

School Strategic Plan 2019-2023

Tecoma Primary School (3356)



Submitted for review by Rohan Thompson (School Principal) on 23 January, 2020 at 02:28 PM
Endorsed by Denise Kotsikas (Senior Education Improvement Leader) on 28 January, 2020 at 10:40 PM
Awaiting endorsement by School Council President

School Strategic Plan - 2019-2023

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School vision	<p>At Tecoma Primary School we strive to create a responsive, cooperative, innovative teaching and learning environment. We aim for development of the whole person as a committed life-long learner, who embraces self-development, achievement and contributes to their community.</p> <p>Our motto is: 'Learn, Grow, Achieve'</p>
School values	<p>Our School Values are:</p> <ul style="list-style-type: none">• Respect• Integrity• Community• Creativity / Innovation• Learning• Personal Best <p>The school community is actively involved in supporting the school and its programs; in turn the school works very closely with its community to develop programs of mutual support.</p> <p>The strength of Tecoma Primary School comes from the strong, close links between staff and parents, working with the children to achieve their personal best.</p>
Context challenges	<p>Our key challenges is to maintain learning growth from grades 3 to grade 5 in Naplan. We also need to ensure consistency of practice across all classrooms which we will address through the Professional Learning Community (PLC) Initiative, putting structures in place to streamline processes and accountability. We need to ensure students have voice and agency in their learning to maximise engagement. We need to further develop a shared understanding of what is the "Tecoma way, having so many new staff been employed at our school over the previous review period.</p> <p>We will establish teams to address the 3 goals in the 4 year strategic plan, around literacy, numeracy and engagement through student voice. Teaching teams will have 2 leaders, a unit leader and a PLC inquiry leader.</p>
Intent, rationale and focus	<p>Goal 1: To improve the learning growth of all students in Literacy</p>

Goal 2:
To improve the learning growth of all students in Numeracy

Goal 3:
To improve engagement in learning for all students.

We will focus on the the following over the next 4 years:

- Literacy
- Numeracy
- Consistent instructional models
- High Impact Teaching Strategies (HITS)
- Data analysis and moderation
- Formative assessment, including rubrics
- Student voice and agency in learning
- Professional Learning Communities (PLCs) approach
- Instructional and PLC leadership

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Goal 1	To improve the learning growth of all students in literacy
Target 1.1	<p>Decrease the percentage of students in Year 5 achieving low growth:</p> <ul style="list-style-type: none"> • Reading from 27% (2016–18 average) to 20% (2023) • Writing from 22% (2016–18 average) to 20% in (2023)
Target 1.2	<p>Increase the percentage of students in Year 5 in the NAPLAN top two bands:</p> <ul style="list-style-type: none"> • Reading from 50% (2016–18 average) to 55% (2023) • Writing from 20% (2016–18 average) to 30% (2023)
Target 1.3	<p>Increase the percentage of students in Foundation to Year 6 achieving above the expected level:</p> <ul style="list-style-type: none"> • Reading from 42% (2016–18 average) to 45% (2023) • Writing from 26% (2016–18 average) to 30% (2023)
Key Improvement Strategy 1.a Building practice excellence	Develop a pedagogical model that promotes high quality teaching and learning in literacy
Key Improvement Strategy 1.b Building practice excellence	Implement a PLC approach to support the collaborative design of curriculum plans and learning programs

Key Improvement Strategy 1.c Curriculum planning and assessment	Build staff capability to measure student progress against achievement standards to inform appropriate levels of challenge and support
Goal 2	To improve the learning growth of all students in numeracy
Target 2.1	Decrease the percentage of students achieving low relative growth from 40 per cent (2016–18 average) to 30 per cent (2023)
Target 2.2	Increase the percentage of students in Year 5 in the NAPLAN top two bands from 31 per cent (2016–18 average) to 40 per cent (2023)
Target 2.3	Increase the percentage of students in Foundation to Year 6 achieving above the expected level from 28 per cent (2016–18 average) to 35 per cent (2023)
Key Improvement Strategy 2.a Building practice excellence	Develop a pedagogical model that promotes high quality teaching and learning in numeracy
Key Improvement Strategy 2.b Instructional and shared leadership	Build instructional and shared leadership capacity to drive school improvement
Key Improvement Strategy 2.c Evaluating impact on learning	Build teacher capacity to utilise data and a range of assessment strategies to identify and teach at point of need
Goal 3	To improve engagement in learning for all students
Target 3.1	Improve the percentage of positive responses in the AToSS for:

	<ul style="list-style-type: none"> • Student voice and agency from 78% (2018) to 85% (2023) • Motivation and interest from 82% (2018) to 90% (2023) • Effort from 84% (2018) to 90% (2023)
Target 3.2	<p>Improve the percentage of positive responses in the SSS for:</p> <ul style="list-style-type: none"> • Use student feedback to improve practice from 68% (2018) to 75% (2023)
Target 3.3	<p>Improve the percentage of positive responses in the POS for:</p> <ul style="list-style-type: none"> • Student motivation and support from 41% (2018) to 60% (2023) • Student agency and voice from 66% (2018) to 75% (2023)
Key Improvement Strategy 3.a Empowering students and building school pride	Build teacher knowledge and understanding of student voice and agency
Key Improvement Strategy 3.b Intellectual engagement and self-awareness	Build teacher capacity to activate student voice and agency within the classroom