

2018 Annual Implementation Plan

for improving student outcomes

Melba Secondary College (8912)



Melba
COLLEGE

Self-evaluation Summary - 2018

Melba Secondary College (8912)

	FISO Improvement Model Dimensions The 6 High-impact Improvement Initiatives are highlighted below in red.	Self-evaluation Level
Excellence in teaching and learning	Building practice excellence	Evolving moving towards Embedding
	Curriculum planning and assessment	Evolving
	Evidence-based high-impact teaching strategies	
	Evaluating impact on learning	
Professional leadership	Building leadership teams	Evolving
	Instructional and shared leadership	
	Strategic resource management	
	Vision, values and culture	
Positive climate for learning	Empowering students and building school pride	Evolving
	Setting expectations and promoting inclusion	Evolving
	Health and wellbeing	
	Intellectual engagement and self-awareness	
Community engagement in learning	Building communities	Evolving
	Global citizenship	
	Networks with schools, services and agencies	
	Parents and carers as partners	

Enter your reflective comments	Significant progress was made in 2017 in a number of student achievement areas. NAPLAN data (Relative Growth 7-9) in Writing and Reading continued to be above state levels. Numeracy growth was not as high as expected. 2017 VCE results (ATAR) were above state averages for all levels except 90+. Overall this was a very pleasing result with the 2017 Median ATAR score of 63.55 (48.39 in 2016)
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Considerations for 2019	<p>The school has been operating as a dual campus school since the merger in 2012. Consolidation onto the one site is a high priority for the school in 2018. This includes the moving into new buildings at the end on Term 1, 2018.</p> <p>Priorities remain the same as for 2017 but will see the implementation of a number of new initiatives including:</p> <ul style="list-style-type: none"> - Implementation of the Year 1 goals of the School Literacy Initiative (SLI) - Melba Instructional Model - New Years 7 - 12 Student Mentor Model - Implementation of the Respectful Relationships program - Implementation of Positive Education Framework - Plans to Pedagogy Project partnership with Melbourne University
Documents that support this plan	

Annual Implementation Plan - 2018

FISO Improvement Initiatives and Key Improvement Strategies

Melba Secondary College (8912)

Four Year Strategic Goals	Four Year Strategic Targets	Is this selected for focus this year?	12 month target	FISO initiative
<ul style="list-style-type: none"> • Maximise student performance across all curriculum areas that specifically lead to higher levels of growth in Literacy 	<ul style="list-style-type: none"> • NAPLAN data 7- 9 Real Growth (M &H) Combined M/H Relative Growth in Reading 75% (Achieved 76.8% in 2017) Combined M/H Relative Growth in Numeracy 75% (Achieved 65.7% in 2017) Combined M/H Relative Growth in Writing 75% (Achieved 75.7% in 2017) • Increased VCE Median Study score 26.4 in 2018 (25.92 in 2017) • 58% of students in VCE with a study score below 28 in 2017 (60.2% in 2016) • 15.6% of students in VCE with a study score above 33 in 2017 (14.9% in 2016) 	Yes	<p>Outline what you want achieve in the next 12 months against your Strategic Plan target.</p> <p>NAPLAN Real Growth in Reading, Writing and Numeracy continues to be at or above state benchmarks</p> <p>Increased VCE median Study score form 2017</p>	Building practice excellence
<ul style="list-style-type: none"> • Deepen student engagement, collaboration and motivation within a rich learning community. 	<ul style="list-style-type: none"> • Safety & Classroom Behaviour including reduced gender differences Years 7 to 12 – Student Safety 4.25 in 2017(4.22 in 2016) • Years 7 to 12 – Classroom Behaviour 2.90 in 2017(2.83 in 2016) • Years 7 to 12 – Learning Confidence 3.63 in 2017 (3.61in 2016) • School Focussed Youth Service Survey data – Increased scores Student Resilience (2016 Benchmark data - Year 7 4.51, Year 8 4.11, Year 9, 4.24, Year 10, 4.29, Year 11, 4.21, Year 12, 4.15) • Staff Opinion data – Build resilience and a resilient, supportive environment 2016 benchmark data • State benchmark on Staff Wellbeing • Maintain Student attendance data 7-12 (18.2 days in 2016) 	Yes	<p>As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase</p>	Empowering students and building school pride
<ul style="list-style-type: none"> • Enhance the well-being of all students in the school (Improve self-efficacy across the school) 	<ul style="list-style-type: none"> • Safety & Classroom Behaviour including reduced gender differences Years 7 to 12 – Student Safety 4.25 in 2017(4.22 in 2016) • Years 7 to 12 – Classroom Behaviour 2.90 in 2017(2.83 in 2016) 	Yes	<p>As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase</p>	Empowering students and building school pride

	<ul style="list-style-type: none"> • Years 7 to 12 – Learning Confidence 3.63 in 2017 (3.61 in 2016) • School Focussed Youth Service Survey data – Increased scores Student Resilience (2016 Benchmark data - Year 7 4.51, Year 8 4.11, Year 9, 4.24, Year 10, 4.29, Year 11, 4.21, Year 12, 4.15) • Staff Opinion data – Build resilience and a resilient, supportive environment 2016 benchmark data • State benchmark on Staff Wellbeing • Maintain Student attendance data 7-12 (18.2 days in 2016) 			
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Improvement Initiatives Rationale

Literacy & Numeracy improvement continues to be a high priority for the school. Our NAPLAN Relative Growth has been very good over the past 2 years and our 2017 VCE results were also very good. Student Safety has improved over the past 3 years. We have used a second survey through the Maroondah City Council to also confirm the improvement. With the school relocating onto a single site in 2018 we have priorities covering student wellbeing and engagement and increasing student voice.

Goal 1	<ul style="list-style-type: none"> • Maximise student performance across all curriculum areas that specifically lead to higher levels of growth in Literacy
12 month target 1.1	<p>NAPLAN Real Growth in Reading, Writing and Numeracy continues to be at or above state benchmarks</p> <p>Increased VCE median Study score from 2017</p>
FISO Initiative	Building practice excellence
Key Improvement Strategies	
KIS 1	Build the instructional practice of every teacher by adopting a whole school approach to instructional practice and an agreed instructional framework
KIS 2	Build teacher capability to utilize data and a range of assessment strategies to teach to a student's point of learning
KIS 3	Build teacher capacity to implement evidence-based literacy teaching strategies
KIS 4	Increased assessment consistency between School Based Assessment Scales and External Assessment Scales by subject

Goal 2	<ul style="list-style-type: none"> • Deepen student engagement, collaboration and motivation within a rich learning community.
12 month target 2.1	As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase
FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	
KIS 1	Provide a stimulating learning environment where students are active learners who collaborate, explore and connect with the school and the wider community.
KIS 2	Every teacher is a teacher of wellbeing.

Goal 3	<ul style="list-style-type: none"> • Enhance the well-being of all students in the school (Improve self-efficacy across the school)
12 month target 3.1	As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase

FISO Initiative	Empowering students and building school pride
Key Improvement Strategies	
KIS 1	Build the capacity of students to be resilient, socially responsible & respectful in their relationships.

Define Evidence of Impact and Activities and Milestones - 2018

Melba Secondary College (8912)

Goal 1	<ul style="list-style-type: none"> Maximise student performance across all curriculum areas that specifically lead to higher levels of growth in Literacy 			
12 month target 1.1	NAPLAN Real Growth in Reading, Writing and Numeracy continues to be at or above state benchmarks Increased VCE median Study score form 2017			
FISO Initiative	Building practice excellence			
Key Improvement Strategy 1	Build the instructional practice of every teacher by adopting a whole school approach to instructional practice and an agreed instructional framework			
Actions	Development Team to oversee the implementation of the Melba Instructional Model & Peer Observation Process for all teachers			
Evidence of impact	Improved staff opinion data - Professional Learning			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
All teachers undertake peer observation during semester 1, 2018. Feedback survey from teachers semester 2 together with Staff Opinion survey data	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 2	\$3,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Goal 1	<ul style="list-style-type: none"> Maximise student performance across all curriculum areas that specifically lead to higher levels of growth in Literacy 			
12 month target 1.1	NAPLAN Real Growth in Reading, Writing and Numeracy continues to be at or above state benchmarks Increased VCE median Study score form 2017			
FISO Initiative	Building practice excellence			
Key Improvement Strategy 2	Build teacher capability to utilize data and a range of assessment strategies to teach to a student's point of learning			
Actions	Continued use of relevant Data Sets by all teachers including: <ul style="list-style-type: none"> ODT NAPLAN Student Learner profiles used by all teachers			
Evidence of impact	Through the use of data teachers will increase their skills in differentiation of work for students			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget

All students tested in ODT, results shared to staff in Junior Team meeting and available on Compass.	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 2	\$18,000.00 <input checked="" type="checkbox"/> Equity funding will be used
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Goal 1	• Maximise student performance across all curriculum areas that specifically lead to higher levels of growth in Literacy			
12 month target 1.1	NAPLAN Real Growth in Reading, Writing and Numeracy continues to be at or above state benchmarks Increased VCE median Study score form 2017			
FISO Initiative	Building practice excellence			
Key Improvement Strategy 3	Build teacher capacity to implement evidence-based literacy teaching strategies			
Actions	All teachers continue to embed whole school Reading Strategies into their teacher practice Implement the Literacy strategies as detailed in the School Literacy Initiative (SLI)			
Evidence of impact	SLI milestones for semester 1, 2018 achieved			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
All teachers continue to use reading strategies in their teaching. Evidence provided through the P&D process. Domain writing template audit completed Writing templates for each Domain developed and implanted.	Teacher(s)	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$22,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Goal 1	• Maximise student performance across all curriculum areas that specifically lead to higher levels of growth in Literacy			
12 month target 1.1	NAPLAN Real Growth in Reading, Writing and Numeracy continues to be at or above state benchmarks Increased VCE median Study score form 2017			
FISO Initiative	Building practice excellence			
Key Improvement Strategy 4	Increased assessment consistency between School Based Assessment Scales and External Assessment Scales by subject			
Actions	Continue to embed moderation across all core subjects at all Year levels Continued sharing of VCE data sets – GAT adjusted, Statistical Moderation, Grade Distributions & Predicted vs achieved			
Evidence of impact	Higher levels of moderation occurring than ever before Increased assessment consistency between School Based Assessment Scales and External Assessment Scales by subject is achieved			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Moderation processes & protocols established across all core subjects at all levels Increased student use of Edrolo Increased Student engagement in 40+ Club	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 1	\$12,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Goal 2	• Deepen student engagement, collaboration and motivation within a rich learning community.			
12 month target 2.1	As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase			
FISO Initiative	Empowering students and building school pride			
Key Improvement Strategy 1	Provide a stimulating learning environment where students are active learners who collaborate, explore and connect with the school and the wider community.			
Actions	Review of the school's curriculum overseen by the Leadership Team Student Voice input into the curriculum review			
Evidence of impact	Recommendations of changes to the curriculum particularly at Years 9 & 10 accepted for implementation in 2019			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Leadership Team & curriculum Committee to oversee the review of the curriculum particularly at Years 9 & 10	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 2	\$3,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Goal 2	• Deepen student engagement, collaboration and motivation within a rich learning community.			
12 month target 2.1	As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase			
FISO Initiative	Empowering students and building school pride			
Key Improvement Strategy 2	Every teacher is a teacher of wellbeing.			
Actions	Embed Wellbeing language and processes within class lessons Melba Community Program implemented in 2018			
Evidence of impact	Improved student wellbeing data			
Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
New 7-12 vertical Mentor program recommended for implementation in 2018. 10 minutes per day every day. Program developed and implemented	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 4	\$14,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Goal 3	• Enhance the well-being of all students in the school (Improve self-efficacy across the school)			
12 month target 3.1	As the Student Survey was new in 2017 we will use the 2017 data as benchmark data and plan for a 2% increase			
FISO Initiative	Empowering students and building school pride			
Key Improvement Strategy 1	Build the capacity of students to be resilient, socially responsible & respectful in their relationships.			
Actions	Develop teacher capacity to build quality relationships Implementation of Positive Education Framework New model for Student Voice in the college implemented			
Evidence of impact	Improved student wellbeing data			

Activities and Milestones	Who	Is this a Professional Learning Priority	When	Budget
Parents & Friends of Melba proposal for 2018 Professional Learning delivered to teachers for both Respectful Relationships & Positive Education. New model of student leadership implemented for 2018 Teacher PD undertaken on building quality relationships- Respectful Relationships PD delivered to staff Positive Education PD delivered to staff Student Voice model full implementation in 2018. ACE program 7-9 looking at 'at risk' students & issues around rigour	Leadership Team	<input checked="" type="checkbox"/> Yes	from: Term 1 to: Term 3	\$15,000.00 <input checked="" type="checkbox"/> Equity funding will be used

Professional Learning and Development Plan - 2018

Melba Secondary College (8912)

Professional Learning Priority	Who	When	Key Professional Learning Strategies	Organisational Structure	Expertise Accessed	Where
All teachers undertake peer observation during semester 1, 2018. Feedback survey from teachers semester 2 together with Staff Opinion survey data	Leadership Team	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Collaborative Inquiry/Action Research team <input checked="" type="checkbox"/> Peer observation including feedback and reflection <input checked="" type="checkbox"/> Individualised Reflection	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions <input checked="" type="checkbox"/> PLC/PLT Meeting	<input checked="" type="checkbox"/> Internal staff	<input checked="" type="checkbox"/> On-site
All students tested in ODT, results shared to staff in Junior Team meeting and available on Compass.	Leadership Team	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Planning <input checked="" type="checkbox"/> Preparation <input checked="" type="checkbox"/> Moderated assessment of student learning	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions	<input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> Maths/Sci Specialist	<input checked="" type="checkbox"/> On-site
All teachers continue to use reading strategies in their teaching. Evidence provided through the P&D process. Domain writing template audit completed Writing templates for each Domain developed and implanted.	Teacher(s)	from: Term 1 to: Term 4	<input checked="" type="checkbox"/> Design of formative assessments <input checked="" type="checkbox"/> Curriculum development <input checked="" type="checkbox"/> Peer observation including feedback and reflection	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions	<input checked="" type="checkbox"/> Literacy expertise <input checked="" type="checkbox"/> Bastow program/course	<input checked="" type="checkbox"/> On-site
Moderation processes & protocols established across all core subjects at all levels Increased student use of Edrolo Increased Student engagement in 40+ Club	Leadership Team	from: Term 1 to: Term 1	<input checked="" type="checkbox"/> Formalised PLC/PLTs	<input checked="" type="checkbox"/> Whole School Student Free Day <input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions <input checked="" type="checkbox"/> Network Professional Learning	<input checked="" type="checkbox"/> Teaching partners <input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> Subject association	<input checked="" type="checkbox"/> On-site
Leadership Team & curriculum Committee to oversee the review of the curriculum particularly at Years 9 & 10	Leadership Team	from: Term 1 to: Term 2	<input checked="" type="checkbox"/> Curriculum development	<input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions	<input checked="" type="checkbox"/> Internal staff	<input checked="" type="checkbox"/> On-site

<p>New 7-12 vertical Mentor program recommended for implementation in 2018. 10 minutes per day every day. Program developed and implemented</p>	<p>Leadership Team</p>	<p>from: Term 1 to: Term 4</p>	<p><input checked="" type="checkbox"/> Planning</p>	<p><input checked="" type="checkbox"/> Formal School Meeting / Internal Professional Learning Sessions</p>	<p><input checked="" type="checkbox"/> Internal staff</p>	<p><input checked="" type="checkbox"/> On-site</p>
<p>Parents & Friends of Melba proposal for 2018 Professional Learning delivered to teachers for both Respectful Relationships & Positive Education. New model of student leadership implemented for 2018 Teacher PD undertaken on building quality relationships- Respectful Relationships PD delivered to staff Positive Education PD delivered to staff Student Voice model full implementation in 2018. ACE program 7-9 looking at 'at risk' students & issues around rigour</p>	<p>Leadership Team</p>	<p>from: Term 1 to: Term 3</p>	<p><input checked="" type="checkbox"/> Curriculum development</p>	<p><input checked="" type="checkbox"/> Network Professional Learning <input checked="" type="checkbox"/> PLC/PLT Meeting</p>	<p><input checked="" type="checkbox"/> Internal staff <input checked="" type="checkbox"/> External consultants Positive Education Team</p>	<p><input checked="" type="checkbox"/> On-site</p>

Draft

Documents that support the plan

The school has uploaded the following documents to support the self-evaluation.