

# School Strategic Plan 2019-2023

Essendon North Primary School (4015)



Submitted for review by Kate Barletta (School Principal) on 22 January, 2020 at 02:35 PM

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# School Strategic Plan - 2019-2023

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<b>School vision</b>	Our school vision is: Global learners and leaders, exceeding expectations.
<b>School values</b>	At Essendon North Primary School, our mission is 'to maximise the potential of all; empowering independence, innovation, excellence and engagement with the world. We use the DET values as the basis for working together: responsiveness, integrity, impartiality, accountability, respect, leadership and human rights. We develop Essential Agreements for ways of working together as a staff, students and as a community. We are Brave, Bold, Connected.
<b>Context challenges</b>	Key challenges moving forward for us as a school community are in providing stability and consistency in our leadership. Throughout 2019, the substantive Principal, Scott Mullen, was on leave from April - December. Kate Barletta stepped up from Assistant Principal to Acting Principal for the duration. Kate Barletta has since been appointed as the substantive principal from 2020. Subsequently, Alice McKenzie, substantive leading teacher, stepped up from April- December as Acting Assistant Principal. Alice McKenzie will continue in the Acting Assistant Principal role for Term One 2020 following an internal selection process held in Term Four. Moving forward it is integral that the Executive Team establish clear roles and responsibilities to lead the school with a focus on the new Strategic Plan, the 2020 AIP, the school centenary and the joint CIS and IB PYP accreditation visits in November 2020. What our community and staff require is stability, focus, consistency and to have trust and respect in the leadership of the school.
<b>Intent, rationale and focus</b>	<p>Our school is trying to achieve:</p> <ul style="list-style-type: none"> <li>- improved student learning outcomes (compared to like and network schools)</li> <li>- a clear, consistent and deliberate pedagogical and instructional model implemented across the school</li> <li>- greater self and collective efficacy in staff and students</li> </ul> <p>This is important because:</p> <ul style="list-style-type: none"> <li>- there is a need for school wide consistency</li> <li>- will give staff a common language</li> </ul> <p>We will prioritise:</p> <ul style="list-style-type: none"> <li>- a clear, consistent and deliberate pedagogical and instructional model in teaching writers</li> </ul> <p>Over the four years of the strategic plan the following will unfold:</p> <ul style="list-style-type: none"> <li>- to include literacy and mathematics</li> </ul>

- develop STEM practices within units of inquiry

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<b>Goal 1</b>	Enhance student engagement with learning
<b>Target 1.1</b>	<p>Improve rates of positive endorsement in the student Attitudes to school (AtoSS) for the measures of:</p> <ul style="list-style-type: none"> <li>• Student voice and agency 57% in 2019 to be at or above 61% by 2023.</li> <li>• Sense of confidence as a learner 75% in 2019 to be at or above 78% by 2023.</li> <li>• Stimulating learning 73% 2019 to be at or above 78% by 2023.</li> </ul>
<b>Target 1.2</b>	<p>Increase staff opinion in measures of</p> <ul style="list-style-type: none"> <li>• Collective efficacy from 78% (2019) to 82% in 2023.</li> <li>• Teacher collaboration from 57% (2019) to 65% in 2023.</li> </ul>
<b>Target 1.3</b>	<p>Improve the positive endorsement in the Parent Opinion Survey in</p> <ul style="list-style-type: none"> <li>• Student Agency from 79% (2019) to 82% in 2023.</li> <li>• Teacher communication from 80% (2019) to 84% in 2023.</li> </ul>
<b>Key Improvement Strategy 1.a</b> Building practice excellence	Develop, document and embed a consistent, whole school approach to instructional practice in Literacy and Numeracy, with direct links to Units of Inquiry
<b>Key Improvement Strategy 1.b</b>	Build practice excellence through collaboration to support the implementation of the instructional model

Building practice excellence	
<b>Key Improvement Strategy 1.c</b> Empowering students and building school pride	Build teacher agency to enable student agency
<b>Goal 2</b>	Improve student learning outcomes
<b>Target 2.1</b>	<p>NAPLAN – Increase medium and high growth in</p> <ul style="list-style-type: none"> <li>• Numeracy from 79% (2019) to 83% in 2023</li> <li>• Reading from 78% (2019) to 82% in 2023</li> <li>• Writing from 80% (2019) to 84% in 2023</li> </ul>
<b>Target 2.2</b>	<p>NAPLAN – Increase the percentages of students in the top two bands</p> <p>Year 3</p> <ul style="list-style-type: none"> <li>• Reading from 78% (2019) to be at or above 82% in 2023</li> <li>• Writing from 71% (2019) to be at or above 75% in 2023</li> <li>• Numeracy from 55% (2019) to be at or above 59% in 2023</li> </ul> <p>Year 5</p> <ul style="list-style-type: none"> <li>• Reading from 49% (2019) to be at or above 55% in 2023</li> <li>• Writing from 31% (2019) to be at or above 36% in 2023</li> <li>• Numeracy from 38% (2019) to be at or above 42% in 2023</li> </ul>

<b>Target 2.3</b>	<p>Improve the staff opinion measure for</p> <ul style="list-style-type: none"> <li>• Academic emphasis from 64% (2019) to 68% in 2023</li> <li>• Guaranteed and viable curriculum from 74% (2019) to 78% in 2023</li> <li>• Leadership- overall score from 50.3% (2019) to 60% in 2023</li> <li>• Instructional leadership from 69.94 percentile (2019) to 75 percentile in 2023</li> <li>• Professional learning modules (to be completed from 2020)</li> </ul>
<b>Key Improvement Strategy 2.a</b> Instructional and shared leadership	Embed responsive and proactive instructional and distributed leadership
<b>Key Improvement Strategy 2.b</b> Evaluating impact on learning	Enhance teacher capabilities to use data to differentiate and plan for learning
<b>Key Improvement Strategy 2.c</b> Building practice excellence	Build the understanding of the inter-relationship between the PYP and Victorian Curriculum frameworks to ensure the quality and integrity of learning and teaching
<b>Goal 3</b>	Enhance student wellbeing
<b>Target 3.1</b>	<p>Improve rates of positive endorsement in the student Attitudes to school (AToS) for the measures:</p> <ul style="list-style-type: none"> <li>• Sense of inclusion 84% in 2019 to 89% in 2023</li> <li>• Respect for diversity 72% in 2019 to 76% in 2023</li> <li>• Not experiencing bullying 48% in 2019 to 55% in 2023</li> </ul>
<b>Target 3.2</b>	Improve the positive endorsement in the Parent Opinion Survey for the measure of:

	<ul style="list-style-type: none"> <li>• Respect for diversity 91% in 2019 to 95% in 2023</li> </ul>
<b>Target 3.3</b>	<p>Increase Staff Opinion for the measure of:</p> <ul style="list-style-type: none"> <li>• Trust in students and parents to be above 66% in 2019 to 70% in 2023</li> </ul>
<b>Key Improvement Strategy 3.a</b> Global citizenship	Build a shared understanding of global citizenship to strengthen and connect the community of ENPS
<b>Key Improvement Strategy 3.b</b> Vision, values and culture	Enhance/create learning environments which reflect/support the ENPS vision, values and culture
<b>Key Improvement Strategy 3.c</b> Vision, values and culture	Embed a school wide approach to create an environment and community that reflects the ENPS vision, values and culture