ CRT</li> </ul>
statement continuum' to develop			

formative assessment tasks and differentiate teaching and learning Develop and trial a range of formative assessment tasks and strategies			
<ul> <li>Who We Are Document <ul> <li>Form team to review Who We Are document</li> <li>Assistant Prinicipal to meet with Curriculum PLC leaders to discuss how the Who We Are document will be incorporated into their 2023</li> <li>Action Plans <ul> <li>Leadership team to review how we measure success using formative assessment and agree on key ideas and resources</li> <li>Leadership team to identify which key ideas and strategies will be included in the Who We Are document.</li> <li>Formative assessment section to be drafted by the leadership team.</li> <li>Formative assessment section to be reviewed by leadership team with feedback to be provided</li> <li>Formative assessment section to be reviewed by staff with feedback to be provided</li> <li>Final draft of formative assessment section to be reviewed by staff with feedback to be provided</li> <li>Final draft of formative assessment section to be reviewed by staff with feedback to be provided</li> </ul> </li> </ul></li></ul>	from: Term 1 to: Term 3	\$7,000.00	<ul> <li>✓ School-based staffing</li> <li>✓ Professional development (excluding CRT costs and new FTE)</li> <li>✓ CRT</li> </ul>

<ul> <li>Numeracy leader to draft section for Who We Are document on structure of a maths lesson, including agreed non-negotiables</li> <li>Draft section to be reviewed by leadership team and feedback provided</li> <li>PD to be provided to staff on agreed maths non-negotiables, with opportunity for staff to provide feedback</li> <li>Final draft of structure of a maths lesson (including non-negotiables) to be included in Who We Are document.</li> <li>Year levels to identify non- negotiables for the use of flexible spaces and co-teaching to cater to student learning needs</li> <li>Assistant Principal to run workshop reviewing identified non- negotiables with staff. Staff to collaborate in creating a whole</li> </ul>			
<ul> <li>school set of non-negotiables for co-teaching in flexible spaces.</li> <li>Assistant Principal to create visual to represent the agreed non- negotiables for the use of flexible spaces and co-teaching.</li> <li>Assistant Principal to update Who We Are document with visual and</li> </ul>			
non-negotiables Establish a Wellbeing team with leaders from across all year levels - Develop and document our whole school social skills program- 'Keysie Kids are Global Kids' (underpinned by the PYP Learner	from: Term 1 to: Term 4	\$27,579.60	<ul> <li>School-based staffing</li> <li>Teaching and learning programs and resources</li> <li>Professional development (excluding CRT costs and new FTE)</li> </ul>

Profile, school values, Respectful			
Relationship Program and Growing			
with Gratitude program)			
- Develop an action plan outlining			
the overall direction of the Keysie			
Kids are Global Kids Program.			
<ul> <li>Develop and document an</li> </ul>			
expected behaviours matrix for			
each school value, linking in the			
PYP Learner Profile attributes			
- Development of a whole school			
assembly roster, which includes			
weekly performances by learning			
communities and the year 6			
leaders co-leading assembly to			
promote the school values.			
- Learning Specialists to attend			
planning meetings and co-teach to			
model the implementation of the			
Keysie Kids are Global Kids			
program.			
- Provide staff Professional			
Development on Respectful			
Relationships and its use within all			
year levels.			
- Provide staff Professional			
Development around what Keysie			
Kids are Global Kids is, and how it			
can be used in different learning			
communities.			
- Provide staff Professional			
Development on the Growing with			
Gratitude program.			
- Provide termly Professional			
Development to develop the			
following term's focus values'			
matrix and 'I can' statements.			

<ul> <li>Administer a school-based wellbeing survey (1-6), to gain baseline data about students 'AtoSS', with a focus on respect, student voice and agency.</li> <li>Analyse collected survey data with Wellbeing team, identifying an area of focus/group of focus students and develop an overarching inquiry cycle.</li> <li>Using wellbeing survey data to drive PLC inquiry cycles</li> </ul>		
<ul> <li>Develop a whole school reward system, that includes a whole school focus on our school values, with the inclusion of a house points system.</li> <li>Develop a whole display to showcase our school values.</li> <li>Student wellbeing leaders to run assemblies and create performances/presentations to showcase each of our values.</li> </ul>		
Totals	\$37,579.60	

## Activities and Milestones - Disability Inclusion Funding

Activities and Milestones	When	Funding allocated (\$)	Category
Totals		\$0.00	

#### Activities and Milestones - Schools Mental Health Fund and Menu

Activities and Milestones	When	Funding allocated (\$)	Category
Implement the Dogs Connect program (Wellbeing Dog) - Create Action Plan - Develop Policy Manual - Complete family considerations check list with all enrolled families - Hold parent/carer morning tea, to discuss any wonderings about the Dogs Connect program - Develop secondary group and enrol into the sideline course through Dogs Connect - Implement the '3 Expectations' and introduce wellbeing dog part time throughout the 'learning to relax' phase - Provide professional development to staff around explicit teaching moments and intervention strategies using a Wellbeing Dog (Module 7) - Implement Wellbeing Dog social skills program, linking the Zones of Regulation and Social Thinking language throughout P-2 - Continue to complete Dogs Connect accreditation through meeting competency tasks Year 6 Wellbeing Leaders trained to implement basic training and general care of the dog Year 6 Wellbeing Leaders upskill 2024 Year 6 Leaders	from: Term 1 to: Term 4	\$20,000.00	<ul> <li>Dogs Connect Program</li> <li>This activity will use Mental Health Menu staffing         <ul> <li>Assign existing staff member to initiative (eduPay)</li> <li>Program delivered in school by external service provider</li> <li>Purchase materials to implement initiatives (Non-curriculum consumables or school-based activities)</li> </ul> </li> </ul>

### Additional Funding Planner – Total Budget

Activities and Milestones	Budget
Totals	\$0.00

#### Additional Funding Planner – Equity Funding

Activities and Milestones	When	Funding allocated (\$)	Category
Totals		\$0.00	

#### Additional Funding Planner – Disability Inclusion Funding

Activities and Mile	estones	When	Funding allocated (\$)	Category
Totals			\$0.00	

#### Additional Funding Planner – Schools Mental Health Fund and Menu

Activities and Milestones	When	Funding allocated (\$)	Category
Totals		\$0.00	

## **Professional Learning and Development Plan**

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
Establish a Maths PLC with representatives for each year level Deliver a series of Professional Learning sessions with a focus on Numeracy and : - Effective formative assessment strategies and tools - Using formative assessment for moderation and to drive teaching and learning - Documenting formative assessment data (individual student tracking) Use the KGPS 'Maths 'I can' statement continuum' to develop formative assessment tasks and differentiate teaching and learning Develop and trial a range of formative assessment tasks and strategies	<ul> <li>✓ Numeracy Improvement Teacher</li> <li>✓ Numeracy Leader</li> </ul>	from: Term 1 to: Term 4	<ul> <li>☑ Design of formative assessments</li> <li>☑ Peer observation including feedback and reflection</li> <li>☑ Formalised PLC/PLTs</li> </ul>	✓ PLC/PLT Meeting	<ul> <li>✓ PLC Initiative</li> <li>✓ Internal staff</li> <li>✓ Departmental resources</li> <li>Maths Toolkit</li> <li>✓ Numeracy leader</li> </ul>	☑ On-site
Establish a Wellbeing team with leaders from across all year levels	✓ Learning Specialist(s)	from: Term 1 to: Term 4	<ul> <li>✓ Planning</li> <li>✓ Collaborative</li> <li>Inquiry/Action Research</li> <li>team</li> </ul>	<ul> <li>✓ Whole School Pupil</li> <li>Free Day</li> <li>✓ PLC/PLT Meeting</li> </ul>	<ul> <li>✓ PLC Initiative</li> <li>✓ Learning Specialist</li> </ul>	☑ On-site

- Develop and document our whole school social skills program- 'Keysie Kids are Global Kids' (underpinned by the PYP Learner Profile, school values, Respectful Relationship Program and Growing with Gratitude program)	Curriculum development	Departmental resources SWPBS Wellbeing-HITS	
<ul> <li>Develop an action plan outlining the overall direction of the Keysie Kids are Global Kids Program.</li> <li>Develop and document an expected behaviours matrix for each school value, linking in the PYP Learner Profile attributes</li> <li>Development of a whole school assembly roster, which includes weekly performances by learning communities and the year 6 leaders co-leading assembly to promote the school values.</li> </ul>			
<ul> <li>Learning Specialists to attend planning meetings and co-teach to model the implementation of the Keysie Kids are Global Kids program.</li> <li>Provide staff Professional Development on Respectful Relationships and its use within all year levels.</li> </ul>			

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- Provide staff Professional				
Development around what				
Keysie Kids are Global Kids				
is, and how it can be used in				
different learning				
communities.				
- Provide staff Professional				
Development on the Growing				
with Gratitude program.				
- Provide termly Professional				
Development to develop the				
following term's focus values'				
matrix and 'I can' statements.				
- Administer a school-based				
wellbeing survey (1-6), to				
gain baseline data about				
students 'AtoSS', with a focus				
on respect, student voice and				
agency.				
- Analyse collected survey				
data with Wellbeing team,				
identifying an area of				
focus/group of focus students				
and develop an overarching				
inquiry cycle.				
<ul> <li>Using wellbeing survey</li> </ul>				
data to drive PLC inquiry				
cycles				
- Develop a whole school				
reward system, that includes				
a whole school focus on our				
school values, with the inclusion of a house points				
system.				
- Develop a whole display to				

showcase our school values. - Student wellbeing leaders to run assemblies and create performances/presentations to showcase each of our values.						
Develop a whole school behavior management framework. - Provide professional development on classifying major and minor incidents and the use of positive language. - Development of a whole school approach to responding to major and minor incidents, including a response notification flow chart. - Create examples of documentation of minor and major incidents - Learning Communities to develop their own Essential Agreements with students, using positive language and the Keysie Kids are Global Kids 'I can' statements. - Provide Restorative Practices Professional Development, revisiting the process, documentation and teacher prompts. - Provide Professional Development for staff,	<ul> <li>✓ Assistant Principal</li> <li>✓ Learning Specialist(s)</li> </ul>	from: Term 1 to: Term 2	<ul> <li>✓ Planning</li> <li>✓ Formalised PLC/PLTs</li> </ul>	Ø Whole School Pupil Free Day	<ul> <li>✓ Learning Specialist</li> <li>✓ Departmental resources</li> <li>Wellebing HITS Restriants and seclusion Learn Ed PD</li> </ul>	Ø On-site

sharing ways in which the Zones of Regulation can be incorporated into daily teaching and learning. - Create a non-negotiables list of the Social Thinking elements that each year level needs to use in their classroom, such as 'Follow the Group Plan' and 'Body in the Group'. - Provide Professional Development around the incorporation of Social Thinking strategies.						
Implement the Dogs Connect program (Wellbeing Dog) - Create Action Plan - Develop Policy Manual - Complete family considerations check list with all enrolled families - Hold parent/carer morning tea, to discuss any wonderings about the Dogs Connect program - Develop secondary group and enrol into the sideline course through Dogs Connect - Implement the '3 Expectations' and introduce wellbeing dog part time throughout the 'learning to relax' phase - Provide professional	<ul> <li>✓ Assistant Principal</li> <li>✓ Learning Specialist(s)</li> <li>✓ Principal</li> </ul>	from: Term 1 to: Term 4	<ul> <li>✓ Planning</li> <li>✓ Collaborative</li> <li>Inquiry/Action Research</li> <li>team</li> <li>✓ Curriculum development</li> </ul>	<ul> <li>✓ Formal School Meeting / Internal Professional Learning Sessions</li> <li>✓ PLC/PLT Meeting</li> </ul>	✓ Learning Specialist	✓ On-site

development to staff around explicit teaching moments and intervention strategies using a Wellbeing Dog (Module 7) - Implement Wellbeing Dog social skills program, linking the Zones of Regulation and Social Thinking language throughout P-2 - Continue to complete Dogs Connect accreditation through meeting competency tasks Year 6 Wellbeing Leaders trained to implement basic training and general care of the dog Year 6 Wellbeing Leaders upskill 2024 Year 6 Leaders						
Provide an opportunity for student agency, leadership and voice through: - Revising and developing the Year 6 Leadership Program, including documenting the roles and responsibilities of Year 6 Leaders - Establishing a 2023 SRC (with a focus on the Active Travel initiative) - Establishing a Green Team to devise a school-wide composting system and establish a vegetable garden	<ul> <li>Assistant Principal</li> <li>PLC</li> <li>Leaders</li> <li>Student</li> <li>Wellbeing Co- ordinator</li> </ul>	from: Term 1 to: Term 4	<ul> <li>Design of formative assessments</li> <li>Collaborative Inquiry/Action Research team</li> <li>Student voice, including input and feedback</li> </ul>	<ul> <li>✓ Whole School Pupil Free Day</li> <li>✓ Formal School Meeting / Internal Professional Learning Sessions</li> <li>✓ PLC/PLT Meeting</li> </ul>	<ul> <li>✓ Internal staff</li> <li>✓ Learning Specialist</li> <li>✓ Departmental resources</li> <li>Amplify</li> </ul>	✓ On-site

Provide Professional Development for staff to develop their understanding of student voice and agency. - The 3/4 Learning Community to trial 'Student Voice sessions' in planning to co-design learning tasks/experiences - Units of Inquiry that promote student-centered action - Opportunities for student voice, via assemblies and communication platforms	
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