Annual Implementation Plan - 2023
Define Actions, Outcomes and Activities

University High School (8405)

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

Define Actions, Outcomes and Activities

Goal 1	**2023 Priorities Goal** In 2023 we will continue to focus on student learning - with an increased focus on numeracy - and student wellbeing through the 2023 Priorities Goal, a learning Key Improvement Strategy and a wellbeing Key Improvement Strategy.
12 Month Target 1.1	Benchmark growth for Year 9 NAPLAN: 75% in Reading; 82% in Writing; 70% in Numeracy ATOSS: 'Normal or High Resilience' at 70% (increase from 2022)
KIS 1.a Priority 2023 Dimension	Learning - Support both those who need scaffolding and those who have thrived to continue to extend their learning, especially in numeracy
Actions	Enhance use of school systems to identify, share information about and set personalised goals for students with additional learning and wellbeing needs
Outcomes	Teachers are more aware of and able to implement individual supports at the classroom level. Students in need of individualised additional support receive it through a range of school programs.
Success Indicators	Learning data including NAPLAN, teacher judgement Student databases Student IEPs Student report measures - Attitude and Effort

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Enhance use of Student Learning Information to identify and provide information about students with learning support and enhancement needs	☑ Disability Inclusion Coordinator ☑ Leading Teacher(s) ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 1 to: Term 4	$30,000.00 ☐ Equity funding will be used

					☑ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Refine and embed school-wide approach to use of Individual Education Plans	☑ Disability Inclusion Coordinator ☑ Leading Teacher(s) ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 1 to: Term 4		$7,000.00 ☐ Equity funding will be used ☑ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Use PAT testing and NAPLAN/transition information to identify students for Year 7&8 Literacy and Numeracy support and TLI	☑ Leading Teacher(s) ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 1 to: Term 2		$7,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which

				may include DET funded or free items
Introduce additional Year 10 and 11 Numeracy and Literacy support classes	☑ Literacy Improvement Teacher ☑ Numeracy Improvement Teacher	☐ PLP Priority	from: Term 1 to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Form Community of Practice with local primary schools to focus on 6-7 Numeracy and Literacy practices and curriculum	☑ Assistant Principal ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 2 to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Provide extension and enhancement opportunities through the VHAP and Student Excellence Program	☑ Curriculum Co-ordinator (s)	☐ PLP Priority	from: Term 1	$38,570.00

			to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items

KIS 1.b Priority 2023 Dimension	Wellbeing - Effectively mobilise available resources to support students' wellbeing and mental health, especially the most vulnerable
Actions	Enhance student connection to a trusted adult and capacity to seek help
Outcomes	Students better able to identify trusted adult at school and wellbeing supports available
Success Indicators	ATOSS data and school-level surveys Feedback from homegroup program Student engagement with wellbeing team and subschools

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Implement homegroup program 7-12	☑ All Staff	☑ PLP Priority	from: Term 1 to: Term 4	$5,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used

				☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Increase proactive wellbeing activities at school including community celebrations, Breakfast Club etc	☑ Wellbeing Team	☐ PLP Priority	from: Term 1 to: Term 4	$8,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Promote help-seeking avenues through school communication systems (Compass, assemblies, google drive)	☑ Wellbeing Team	☐ PLP Priority	from: Term 1 to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items

Goal 2	Every student in every class maximises their learning growth
12 Month Target 2.1	47% in Reading 28% in Writing 53% in Numeracy
12 Month Target 2.2	75% in Reading; 82% in Writing; 70% in Numeracy
12 Month Target 2.3	No greater than 25% discrepancy in Teacher Judgement/NAPLAN
12 Month Target 2.4	Increase in number of subjects with positive residuals from 2022
12 Month Target 2.5	Self-regulation and goal setting to 65% Student voice and agency to 47%
12 Month Target 2.6	Teacher collaboration to 54%
KIS 2.b Instructional and shared leadership	Develop and implement collaborative evidence-based professional learning culture and practices
Actions	Embed and refine PLC practices and enhance use of evidence Further develop use of Domain/Subject team time
Outcomes	Teachers will use these structures to analyse and respond to student learning evidence Curriculum will be clearly documented and easily accessible to all teachers Enhanced consistency in assessment and reporting across teacher teams
Success Indicators	Minutes/observations/reports from PLC teams Attendance and engagement in meetings Resources and documentation on Google Drive Teacher feedback through internal surveys Staff Opinion survey measures ATOSS- stimulated learning

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Engage with staff reflection and feedback about PLC processes and their collaborative inquiry capability (data collected Wk9 T4 2022) including connections with PL opportunities, LS, facilitation role	☑ Leading Teacher(s) ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 1 to: Term 1	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Collaborate with domain leaders (and other C&P/LS) to develop shared understanding of effective use of domain / subject team time (for necessary administration, professional learning within domain team/LS or other expert, collaboration & team planning)	☑ Curriculum Co-ordinator (s) ☑ Leadership Team	☐ PLP Priority	from: Term 1 to: Term 2	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Collaboratively develop (whole leadership team) Professional Learning schedule that is informed by and informs PLC and domain	☑ Leadership Team	☐ PLP Priority	from: Term 1	

professional learning (with opportunities for staff to focus on DART in depth)			to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Support and develop greater consistency in curriculum documentation (such as unit plans, essential tasks, consideration of differentiated tasks for support and enrichment, formative assessments), with a focus at Year 10. Compare progress from Term one to Term four	☑ Curriculum Co-ordinator (s) ☑ Leading Teacher(s) ☑ Teacher(s)	☐ PLP Priority	from: Term 1 to: Term 4	$5,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Develop staff capacity to use evidence of student learning to inform teaching and reporting, through: LS and PL week Domain/subject meetings PLC Student Learning Information Profile, Compass &IEPs Assessment spreadsheets that enable direct feedback reports to students and support moderation Enhance use of student learning data 10-11 to support outcomes	☑ Curriculum Co-ordinator (s) ☑ Leadership Team	☑ PLP Priority	from: Term 1 to: Term 4	$5,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used

and inform student pathways. Enhance use of VCE SAC data to support assessment rigour and student learning growth Use of VCE data inquiry protocol				☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Develop and communicate structures for staff collaboration and observations with Learning Specialists (through new teacher program, support for identified teachers or groups of students,, links to domain PL, as well as opt-in coaching). Enhance LS focus on Differentiation and Responsive Teaching	☑ Assistant Principal ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 1 to: Term 4	$147,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Provide more opportunities for staff to observe classroom practice - open classrooms following PL week (initially offered by leadership team, domain leaders, it would be great to open to all later in the year). Staff invited to observe the Responsive teaching strategies	☑ Learning Specialist(s) ☑ PLC Leaders	☐ PLP Priority	from: Term 1 to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items

Provide ongoing support and training for PLC teams & facilitation team (worked in with new meeting schedules)	☑ Assistant Principal ☑ Leading Teacher(s) ☑ PLC Leaders	☐ PLP Priority	from: Term 1 to: Term 1	$5,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Identify subjects (with Domain Leaders) to be used as markers for embedding collaborative practices with key evidence relating to common/collaborative use of: Direct instruction resources Formative tasks Evidence of student learning and growth	☑ Curriculum Co-ordinator (s) ☑ Leading Teacher(s)	☐ PLP Priority	from: Term 3 to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items

Goal 3	Every student feels engaged and connected to the school and the broader school community
12 Month Target 3.1	School stage transitions (both factors) to 62% (match similar schools measure 2022)
12 Month Target 3.2	30+ days to 11% from 15% in 2022

12 Month Target 3.3	Maintain Evaluating Practice at 72% Use student feedback at 57% Student ownership of learning goals to 50%				
12 Month Target 3.4	Student motivation and support to 63% Positive transitions to 80% (from 74% in 2022)				
KIS 3.c Setting expectations and promoting inclusion	Improve effective transitions and pathways (into, through and beyond the school) for all students				
Actions	Implement VCE-VM program for Year 11 students Review timetable structure to support Senior Pathways (Years 10-12) Enhance Career Action Plans and Careers Education Implement new Attitude and Effort reporting structure				
Outcomes	Increased range of options and pathways for students in Years 10-12 Students better able to identify and access subjects and pathways that meet their needs Clearer curriculum map from Year 10 to 12. Year 10 subjects support breadth, challenge and support Enhanced student capacity to reflect on learning and engage with parents/carers about positive learning behaviours				
Success Indicators	Year 10-12 subject/timetable structure Student and family engagement in workshops, information sessions, and course counselling Growth in the number of students selecting VCE-VM program ATOSS data Parent opinion survey data Artefacts of course information and selection process - presentations, handbooks, student forms etc Curriculum documentation Feedback from Attitude and Effort reporting				

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Continue with stage two of 2024 timetable review with structures to support VET and breadth in subject offerings.	☑ All Staff	☑ PLP Priority	from: Term 1	

			to: Term 2	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Develop and document possible pathways for disengaged students: consider how 2024 timetable structure can support this	☑ Careers Leader/Team ☑ Leadership Team	☐ PLP Priority	from: Term 1 to: Term 2	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Implement support (such as meeting time, professional learning etc.) for VCE-VM teachers to support collaboration and capacity. Build links with external providers	☑ Assistant Principal ☑ Curriculum Co-ordinator (s) ☑ Leading Teacher(s)	☐ PLP Priority	from: Term 1 to: Term 4	$5,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used

					□ Schools Mental Health Menu items will be used which may include DET funded or free items
Incorporate Career Action Planning in earlier years through Homegroups	☑ Assistant Principal ☑ Careers Leader/Team ☑ Homegroup teachers	□ PLP Priority	from: Term 3 to: Term 4		□ Equity funding will be used □ Disability Inclusion Tier 2 Funding will be used □ Schools Mental Health Menu items will be used which may include DET funded or free items
Enhance parent participation in course planning process, including subject selection interviews; targetted information sessions for particular groups	☑ Assistant Principal ☑ Careers Leader/Team ☑ Leading Teacher(s) ☑ Sub School Leader/s	□ PLP Priority	from: Term 2 to: Term 3		□ Equity funding will be used □ Disability Inclusion Tier 2 Funding will be used □ Schools Mental Health Menu items will be used which may include DET funded or free items

Organise cultural awareness training for staff to optimise attendance at workshops in order to support community engagement (focusing on communities that are disengaged)	☑ Assistant Principal	☐ PLP Priority	from: Term 1 to: Term 4	$6,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Celebrating and promoting positive experiences in VCE VM in 2023 (identifying successful students as future mentors)	☑ Curriculum Co-ordinator (s)	☐ PLP Priority	from: Term 2 to: Term 3	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Implement new timeline for Attitude and Effort reports; seek student and parent/carer feedback on new rubric; implement new rubric Semester 2	☑ Assessment & Reporting Coordinator ☑ Teacher(s)	☑ PLP Priority	from: Term 3 to: Term 4	☐ Equity funding will be used

	☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Goal 4	Every student feels known, safe and valued at University High School
12 Month Target 4.1	Teacher concern to 36% (from 29% in 2022)
12 Month Target 4.2	Parent participation and involvement to 61% (at similar schools level 2022)
12 Month Target 4.3	Support growth and learning of whole student maintain at 72%
KIS 4.b Setting expectations and promoting inclusion	Strengthen consistent school-wide structures and processes to ensure a positive learning environment
Actions	Implement homegroup program Extend Respectful Relationships beyond specific classes to all students, staff and the school community Introduce School Wide Positive Behaviours Continue the implementation of BSEM in classrooms and sub-schools Implement Year 1 Disability Inclusion reforms
Outcomes	Reporting for attitude and effort aligns with BSEM, RR, SWPBS and school values Programs (RR, BSEM & SWPBS) are supported in homegroup, but implemented and lived throughout the school community Increase in positive and self-regulated behaviours by students Greater consistency in staff approaches to behaviour management and building relationships Staff have a shared language and expectations in the use of BSEM Increased staff confidence and capacity in implementing learning recommendations and responding to diverse student learning

	needs Students with additional learning needs have clearly documented and personalised goals
Success Indicators	ATOSS data Student focus group feedback Staff opinion survey data Feedback from internal surveys - homegroup, wellbeing Student engagement with wellbeing team Homegroup attendance rates IEP documentation Classroom observations

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
Develop Connect curriculum and program approaches using BSEM, Respectful Relationships and Careers Education programs. Train teachers to deliver the program	☑ Assistant Principal ☑ Leadership Team ☑ Teacher(s)	☑ PLP Priority	from: Term 1 to: Term 4	$10,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Establish a common philosophy and purpose for BSEM, Respectful Relationships and SWPBS frameworks at UHS	☑ Assistant Principal ☑ Leadership Team	☐ PLP Priority		☐ Equity funding will be used

				☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Form SWBPS implementation team to undertake training and planning	☑ Assistant Principal ☑ SWPBS Leader/Team	☐ PLP Priority	from: Term 1 to: Term 4	$6,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Identify gaps (in understanding and implementation) in the current code of conduct and refine guidelines	☑ Sub School Leader/s	☐ PLP Priority	from: Term 2 to: Term 3	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which

				may include DET funded or free items
Review and refine BSEM strategies on Body and Relationships used in class and sub-schools (Ready to Learn Plans, etc) Review and introduce selected BSEM strategies linked to Stamina (e.g. growth mindset)	☑ Homegroup teachers ☑ Sub School Leader/s	☐ PLP Priority	from: Term 1 to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Use Connect sessions to review and link new Attitude and Effort reports to BSEM strategies	☑ Assessment & Reporting Coordinator ☑ Homegroup teachers	☐ PLP Priority	from: Term 1 to: Term 2	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Develop system and provide time for teachers who are documenting positive learning experiences for students using the compass system.	☑ Sub School Leader/s ☑ Teacher(s)	☐ PLP Priority	from: Term 2	

Allocate 5 minutes of meeting time to have staff enter positive student posts.			to: Term 4	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Form team to lead Disability Inclusion implementation	☑ Principal	☐ PLP Priority	from: Term 1 to: Term 1	☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Enhance Student Learning Profiles, IEP development and communication of learning recommendations to teachers	☑ Leadership Team	☐ PLP Priority	from: Term 1 to: Term 2	$7,000.00 ☐ Equity funding will be used ☑ Disability Inclusion Tier 2 Funding will be used

					☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Provide time release for Learning Specialists to coach teachers in the implementation of IEPs; monitoring of student goals	☑ Learning Specialist(s)	☐ PLP Priority	from: Term 1 to: Term 4	$105,000.00	☐ Equity funding will be used ☑ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Align systems of support through MYLNS, TLI and DI reforms	☑ Assistant Principal ☑ Disability Inclusion Coordinator ☑ Leading Teacher(s) ☑ Literacy Leader ☑ Numeracy Leader	☐ PLP Priority	from: Term 1 to: Term 4		☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items

Engage in local Communities of practice and broader networks to support implementation	☑ Leadership Team	☐ PLP Priority	from: Term 2 to: Term 4	$5,000.00 ☐ Equity funding will be used ☐ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Conduct Practice DIPs and identify first-round students for transition to DIPs	☑ Assistant Principal ☑ Disability Inclusion Coordinator ☑ Leading Teacher(s) ☑ Learning Specialist(s)	☐ PLP Priority	from: Term 2 to: Term 4	$5,000.00 ☐ Equity funding will be used ☑ Disability Inclusion Tier 2 Funding will be used ☐ Schools Mental Health Menu items will be used which may include DET funded or free items
Appoint Disability Inclusion Coordinator to support work of team and manage database documentation and home/school liaison	☑ Principal	☐ PLP Priority	from: Term 2 to: Term 4	$70,000.00 ☐ Equity funding will be used

	☐ Disability Inclusion Tier 2 Funding will be used
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Goal 5	Activate student agency in STEM
12 Month Target 5.1	TBC
12 Month Target 5.2	TBC
12 Month Target 5.3	TBC
KIS 5.b Building practice excellence	Build consistency in high-quality teaching practice
Actions	
Outcomes	
Success Indicators	

Activities and Milestones	People Responsible	Is this a PL Priority	When	Funding Streams
		☐ PLP Priority		☐ Equity funding will be used

				☐ Disability Inclusion Tier 2 Funding will be used
				☐ Schools Mental Health Menu items will be used which may include DET funded or free items