

2013 ANNUAL IMPLEMENTATION PLAN

NARBETHONG STATE SPECIAL SCHOOL



Key priorities for 2013

- Implement the Australian Curriculum
- Implement whole school pedagogical practices
- Using data to inform teaching practice
- Develop instructional leadership with a focus on workforce performance
- Develop productive partnerships with students, staff, parents, and the community
- Improve school performance

Documents attached include

- The Annual Financial Report 2013
- The Budget Overview Report 2013
- School Improvement Targets for 2013

Certification

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

.....Principal

..... P and C/ School Council

..... Assistant Regional Director

SCHOOL CURRICULUM

School strategies	Actions	Performance Measures			Responsible Officer	Resources
		Description	Target	Date		
		Staffing allocation increased from overall school allocation.	0.6 to 0.8	Feb 2013		
		PD provided each Wednesday fortnight with focus area	Each Term for all teachers	Start Feb till Nov 2013		
		Within unit plans evidence of appropriate selection of materials re: activity focus, student interest and age appropriateness	All class teachers	Feb- Nov 2013		
		Numeracy concepts developed by language focus Early number concepts expanded by use of concrete materials	All class teachers	Feb-Nov 2013		
		Continue individual braille programs and provide opportunities for relevance in wider community	Teachers of braille students	Feb-Nov 2013		
		Continue provision of learning opportunities for early brailers including learning opportunities/partnership with senior students	Early years & Senior school	Feb-Nov 2013		

SCHOOL AND COMMUNITY

School strategies	Actions	Performance Measures			Responsible Officer	Resources
		Description	Target	Date		
		Scheduled group meetings and individual assistance for post-school options and Centrelink requirements	Senior school	Mid Feb 2013 – ongoing if required		
Develop productive partnerships with students , staff, parents	Formation of committee to explore options to encourage more parent/community engagement	Interested staff to form committee and lead innovations – survey parent need/interest	Whole school	Feb 2013 - ongoing	Principal, Deputy, Committee	

TEACHING PRACTICE

School strategies	Actions	Performance Measures			Responsible Officer	Resources
		Description	Target	Date		
		Trial use of new communication profile Continue use of functional scheme Development of matrix for literacy/numeracy	All staff Teachers Teachers	Term I & 2 Ongoing Term I & 3		
		Experienced teachers to receive training re: mentoring of others All new staff to have a teacher mentor	Senior teachers New staff	Start Term I – fully developed and ongoing Terms 2,3&4		
		Student cohort to have similar needs to support double teaching practices	Class teachers	Terms 1,2,3&4		
		PFD discussions around educational theorists with teachers actively engaged in research and presentation to colleagues Development of framework	All teaching staff All staff	Term I Term 3 & 4		
		Current data collection is limited. Video evidence will allow moderation to occur and will assist development of matrix for learning outcomes.	All staff	Term 2, 3 & 4		
Monitor teaching practice with a focus on student improvement	Engage staff in exchange of best practice discussions/ practice and student engagement	Opportunities provided during curriculum meetings and PD focus	All staff	Term 1,2,3&4	Principal, CCT, committees	

PRINCIPAL LEADERSHIP AND SCHOOL CAPABILITY

School strategies	Actions	Performance Measures			Responsible Officer	Resources
		Description	Target	Date		
		Translate the strategies into operational goals to create a shared purpose within the school.	All staff	Terms 1,2,3&4		
		Consideration given to align past practices with new data collection methods and address any critical information gaps.	All staff	Ongoing 2013		
		Consider emerging trends and identify long-term opportunities for staff.	Teachers	Ongoing 2013		
		Identify learning opportunities and support staff with designated tasks and responsibilities.	All staff	Ongoing 2013		
Build professional relationships with staff and professional colleagues	Further understanding of work environment and contribute to the development of work plans and team goals.	Research and analysis information relevant to work tasks and responsibilities and used established networking connections to further staff development and progress.	All staff	Ongoing 2013	Principal	

OTHER REQUIREMENTS

School strategies	Actions	Performance Measures			Responsible Officer	Resources
		Description	Target	Date		
		Persist and focus on achieving school and organisational goals promote learning opportunities for staff to extend their knowledge base and experiences.	Whole school	Ongoing 2013		
		Build teams with complementary skills and engage in succession planning.	Teachers	Ongoing 2013		
		Continue to strive for compliance with regulated requirements and manage areas of risk behaviour	Whole school	Term 3		
		Ensure stocktakes are accurate		Term 3		
		Seek information from key stakeholders and establish system of reporting concerns/ improvements	Whole school	Ongoing 2013		
		Put system in place to establish review and measure accountabilities	Whole school	Term 2		
		Consult broadly to ensure all knowledge and concerns are known – committee to address any issues	Whole school	Term 2		