

Highgate Primary School Spotlight Plan 2021 - A few important things done well!

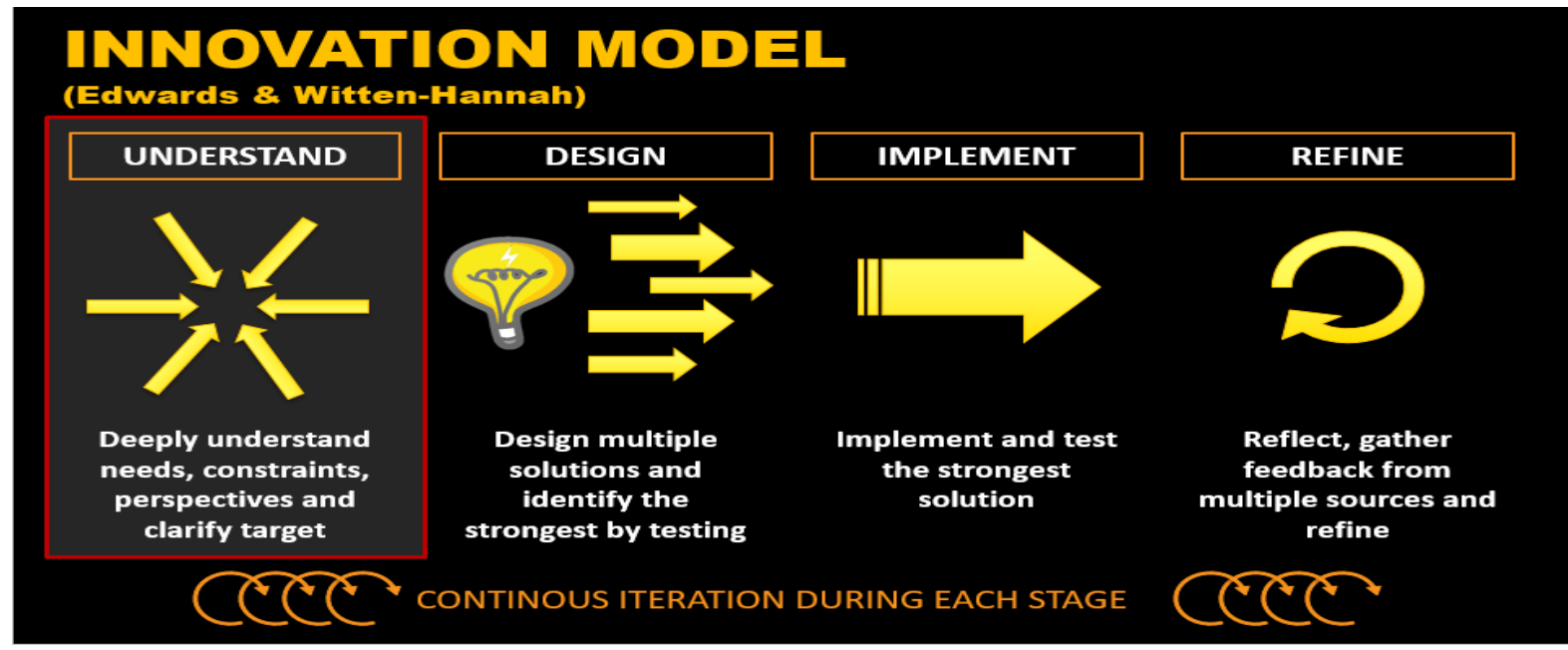


Improving Academic and Social Learning of every student <i>Growing competence and character in our students is central to their success. We want our students to become skilled, openhearted learners for life.</i>	Celebrating and unlocking the potential of the staff <i>We encourage each other to go above and beyond. We are all active learners and we have a culture of high expectations and achievement. Our committed, professional staff members are innovative and open to change.</i>	Engaging and working with the community <i>As a community, we share responsibility for each student's education and care. We know that strong family – school partnerships enhance student learning. Parents and caregivers are encouraged to play an active role in supporting the teachers and the school, enriching the opportunities for all students.</i>	Building our School Culture <i>We belong. Diversity, understanding and acceptance characterise our school. We celebrate our differences. We have a culture of fun and joy. Our students are always at the heart of our work.</i>
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Spotlight Area	Targets	Strategies	Resources
2021 New Priority Areas			
<u>Start Strong Start well</u>	<ul style="list-style-type: none"> Whole school theme until the end of February 	<ul style="list-style-type: none"> Students: Routines, boundaries, expectations are clearly explained, demonstrated and explicitly taught. This includes transitions, lining up, hats, toilet, lunch, recess, assemblies, homework, canteen, library, mat sessions, ruling up, handwriting, ICT protocols, sports equipment, PBS expectations.... Staff: Whole school curriculum and policies understood and implemented in all classes. English plan, Term One Whole School Maths SURGE, Mathematics common lesson approach understood, PAT maths testing completed for all new students, NSW handwriting font taught across the school, PBS expectations taught, SURGE Strategy, Behaviour Policy, Protective behaviour lessons start, Social & Emotional [Friendly kids plus], Science “Term 1 plant growing competition” started Community: Parent information sessions held in all classes, Planning for Big Night Out started, CONNECT communications established, 3rd party permissions for software sorted, official Highgate Facebook page established, 	<ul style="list-style-type: none">
<u>Know Our Impact</u>	<ul style="list-style-type: none"> FOCUS 2021 - high quality, evidence-based learning opportunities – for all students but especially in the early years FOCUS 2021 – Use data including student voice to examine the impact of teaching FOCUS 2021 – Build research and evaluation capability 	<ul style="list-style-type: none"> P-6 Oars testing – PAT Maths, PAT Reading, PAT Vocabulary, PAT Science and use the scaled scores to measure progress of individuals All mainstream staff use Brightpaths ruler - leading to teaching interventions Use Brightpaths consistently to inform T&L in writing Use NAPLAN / On-entry / PATS / Brightpaths/ EAL/D Progress Map to identify growth, gaps and teaching focus Use action research as a strategy to improve our whole school learning plans Use collective efficacy & established collaborative groups to share greater integration across curriculum areas Science – Term One plant growing competition established 	<ul style="list-style-type: none"> ACER
<u>Curriculum Committees</u>	<ul style="list-style-type: none"> FOCUS 2021 – know the literacy and numeracy needs of every student, to support them to build foundational competencies FOCUS 2020 – identify the appropriate metrics to understand and build on the capability's students need to succeed in life Each teacher uses evidence on each student and knows where the individual student's needs are to progress their achievement 	<ul style="list-style-type: none"> Analyse data and evidence to better understand student mathematical needs, identify term one SURGE Mathematics focus and then use data to measure progress of the learning. Identify gaps in individual students learning and groups of students and construct learning experiences to fill these gaps. Formative pre-testing + Summative post testing to measure the effect of the T&L COLLECTIVE EFFICACY -Learning SURGE (mathematics term 1) developed collaboratively to deeply understand the content that is missing. Collaborative reviews of interventions and progress celebrations Introduce the Learning SURGE Strategy Paul Swan / Paul Woodley – High Impact Teaching Strategies in Mathematics professional learning April 1 	<ul style="list-style-type: none">
<u>Developing our Business Plan –</u>	<ul style="list-style-type: none"> Improve and test the “IMPLEMENT” phase of the Edwards & Witten-Hannah Innovation Model and input 	<ul style="list-style-type: none"> Innovation Teams implement multiple SURGE strategies and identify the strongest for further testing Leadership team attend ‘Schools That Deliver’ Melbourne Staff Retreat (Vines or New Norcia?) 	<ul style="list-style-type: none">

The Innovation Model	into whole school business plan 2019-2021 <ul style="list-style-type: none"> Staff & Board Retreat to the Vines to identify priorities for the 2022 – 2024 Business Plan 		
2021 Building and Maintaining Previous Priority Areas			•
Technologies	<ul style="list-style-type: none"> FOCUS 2021- continue to engage all students in STEM FOCUS 2020 – Provide advice and guidance on planning for and embedding contemporary and emerging work capabilities Continue to use the Technologies Handbook as a resource to plan, teach and assess the Technologies curriculum 	<ul style="list-style-type: none"> Increase the use of hands on digital technology in the classroom (eg. spheros, bluebots) Use collaborative groups to share greater integration of technology across curriculum areas Whole school thematic planning trial – P-6 Term One “Term One Plant Growing Competition” Increase accountability (linked to the content in the Technologies Handbook) to curriculum knowledge, pedagogical approaches and use of effective resources / programs across the school Increase the quality use of the 300 iPads to enhance learning for staff and students Further training and PL on the use of smartboards Promethean LED displays – Roe & Lewis House classrooms 2021 	<ul style="list-style-type: none"> Professional Learning time Flexible Funding – Salary Pool TDS support
Whole School Mathematics Plan	<ul style="list-style-type: none"> FOCUS 2021- Know the numeracy needs of every student Improve year 3 numeracy results to better than like schools Complete the Whole School Mathematics Plan document Ensure the Common Lesson Approach is used throughout the whole school Action Research on Brightpaths Mathematics 	<ul style="list-style-type: none"> Ongoing professional learning and coaching support to ensure the Common Lesson Approach is implemented consistently across the whole school Each teacher uses the Whole School Maths and Common Lesson Approach Differentiation strategies in mathematics Mathematics Committee COLLECTIVE EFFICACY -Learning SURGE developed collaboratively to deeply understand the content that is missing. Paul Swan / Paul Woodley HITS in mathematics Action research into the implementation of Brightpath in mathematics 	<ul style="list-style-type: none"> Professional Learning time Flexible Funding – Salary Pool
Whole School English	<ul style="list-style-type: none"> FOCUS 2021- Know the literacy needs of every student Whole school focus on writing Early childhood spelling and phonics All teaching staff to confidently and consistently upload data to whole school data collection templates 	<ul style="list-style-type: none"> Ensure that the implementation of Brightpath in writing is in all mainstream classes and students exiting IEC English committee to provide support to individual teachers as required to upload handover data Implementation of the whole school writing expectations Implement phonics/spelling recommendations COLLECTIVE EFFICACY -Learning SURGE developed collaboratively to deeply understand the content that is missing. 	<ul style="list-style-type: none"> Professional Learning time Flexible Funding – Salary Pool Guided Reading – PL
whole school Social and Emotional Approach & staff health and wellbeing	<ul style="list-style-type: none"> FOCUS 2021 -Maintain the health and wellbeing of staff and implement a health and wellbeing strategy to support all employees Ensure Friendly Schools Plus is being implemented across the school 	<ul style="list-style-type: none"> FOCUS 2020- Identify appropriate metrics for measuring wellbeing Thrive Organisation Wellness -Professional Development strategy for staff along with PD on – stress, exercise, sleep, nutrition, movement – Dr Mike Newton and Dr Steve Kiely – 2-year project Commence development and delivery of parent information sessions into S&E program 	<ul style="list-style-type: none"> Professional Learning time Flexible Funding – Salary Pool
PBS	<ul style="list-style-type: none"> Matrix to be consistently applied across the school PBS to be highly ‘visible’ in the school 	<ul style="list-style-type: none"> PBS team to support consistent application of the program – rewards and language applied across the school Behaviour Management Plan is implemented and reflects PBS changes and ministerial documents Whole school reward system to be refined by PBS team 	<ul style="list-style-type: none"> Professional Learning time Flexible Funding – Salary Pool
Aboriginal and Cultural Standards Framework	<ul style="list-style-type: none"> Continue implementation of the Aboriginal and Cultural Standards Framework 	<ul style="list-style-type: none"> Staff review the Aboriginal and Cultural Standards Framework Reflect upon how we can improve the welcoming environment for aboriginal families and develop an action plan for 2020 	<ul style="list-style-type: none"> Professional Learning time Flexible Funding – Salary Pool External PL providers

TDS (EAL/D)	<ul style="list-style-type: none"> Continue to build the capacity of HPS staff to provide leadership in EAL/D throughout the state Ensure the EAL/D policy is being consistently applied across Highgate Primary School 	<ul style="list-style-type: none"> Opportunities provided to staff to share their knowledge and expertise through TDS requests and initiated events Through professional learning, ensure staff understand the practices detailed in the EAL/D Policy Provide professional learning to staff to ensure the EAL/D Progress Map is used appropriately for planning monitoring and assessment for EAL/D students in Stage 1 and Stage 2 (mainstream and IEC) Support the making of consistent judgements in regards to student achievement on the EAL/D Progress Map for all EAL/D students 	<ul style="list-style-type: none"> Professional learning time TDS
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HPS**ICT 2021 SPOTLIGHT AREAS****SPOTLIGHT AREAS - 2021**

Third Party Licensing. Sorted in an intelligent way.

Integrate robotics into the curriculum What is expected when.

In house Professional Learning – continue to organise and run 'as needed' PL on interactive whiteboards, robotics equipment....

Build Staff Capacity – continue to find creative ways to support, promote and implement the Highgate Technologies Handbook.

Monitor ICT Resources – monitor, organise, problem solve the use, distribution, safe storage and fairness of all ICT equipment in the school

HPS**MATHEMATICS 2021 SPOTLIGHT AREAS****SPOTLIGHT AREAS - 2021**

Action Research –Mathematics assessments. Your aim is to trial Brightpath (Maths) and consider its value as an assessment tool at Highgate PS. This is to be considered alongside existing data / assessments including PAT Maths, NAPLAN, On-Entry. The team is to make a recommendation to the school as to our whole school approach to maths assessment by the end of Term 3.

SURGE- Lead, help, coach and support the staff in the Whole School Term 1 SURGE. As we listen to the staff as they progress through the SURGE you will need to make improvement recommendations for the school- both in mathematics in general and the SURGE Strategy as a process.

Collective Efficacy and Common Lesson Approach extended to begin collaborative curriculum planning (in collaborative groups), beginning with one Data Representation and Interpretation unit by the end of the year.

HITS – Paul Swan / Paul Woodley. On behalf of the staff organise, resource and incorporate into the Common Lesson Approach and SURGE strategy the key High Impact Teaching Strategies ideas and themes stemming from the SDD on April 1.

Common Lesson Approach /Maths Handbook – continue to promote the CLA in all classrooms. Help, support, induct, resource, organise, coach the CLA until it is embedded practice across the school.

HPS**ARTS 2021 SPOTLIGHT AREAS****SPOTLIGHT AREAS - 2021**

One whole school Arts event. Select, organise and promote one whole school Arts event in 2021 – suggest that it is the Highgate Musical

Extension – Extension and enrichment program in Art, music & drama (eg. Bands, choir, TAGS Art....)

HPS**HEALTH & PE 2021 SPOTLIGHT AREAS****SPOTLIGHT AREAS - 2021**

Consolidate the implementation of FSP, Health + Protective Behaviours. What needs to be done to ensure this is done in a high-quality way across the school. Organise, Resource, Promote.

Protective Behaviours – Making sure that Protective Behaviours are taught well in every classroom. Organise, Resource, Promote

In house Professional Learning – continue to organise and run 'as needed' PL on social skills, protective behaviours, Friendly Schools Plus, PBS ..

First Aid –Building Staff Capacity – organise senior First Aid training for as many staff as possible. Opt in.

Fundamental Movement Skills, Sportsmanship, Fitness, Fun – PE, carnivals, competitions – emphasis on personal best + sportsmanship

HPS**ENGLISH 2021 SPOTLIGHT AREAS****SPOTLIGHT AREAS - 2021**

Action Research – Writing. Review, genres / text types / grammar and punctuation as part of selecting and recommending a whole school writing approach by the start of term 4 (7 steps, T4W, TWR, etc)

In house Professional Learning –organise and run 'as needed' PL on Highgate's English Approach

Consolidate Highgate's WS English Approach – monitor, document, solve problems as they occur.

REVIEW AREAS - 2021

Magic Sight Words
Guided Reading Format
Achievement Standards Assessment
Comprehension Assessment
PM Benchmarking

HPS**PHONICS 2021 SPOTLIGHT AREAS****SPOTLIGHT AREAS - 2021**

Develop K-2 Phonics tracking Tool. Develop a K – 2 Highgate Phonic Tracking Tool ready for use from the end of term 1 2021

In house Professional Learning –organise and run 'as needed' PL on Highgate's Phonics Approach

Implement Highgate SSP Approach – monitor, document, solve problems as they occur.

HPS

SCIENCE 2021 SPOTLIGHT AREAS

SPOTLIGHT AREAS - 2021

Graphing / Data skills. Create clear expectations for the students when they create graphs, represent data, interpret data.

Scope and sequence of the skills required

Term Based Science Themes Select. organise and promote whole school Science Themes each term 2021 (eg. Growing Up Strong)

One Whole School Science Event – Select, promote, organise one amazing whole school Science Event in 2021 (STEM Fest or Science Week)

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SURGE STRATEGY 2021 SPOTLIGHT AREAS

SPOTLIGHT AREAS - 2021

Whole School Mathematics SURGE – Term 1.



Community – It is recognized that we need to 'take the community on the journey' of the SURGE strategy.

High Impact teaching Strategies – incorporate HITS into the 'Effective Teaching' component.

Documentation – develop documentation regarding the SURGE Process. What works, what doesn't.

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HASS 2021 SPOTLIGHT AREAS

SPOTLIGHT AREAS - 2021

Relationship Strand – Aboriginal Cultural Standards Framework
Create & document a whole school plan in this area –

Two-year implementation timeframe.

One whole school HASS event Select, organise and promote one whole school HASS event in 2021

Big Night OUT – Help the P&C and community organise and run the BNO

History – Begin the process of gathering and recording information regarding the names and features of each of the school buildings

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COMMUNITY LINKS 2021 SPOTLIGHT AREAS

SPOTLIGHT AREAS - 2021

Establish Connect boundaries. It is expected that staff will use Connect on a regular basis. We want Connect to be used to show links between teaching and learning, proofread by a colleague before sending, respectful of confidentiality (photos and names)

SURGE – It is recognized that we need to 'take the community on the journey' of the SURGE strategy. Parent Forums, newsletter articles explaining and showing the SURGE strategy in operation are essential.

Parent Forums – find a way, or a process of conducting regular parent forums

School Facebook – tell Highgate Stories via the school Facebook page.

Cyber-Safety – promote cyber-safety in the school community

School Office – Seek community feedback and facilitate ways we can improve our customer focus. Create a vision, protocols, customer service, that articulates the Highgate Way

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MAINTAIN MOMENTUM 2021 SPOTLIGHT AREAS

MAINTAIN MOMENTUM SPOTLIGHT AREAS - 2021

FBS – Maintain focus on 'catching kids being good', teaching expected behaviours, and sticking with the PBS process

NQS – Maintain monitor, report and follow established NQS processes.

TDS continue maintain established protocols, investigate WebEx protocols, capture best practice through video vignettes.

Assessment and data – review schedule of assessments, implement consistent, clear expectations around data documentation regarding the SURGE Process. What works, what doesn't.

Health & Wellbeing – maintain links with "Thrive Organisational Wellness" to deliver quality professional learning for the staff on Health and Wellbeing