



# CHARLES WESTON SCHOOL

## Coombs

### 2016 ANNUAL ACTION PLAN and REPORT

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**SCHOOL:** Charles Weston School - Coombs

**NETWORK:** South/Weston

**VISION:**

This plan supports the school's vision to create a learning community that values innovation and creativity, a place that develops ethical and compassionate individuals who are prepared for the challenges and opportunities they will face as citizens in a globally connected and changing world.

**SCHOOL CONTEXT**

Charles Weston School – Coombs is the first school built in the Molonglo Valley. It has been designed to allow for contemporary teaching practices with flexible teaching spaces. It has also been designed to accommodate community user groups and provide a point of contact both socially and structurally for the growing Molonglo Valley community. Key components of our initial action plan include: building, developing and connecting with the community, developing a robust and engaging curriculum and pedagogical framework, and developing systems to allow for continual improvement as a focus on all that we do at Charles Weston.

**Endorsed by School Principal:**

Name: Kate McMahon Signature: *Kate McMahon* Date: 19.5.16

**Endorsed by Board Chair:**

Name: TIM MANSFIELD Signature: *T Mansfield* Date: 21.6.16

**Endorsed by School Network Leader**

Name: Wayne Prowse Signature: *Wayne Prowse* Date: 19-5-2016

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| <b>Priority</b>  | Develop a strong and responsive teaching and learning culture  |
| <b>Targets:</b>  | Align curriculum to system requirement<br>Improve pedagogy to meet the needs of individual students<br>Use formative assessment to meet the needs of individual students   |
| <b>Outcomes to be achieved</b>                             | To have our school based curriculum mapped out by the end of 2016<br>To ensure that teachers are confidently using an inquiry based pedagogy across the school.<br>To establish assessment practices to ensure students are making at least one year's progress in literacy and numeracy |
| <b>Links to Directorate Strategic Priority Areas</b>       | Quality learning; inspirational teaching and leadership; high expectations, high performance   |
| <b>Areas of National Quality Standards being addressed</b> | Educational program and practice,  |

| Key Improvement Strategy  | Indicators of Success   | Budget               |
|---|---|----------------------|
| Create a scope and sequence of inquiry units aligned to the content of the Australian Curriculum and Early Years Learning Framework     | Scope and sequence of units created, mapping of all literacy and numeracy aligned to inquiry units. |                      |
| <b>Specific Actions</b>   | <b>Responsibility</b>   | <b>Commence date</b> |
| Curriculum committee works to develop a scope and sequence of integrated units mapped to AC & EYLF content                              | Curriculum committee, leadership team and teachers  | Jan 2016             |
| Curriculum coaches work with teaching teams to align literacy and numeracy content across the year.                                     | Curriculum coaches, teachers  | April 2016           |
| Teaching teams develop, implement and review teaching and learning programs throughout the year.  | Teachers, curriculum coaches  | April 2016           |
| <b>Key Improvement Strategy</b>   | <b>Indicators of Success</b>  | <b>Budget</b>        |
| Ensure that all teachers are teaching using an inquiry pedagogy   | Planning documents demonstrate inquiry used as pedagogical approach.                                |                      |
| <b>Specific Actions</b>   | <b>Responsibility</b>   | <b>Commence date</b> |
| Professional learning throughout the year to support teacher development including Kath Murdoch professional learning for all teachers. | Leadership team, teachers   | May 2016             |
| Coaching implemented for all teachers aligned to areas of development.  | Leadership team, teachers   | June 2016            |
| Systems for feedback developed for teachers using the professional standards and Quality Teaching as frameworks.                        | Leadership team and teachers  | June 2016            |
| <b>Key Improvement Strategy</b>   | <b>Indicators of Success</b>  | <b>Budget</b>        |
| Establish systematic collection, analysis of data for learning and social well-being.   | Data collection tools implemented, schedule for analysis and planning created and implemented.      |                      |
| <b>Specific Actions</b>   | <b>Responsibility</b>   | <b>Commence date</b> |
| Adopt tools, schedule and tracking system for assessment  | Leadership team   | Jan 2016             |
| Ensure all teachers have a sound understanding of and are using effective formative   | Leadership team, teachers   | July 2016            |

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| assessment strategies.                                    |                             |  |            |
| Implement and monitor RTI approach to student achievement | SAT and RTI teams, teachers |  | April 2016 |

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| <b>Priority</b>  | Connect parents and community to Charles Weston School to ensure high levels of engagement across the school.   |
| <b>Targets:</b>  | Greater than system average on satisfaction measures in the schools satisfaction survey<br>Established school board, P&C and parent representation on PBL committee   |
| <b>Outcomes to be achieved</b>                             | To have a baseline measure of parent satisfaction as measured by the annual schools satisfaction survey<br>Systems of governance and communication are established for parents and community members to have a voice in the school. |
| <b>Links to Directorate Strategic Priority Areas</b>       | <b>Connecting with families and the community; business innovation and improvement</b>  |
| <b>Areas of National Quality Standards being addressed</b> | Collaborative partnerships with families and communities, Leadership and service management   |

| Key Improvement Strategy  | Indicators of Success                                      | Budget               |
|---|--|----------------------|
| Establish systems of governance and community   | Appropriate governance and community groups established    |                      |
| <b>Specific Actions</b>   | <b>Responsibility</b>                                      | <b>Commence date</b> |
| Establish School Board  | Principal, Business Manager                                | May 2016             |
| Establish School P&C  | Principal  | June 2016            |
| Establish systems of structural organisation including; committees, working groups and frameworks for responsibility and communication. | Leadership team  | Jan 2016             |
| Establish ICT systems for communication and organisation both internally and externally   | Leadership team, administrative team, ICT coordinator      | Jan 2016             |
| Develop structures, timetables and systems for community engagement, hiring of facilities and involvement in the school.                | Leadership team, administrative team, ICT coordinator      | March 2016           |
| <b>Key Improvement Strategy</b>   | <b>Indicators of Success</b>                               | <b>Budget</b>        |
| Develop clear and effective communication protocols   | Results above system average on school satisfaction survey |                      |
| <b>Specific Actions</b>   | <b>Responsibility</b>                                      | <b>Commence date</b> |
| Seek stakeholder feedback on communication expectations   | Leadership team  | Jan 2016             |
| Purchase school App   | Administrative team  | Dec 2015             |
| Create communication protocols  | Leadership and administrative teams                        | Jan 2016             |
| Establish Newsletter  | Leadership and administrative teams                        | Feb 2016             |
| Establish reporting schedule and tools  | Leadership team  | Feb 2016             |
| Schedule and conduct parent information sessions, based on feedback, throughout the year.   | Leadership team  | April 2016           |

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| <b>Priority</b>  | <b>Build a school positive school community</b>   |
| <b>Targets:</b>  | <b>Positive and respectful relationships established across the school and community</b>                        |
| <b>Outcomes to be achieved</b>                             | <b>Systems to support students wellbeing are established</b>  |
|  | PBL fully established<br>School Parliament actively operating<br>Students are safe, happy and engaged at school |
| <b>Links to Directorate Strategic Priority Areas</b>       | <b>Quality learning; connecting with families and the community</b>   |
| <b>Areas of National Quality Standards being addressed</b> | Relationships with children, children's health and safety, education program and practice                       |

| <b>Key Improvement Strategy</b>  | <b>Indicators of Success</b>   | <b>Budget</b>        |
|--|--|----------------------|
| Implement Positive Behaviours for Learning   | PBL implemented  |                      |
| <b>Specific Actions</b>  | <b>Responsibility</b>  | <b>Commence date</b> |
| Seek stakeholder feedback on desired behaviors/values and expectations                                 | Leadership team  | Jan 2016             |
| Create and follow PBL action plan  | PBL team   | April 2016           |
| Develop data tracking tools  | PBL team   | March 2016           |
| Provide professional learning to all staff on PBL, circle time, restorative practices, team teach, SEL | Leadership team, teachers, administrative staff  | March 2016           |
| Commence Kidsmatter modules  | Leadership team  | April 2016           |
| Establish School Parliament  | Deputy Principal, Year 5/6 teacher   | April 2016           |
| <b>Key Improvement Strategy</b>  | <b>Indicators of Success</b>   | <b>Budget</b>        |
| Provide a range of extra curricula activities  | Students engaged in learning and provided with opportunities to cater for individual needs and interests |                      |
| <b>Specific Actions</b>  | <b>Responsibility</b>  | <b>Commence date</b> |
| Passions and pursuits  | P&P team   | March 2016           |
| Supported playtime activities  | All staff  | Feb 2016             |
| Competitions and activities (band, dance, GATEWAYS, ICAS, etc)   | RTI team, and teachers   | March 2016           |

