



Pallara State School

2022 Annual Implementation Plan

School Priorities

School Strategic Plan - 1. Implementing a Targeted Literacy Improvement Agenda

Long-term targets/desired outcomes

- 100% Pedagogical Framework utilization. The intended curriculum is the enacted.
- Established writing programs. Established spelling/phonics programs. Established handwriting programs.
- 100% Teachers engaged in professional development for writing.
- Upper Two Bands NMS Pallara Enrichment Program (PEP)

AIP targets/desired outcomes

- All staff and students engaged in the teaching/learning of LEM phonics for spelling throughout 2022.
- All eligible students reaching end of semester reading benchmarks in accordance to Year Level expectations.
- Year 3 and 5 writing improvements in NAPLAN U2B and Mean Scale Score.
- Established and systematic curriculum delivery enacted across the whole school.

School Strategic Plan Strategy:	Establish consistent school-wide pedagogy.	
Actions	Responsible Officer(s)	
All staff engage in the Classroom Profiling program led in a confidential manner by existing trained profilers.	Zan Branford, Sharney Florence, Mark Johnstone, Nicole Miller, Ian Phillips, Suzy Scott	
Formal Pedagogical practice observations conducted by the Deputy Principals with feedback given to teachers.	Zan Branford	
LEM phonics used in all classrooms for consistency of practice with the teaching of spelling.	Jayne Hoffman	
Data meetings with individual teachers that are conducted by Deputy Principals to discuss progress maps and high-yield pedagogical practices.	Deputy Principal	
School Strategic Plan Strategy:	Develop contextualised literacy programs to support Australian Curriculum delivery.	
Actions	Responsible Officer(s)	
Planning sessions held with teaching teams each term which are facilitated by the administration team.	Zan Branford, Camille Gallaher, Jayne Hoffman, Amanda Slinger, Sarah Walton	
Continue the school wide Super Sentences and VCOP programs with a writing mentor working with all staff across the year.	Jayne Hoffman, Sarah Walton	
Establish writing clubs for students who are working above year level expectation.	Nicole Miller, Sarah Walton	
Implement a sustained writing program in Years 2-6.	HOD, Year Coordinator	



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School Strategic Plan Strategy:	Refine consistent school-wide pedagogical practices for reading to cater for the range of diverse learners.
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Actions	Responsible Officer(s)
Investigate new trends and best practice with the assessment of reading levels whilst reviewing effectiveness of current programs.	Principal, Deputy Principal, HOC, HOSES, Year Coordinator
Work with Year Level teams to discuss best practice in Guided Reading to ensure profession sharing within Year Levels.	Zan Branford, Camille Gallaher, Jayne Hoffman
Ensure that teachers are using data gathered for student reading levels to improve rather than prove student performance.	Deputy Principal, HOD, HOC, HOSES





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School Strategic Plan - 2. Furthering a High Performing School Culture

Long-term targets/desired outcomes

- Minimum 96% student uptake in program. Improved engagement and achievement.
- Increased engagement in clubs and offerings. 80% staff engaged in self directed mentoring/coaching.
- Overall School Opinion Survey (SOS) parent satisfaction above 94%. Overall SOS staff satisfaction above 95%. 95% satisfaction that behaviour is well managed.
- 100% of new and beginning staff engaged in PSS Mentor Program.
- PST automaticity evidenced in all year levels. NMS/U2B. Pallara Enrichment Program (PEP).

AIP targets/desired outcomes

- All staff engaged in the APR process.
- The continued development of existing and new staff members' ICT skills, to further advance the BYOD program for students at Pallara State School.
- Provide mentoring and peer coaching opportunities for staff to develop skills necessary in providing the best possible, quality education they can for students.

School Strategic Plan Strategy:	Further our BYOD program.	
Actions		Responsible Officer(s)
Review current practices with the use of ICT as an accelerator for learning and research evidence based best practice in other school settings and jurisdictions to replace or complement current work.		Mark Johnstone
Continue to promote the BYOD program amongst new enrolments and Prep families for uptake from Years 1 - 6.		Principal, Deputy Principal, HOD, HOC, HOSES, Year Coordinator
Employ extra 'Information Technology' technician time to support the implementation of BYOD across the school with the growing student numbers.		Principal
School Strategic Plan Strategy:	Seek opportunities to develop staff capacity to innovate.	
Actions		Responsible Officer(s)
Attend the annual EDU TECH conference in Melbourne to identify leading best practice of ICT incorporation in educational settings across Australia.		Principal, Deputy Principal, Year Coordinator
Provide teachers with the opportunity to "Watch Others Work" (WOW time) via a timetable that is formulated as a result of Performance Development conversations with the Principal.		Mark Johnstone
Provide and monitor \$1000 individual teacher budgets for self directed professional development.		Mark Johnstone





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School Strategic Plan Strategy:	Review induction and mentor programs.	
Actions		Responsible Officer(s)
Provide release time for teachers to engage in Watching Others Work (WOW) time.		Jayne Hoffman, Mark Johnstone
Create an induction program with set sessions to upskill staff and foster a successful transition into the teaching profession.		Principal, Deputy Principal, HOC, HOSES
Establish a full time mentor position within the school to help new (and existing) staff learn the signature programs used at Pallara State School.		Principal, HOD
School Strategic Plan Strategy:	Maintain consistency of practice with Numeracy and Problem Solving Toolkit strategies (PST).	
Actions		Responsible Officer(s)
Continue to provide release time for proficient teachers of PSTK (Problem Solving Toolkit) strategies to mentor those identifying a need for support in this area.		Principal, Deputy Principal, HOD
Ensure that the PSTK resource sets are complete for each class.		Deputy Principal, HOC



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School Strategic Plan - 3. Enhancing Collaborative Empowerment

Long-term targets/desired outcomes

- Year level meetings minimum twice per term.
- Collaboratively developed calendar of events representing our diverse cultures. Continued sponsorship from community organisations.
- Established roles and responsibilities including Year level co-ordinators. One active parent representative for each class.
- Working relationships with kindergartens and local high schools. Decreased anxiety for transitioning students.

AIP targets/desired outcomes

- Class Parent Representatives for each class.
- Clearly defined roles and responsibilities for members of the administration team.
- Active and trained Year Level coordinators.

School Strategic Plan Strategy:	Review school structures and roles to ensure maximum efficiency.	
Actions		Responsible Officer(s)
Revise and redistribute the roles and portfolios for members of the administration team.		Principal, Deputy Principal, HOD, HOSES
Follow the school 4 step consultation policy for changes to school processes.		Principal
Review the positions of school council and run elections for new members where necessary.		Principal
School Strategic Plan Strategy:	Refine transition process with local feeder schools and kindergartens.	
Actions		Responsible Officer(s)
Maintain connections and regular meetings with the three feeder day care centres in Pallara, Heathwood and Doolandella.		Principal, Deputy Principal, Year Coordinator
Ensure teachers have access to transition statements from all day care centres.		Deputy Principal
Continue to refine the transition to school processes, including; information sessions, orientation days, interviews and the provision of resources.		Principal, Deputy Principal

Endorsements and Approvals

This long-term plan was developed in line with the School performance policy and procedure. Consultations, endorsements and approvals have taken place as per the policy and procedure and the plan's status has been accurately recorded in OneSchool.

Principal

P and C / School Council



