Annual Implementation Plan - 2021
Select Annual Goals and KIS

Craigieburn Secondary College (8705)

Awaiting for review by School Principal
Awaiting endorsement by Senior Education Improvement Leader
Awaiting endorsement by School Council President

Victoria
State Government

Education
and Training

Select Annual Goals and KIS

Four Year Strategic Goals	Is this selected for focus this year?	Four Year Strategic Targets
2021 Priorities Goal	Yes	Support for the 2021 Priorities
Improve student learning growth through a focus on Literacy and Numeracy.	Yes	**NAPLAN data** • Improve the percentage of students achieving at Numeracy from 66% in 2019 to 71% in 2024. • Improve the percentage of students achieving at Reading from 69% in 2019 to 74% in 2024. • Improve the percentage of students achieving at Writing from 62% in 2019 to 70% in 2024. **SSS**

	12 month target
	The 12 month target is an incremental step towards meeting the 4-year target, using the same data set.
	Goal 1, KIS 1a: Learning catch-up and extension a) Due to intervention teams at year 7 and 8 in 2021, increase the percentage of students in these cohorts achieving above expected growth by Term 4 as measured by Student Growth in: Year 7 - Reading and Viewing from 45% in 2019 to 50% in 2021; - Writing from 65% in 2019 to 70% in 2021; - Number & Algebra from 7% in 2019 to 15% in 2021. Year 8 - Reading and Viewing from 28% in 2019 to 33% in 2021; - Writing from 33% in 2019 to 37% in 2021; - Number & Algebra from 18% in 2019 to 25% in 2021. b) Achieve an increase in Learner Confidence between pre and post surveys by 25% for students involved in the tutoring program in all year levels. **Goal 1, KIS 1b: Happy, active and healthy kids** a) In the AToSS, increase the positive endorsement for: - Sense of connectedness from 62% in 2019 to 65 in 2021%; - Student voice and agency from 58% in 2019 to 63% in 2021. b) Reduce the percentage of students in years 7 to 12 with 10 to 19.5 days absence to 20% in 2021. **Goal 1, KIS 1c: Connected schools** a) As measured by the Parent Opinion Survey, increase the positive endorsement for Parent participation and involvement from 52% in 2019 to 57% in 2021; b) Increase the number of respondents to the Parent Opinion Survey from 28 in 2020 to 50 in 2021; c) Achieve an increase in Parent Confidence between pre and post surveys by 25% across 2021, via internal surveys conducted with EAL families.
and above benchmark growth in NAPLAN and above benchmark growth in NAPLAN and above benchmark growth in NAPLAN	Improve the percentage of students achieving at and above benchmark growth in NAPLAN Numeracy from 66% in 2019 to 67% in 2021. Improve the percentage of students achieving at and above benchmark growth in NAPLAN Reading from 69% in 2019 to 70% in 2021. Improve the percentage of students achieving at and above benchmark growth in NAPLAN Writing from 62% in 2019 to 64% in 2021.
	Increase the percentage of staff positive endorsement for Understanding how to analyse data from 38% in 2019 to 42% 2021. Increase the percentage of staff positive endorsement for Use data

		• Increase the percentage of staff positive endorse: from 38% in 2019 to 55% 2024. • Increase the percentage of staff positive endorse: 52% in 2019 to 75% in 2024. • Increase the percentage of staff positive endorse: 2019 to 45% 2024. • Increase the percentage of staff positive endorse: to 45% 2024
		AToSS • Increase the percentage of student positive endor: 2019 to 65% in 2024 • Increase the percentage of student positive endor: in 2019 to 65% in 2024.
		VCE • Increase the VCE All study score from 24.5 in 2 • Increase the VCE mean English from 24.2 in 20 • Increase the VCE mean EAL English from 27.5
Improve student connectedness and engagement.	Yes	**Student attendance** • Decrease average student absence in Years 7–9 f • Decrease the percentage of students with 20 or n to 37 per cent in 2024.
		AToSS • Increase the percentage of student positive endor: connectedness from 47% in 2019 to 60% in 202 • Increase the percentage of student positive endor: school from 48% in 2019 to 60% in 2024.
		POS • Increase the percentage of parent positive endors 58% in 2019 to 75% 2024

ment for Understanding how to analyse data ment for Use data for curriculum planning from ment for Academic emphasis from 18% in ment for Collective efficacy from 26% in 2019	for curriculum planning from 52% in 2019 to 55% in 2021. Increase the percentage of staff positive endorsement for Academic emphasis from 18% in 2019 to 22% 2021. Increase the percentage of staff positive endorsement for Collective efficacy from 26% in 2019 to 30% 2021.
rsement for Stimulated learning from 58% in rsement for Effective teaching time from 60%	Increase the percentage of student positive endorsement for Stimulated learning from 58% in 2019 to 59% in 2021. Increase the percentage of student positive endorsement for Effective teaching time from 60% in 2019 to 61% in 2021.
019 to 26 in 2024. 19 to 26 in 2024. in 2019 to 28 in 2024	Increase the VCE All study score from 24.5 in 2019 to 25 in 2021. Increase the VCE mean English from 24.2 in 2019 to 25 in 2021. Increase the VCE mean EAL English from 27.5 in 2019 to 28 in 2021.
from 30 days in 2019 to 22 days in 2024. nore days of absence from 47 per cent in 2019	Decrease average student absence in Years 7–9 from 30 days in 2019 to 27 days in 2021. Decrease the percentage of students with 20 or more days of absence from 47 per cent in 2019 to 42 per cent in 2021.
rsement in Years 7–12 for Sense of 4 rsement in Years 7–12 for Connection to the	Increase the percentage of student positive endorsement in Years 7–12 for Sense of connectedness from 47% in 2019 to 50% in 2021. Increase the percentage of student positive endorsement in Years 7–12 for Connection to the school from 48% in 2019 to 52% in 2021.
sement for Connections and progression from	Increase the percentage of parent positive endorsement for Connections and progression from 58% in 2019 to 62% 2021. Increase the percentage of parent positive endorsement for Student development from 53% in 2019 to 55% 2021.

		• Increase the percentage of parent positive endors: 2019 to 60% 2024.
Improve student wellbeing.	Yes	**SSS** • Increase the percentage of staff positive endorse: 60% 2024. • Increase the percentage of staff positive endorse: in 2019 to 60% 2024.Increase the percentage of wellbeing from 29% in 2019 to 60% 2024.Increa for Staff safety and wellbeing from 29% in 2019 **AToSS** • Increase the percentage of student positive endor to 50% in 2024. • Increase the percentage of student positive endor 60% in 2024. • Increase the percentage of student positive endor 2019 to 60% in 2024. • Increase the percentage of student positive endor transitions from 57% in 2019 to 60% in 2024. **POS** • Increase the percentage overall parent satisfactio 2024. • Increase the percentage of parent positive endors 39% in 2019 to 60% in 2024 • Increase the percentage of parent positive endors 2024.

Goal 1	2021 Priorities Goal
12 Month Target 1.1	Goal 1, KIS 1a: Learning catch-up and extension a) Due to intervention teams at year 7 and 8 in 2021, increase the percentage of st Year 7

sement for Student development from 53% in	
	Increase the percentage of staff positive endorsement for School climate from 33% in 2019 to 38% 2021. Increase the percentage of staff positive endorsement for Staff safety and wellbeing from 29% in 2019 to 40% 2021.
ment for School climate from 33% in 2019 to ment for Staff safety and wellbeing from 29% staff positive endorsement for Staff safety and ase the percentage of staff positive endorsement to 60% 2024.	
rsement for Teacher Concern from 45% in 2019 rsement for Student safety from 49% in 2019 to rsement for managing bullying from 49% in rsement Years 10–12 for School stage	Increase the percentage of student positive endorsement for Teacher Concern from 45% in 2019 to 46% in 2021. Increase the percentage of student positive endorsement for Student safety from 49% in 2019 to 53% in 2021. Increase the percentage of student positive endorsement for managing bullying from 49% in 2019 to 53% in 2021. Increase the percentage of student positive endorsement Years 10–12 for School stage transitions from 57% in 2019 to 58% in 2021.
n with the school from 42% in 2019 to 60% in sement for Parent community engagement from sement for Safety from 48% in 2019 to 70% in	Increase the percentage overall parent satisfaction with the school from 42% in 2019 to 45% in 2021. Increase the percentage of parent positive endorsement for Parent community engagement from 39% in 2019 to 45% in 2021. Increase the percentage of parent positive endorsement for Safety from 48% in 2019 to 52% in 2021.

tudents in these cohorts achieving above expected growth by Term 4 as measured by Student Growth in:

| | - Reading and Viewing from 45% in 2019 to 50% in 2021;
- Writing from 65% in 2019 to 70% in 2021;
- Number & Algebra from 7% in 2019 to 15% in 2021.
Year 8
- Reading and Viewing from 28% in 2019 to 33% in 2021;
- Writing from 33% in 2019 to 37% in 2021;
- Number & Algebra from 18% in 2019 to 25% in 2021.
b) Achieve an increase in Learner Confidence between pre and post surveys by 25

Goal 1, KIS 1b: Happy, active and healthy kids
a) In the AToSS, increase the positive endorsement for:
- Sense of connectedness from 62% in 2019 to 65 in 2021%;
- Student voice and agency from 58% in 2019 to 63% in 2021.
b) Reduce the percentage of students in years 7 to 12 with 10 to 19.5 days absenc

Goal 1, KIS 1c: Connected schools
a) As measured by the Parent Opinion Survey, increase the positive endorsement
b) Increase the number of respondents to the Parent Opinion Survey from 28 in 20
c) Achieve an increase in Parent Confidence between pre and post surveys by 25° |

Key Improvement Strategies

KIS 1 Curriculum planning and assessment	Learning, catch-up and extension priority
KIS 2 Health and wellbeing	Happy, active and healthy kids priority
KIS 3 Building communities	Connected schools priority
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.	The tutoring program is a significant whole school initiative impacting students at a complements the 4 KIS selected for 2021 from the Strategic Plan. Encouraging participation in College programs related to Art, Performing Arts, Spo opportunities for student to reconnect and/or strengthen relationships across a ran Communication with parents was enhanced during COVID through the advocacy p this support from the College was beneficial to students.
Goal 2	Improve student learning growth through a focus on Literacy and Numeracy.
12 Month Target 2.1	Improve the percentage of students achieving at and above benchmark growth in I Improve the percentage of students achieving at and above benchmark growth in I Improve the percentage of students achieving at and above benchmark growth in I
12 Month Target 2.2	Increase the percentage of staff positive endorsement for Understanding how to a Increase the percentage of staff positive endorsement for Use data for curriculum Increase the percentage of staff positive endorsement for Academic emphasis fron Increase the percentage of staff positive endorsement for Collective efficacy from 2
12 Month Target 2.3	Increase the percentage of student positive endorsement for Stimulated learning fr Increase the percentage of student positive endorsement for Effective teaching tim

5% for students involved in the tutoring program in all year levels.

ce to 20% in 2021.

for Parent participation and involvement from 52% in 2019 to 57% in 2021;
020 to 50 in 2021;
% across 2021, via internal surveys conducted with EAL families.

	Is this KIS selected for focus this year?
	Yes
	Yes
	Yes

ll learning stages to address gaps in learning growth as a result of interruptions in learning caused by COVID. This

rts and other extra-curricular activities such as the STEM club, CHAC and EAL Engagement program will create
ge of areas.
rogram and other methods of contact and this will continue to be a focus for the College in 2021 as families identified that

NAPLAN Numeracy from 66% in 2019 to 67% in 2021. NAPLAN Reading from 69% in 2019 to 70% in 2021. NAPLAN Writing from 62% in 2019 to 64% in 2021.
nalyse data from 38% in 2019 to 42% 2021. planning from 52% in 2019 to 55% in 2021. n 18% in 2019 to 22% 2021. 26% in 2019 to 30% 2021.
om 58% in 2019 to 59% in 2021. e from 60% in 2019 to 61% in 2021.

12 Month Target 2.4	Increase the VCE All study score from 24.5 in 2019 to 25 in 2021. Increase the VCE mean English from 24.2 in 2019 to 25 in 2021. Increase the VCE mean EAL English from 27.5 in 2019 to 28 in 2021.
Key Improvement Strategies	
KIS 1 Evaluating impact on learning	Strengthen the assessment literacy capacity of all teachers.
KIS 2 Curriculum planning and assessment	Develop, document and implement a curriculum that meets the needs of all studen
KIS 3 Building leadership teams	Empower teachers in leadership positions to lead teams in developing and implem
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.	We consulted with the Instructional Leadership Team where the team reviewed all which KIS could be done at individual portfolio level in preparation for future AIPs, curriculum and assessment literacy of teachers were the two foundational element year 8 intervention teams, which scaffolds teachers to unpack literacy and numera demands is embedded in the units. This work incorporates both KIS 1a and KIS 1
Goal 3	Improve student connectedness and engagement.
12 Month Target 3.1	Decrease average student absence in Years 7–9 from 30 days in 2019 to 27 days Decrease the percentage of students with 20 or more days of absence from 47 pe
12 Month Target 3.2	Increase the percentage of student positive endorsement in Years 7–12 for Sense Increase the percentage of student positive endorsement in Years 7–12 for Conne
12 Month Target 3.3	Increase the percentage of parent positive endorsement for Connections and prog Increase the percentage of parent positive endorsement for Student development
Key Improvement Strategies	
KIS 1 Intellectual engagement and self-awareness	Embed a culture of intellectual engagement and self–awareness.
KIS 2 Setting expectations and promoting inclusion	Develop a culture of high expectations.
KIS 3 Health and wellbeing	Develop and implement a school–based student engagement program.
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	The ILT saw this as a lens that could be placed over work done in KIS 1A and b, a We consulted with the ILT where the team reviewed all KIS across the three goals individual portfolio level in preparation for future AIPs, as opposed to all members

	Is this KIS selected for focus this year?
	Yes
ts.	Yes
enting a shared understanding of high quality instructional practice.	No

KIS across the three goals and were asked to 'hot dot' KIS to prioritise as a team. The discussion included rationalising
as opposed to all members of the team contributing to the KIS chosen. There were strong feelings that a fully documented
s that would allow for us to progress towards goal 1. Also, our application of the PLC framework ithorugh our CTTs and
cy demands of assessments, as well as review unit content to ensure explicit teaching of specific literacy and numeracy
b and allows all teachers to engage practically and purposefully in the AIP.

in 2021.
r cent in 2019 to 42 per cent in 2021.

of connectedness from 47% in 2019 to 50% in 2021.
ction to the school from 48% in 2019 to 52% in 2021.

ression from 58% in 2019 to 62% 2021.
from 53% in 2019 to 55% 2021.

	Is this KIS selected for focus this year?
	No
	Yes
	No

s well as any actions within individual portfolios.
and were asked to 'hot dot' KIS to prioritise as a team. The discussion included rationalising which KIS could be done at
of the team contributing to the KIS chosen.

Strategic Plan (SSP) goals, targets, and the diagnosis of issues requiring particular attention.	
Goal 4	Improve student wellbeing.
12 Month Target 4.1	Increase the percentage of staff positive endorsement for School climate from 33% Increase the percentage of staff positive endorsement for Staff safety and wellbein
12 Month Target 4.2	Increase the percentage of student positive endorsement for Teacher Concern fron Increase the percentage of student positive endorsement for Student safety from 4 Increase the percentage of student positive endorsement for managing bullying fro Increase the percentage of student positive endorsement Years 10–12 for School
12 Month Target 4.3	Increase the percentage overall parent satisfaction with the school from 42% in 20 Increase the percentage of parent positive endorsement for Parent community eng Increase the percentage of parent positive endorsement for Safety from 48% in 20
Key Improvement Strategies	
KIS 1 Setting expectations and promoting inclusion	Build student aspirations with a robust transition into and through the college leadi
KIS 2 Health and wellbeing	Develop and implement a staff wellbeing program.
KIS 3 Building communities	Strengthen partnerships between home and school.
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.	Due to COVID interruptions in 2020 there was work that was not completed, and th more aware of the need to support staff wellbeing and to formalise this as a wellbe understand the impacts of isolation and organisational mental health and wellbeing for a focus on staff wellbeing and support.

s in 2019 to 38% 2021.
g from 29% in 2019 to 40% 2021.

n 45% in 2019 to 46% in 2021.
9% in 2019 to 53% in 2021.
m 49% in 2019 to 53% in 2021.
stage transitions from 57% in 2019 to 58% in 2021.

19 to 45% in 2021.
gagement from 39% in 2019 to 45% in 2021.
19 to 52% in 2021.

	Is this KIS selected for focus this year?
ng to a meaningful pathway into further education or employment.	No
	Yes
	No

his is also work that was not fully completed in our previous plan. Our experiences as a College in 2020 have made us
ing program constructed with staff input. This program is also needed in response as the College seeks to better
g as an integral part of teaching practice. Critical incidents and growing student numbers have further highlighted the need