School Strategic Plan 2019-2023

Lang Lang Primary School (2899)

Education and Training

School Strategic Plan - 2019-2023

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School vision	"Building a Learning Community" We strive to provide an all-inclusive learning environment, where we are all developing the attitudes, skills and knowledge required to be life-long learners.
School values	Our core values are used to support our students in becoming positive citizens within our community :- - Respect - Positive Mindset - Positive Relationships - Community
Context challenges	Based on the outskirts of the Cardinia Shire on the edge of the south-eastern suburbs of Melbourne, Lang Lang Primary School is a small semi-rural school facing considerable growth in the near future. The township of Lang Lang is undergoing significant change with substantial housing developments occurring within the township boundaries. Student population growth has been steady over the past 3 years, however the Foundation student enrolment has gone from the traditional 10-15 students to closer to 40 students. Predicted enrolment numbers over the next strategic plan period see the student population rising from 170 students in 2019 to 250 students by 2023. This raises a key challenge for the school in ensuring that the school's pedagogical practices, induction processes and supporting systems are all in place to seamlessly and efficiently manage the changes in the school population and demographics. Whilst Lang Lang Primary School did not meet all targets set in the previous strategic plan, the school made significant improvement in a number of areas and the review process noted real shift in the positive culture of the school. The school will continue to challenge itself to be continuously improving and the areas set as a focus for this strategic plan will enable us to do this. As a Professional Learning Community school, we will continue to deepen our understanding of effective inquiry cycles as a tool for improving student outcomes. We will continue to build our capacity in embedding PLC norms, protocols and expectations as a way of maintaining consistency and to continue to drive improvement across our school. Whilst the data literacy of our staff has improved over the last strategic plan, our next challenge is to more consistently analyse our data and improve our moderation processes, ensuring that staff and students are aware of where they currently are in their learning and what exactly comes next for them.

	A key challenge for the school moving forward into the new strategic plan is to further embed and improve opportunities for student voice and agency, where all learners are actively engaged in authentic learning experiences as they transition through the school.
Intent, rationale and focus	Intent: Lang Lang Primary School is aiming to continue to improve student outcomes in Literacy and Numeracy. The school will focus on increasing the number of students achieving in the top two bands of NAPLAN. The other key area of work will be improving student voice and agency. The school will focus on improving school connectedness with all students, providing a stimulating learning environment, improving the quality of student feedback that improves teacher practice and student outcomes. Rationale: Through the School Review, a focus on improving outcomes in both literacy and numeracy was validated by the student achievement data sources including NAPLAN and school-based data. The fieldwork indicated progress in the implementation of whole-school approaches in literacy and numeracy, and the Panel noted that this continued focus was an imperative. The review also provided a strong rationale for a focus on activating student voice and agency in their learning, and enhancing the efficiency of the school, including clarity of roles and building instructional leadership capacity at all levels. Priorities: The School's self-evaluation and review in 2019 identified the school's key priorities in the following areas: - Continue to embed consistent practices in Literacy and Numeracy across the whole school to continue to improve student learning outcomes - Embed Professional Learning Communities Inquiry Cycles to continue to build teaching and learning capabilities of all teachers - Maximise the use of data to better inform teaching and learning across the school - Enhance our instructional models to amplify student voice and agency - Build the skills of our students to be advocates for their own learning - Through our school's vision and values build on our connectedness to our community to continue to enhance our positive school culture.

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Goal 1	Improve learning outcomes of all students in literacy and numeracy
Target 1.1	NAPLAN – Increase the percentage of students achieving medium or high benchmark growth in: • Reading from 77 per cent in 2019 to 80 per cent in 2023 • Writing from 71 per cent in 2019 to 75 per cent in 2023 • Numeracy from 68 per cent in 2019 to 75 per cent in 2023.
Target 1.2	NAPLAN – Increase the percentages of students who achieve results in the top two bands: Year 3 • Reading from 28 per cent in 2019 to 50 per cent in 2023 • Writing from 35 per cent in 2019 to 50 per cent in 2023 • Numeracy from 6 per cent in 2019 to 30 per cent in 2023 Year 5 • Reading from 11 per cent in 2019 to 15 per cent in 2023 • Writing from 16 per cent in 2019 to 23 per cent in 2023 • Numeracy from 11 per cent in 2019 to 15 per cent in 2023 in Numeracy.
Target 1.3	Staff opinion – Increase the positive endorsement of: • Collective efficacy from 72 per cent in 2019 to 80 per cent in 2023 • Academic emphasis from 59 per cent in 2019 to 70 per cent in 2023.

Key Improvement Strategy 1.a Building practice excellence	Increase the teaching and learning capabilities of teachers through highly effective PLC structures and practices
Key Improvement Strategy 1.b Instructional and shared leadership	Embed whole school approaches to instructional practice that enable all students to maximise learning growth
Key Improvement Strategy 1.c Evaluating impact on learning	Maximise the use of data to inform teaching practice and measure our impact
Goal 2	Increase the capability of students to authentically engage in their learning
Target 2.1	Increase the positive endorsement for the following factors of AToSS: • student voice and agency from 65 per cent in 2019 to 75 per cent in 2023 • motivation and interest from 78 per cent in 2019 to 85 per cent in 2023 • stimulating learning from 75 per cent in 2019 to 85 per cent in 2023 • learning confidence from 73 per cent in 2019 to 80 per cent in 2023.
Target 2.2	Decrease the average days of student absence from 18 days in 2018 to be below 15 days by 2023.
Target 2.3	Decrease the percentage of students with 20 or more absence days from 35% in 2018 to be below 22% by 2023.

Key Improvement Strategy 2.a Empowering students and building school pride	Enhance approaches within the instructional model that amplify student voice and agency
Key Improvement Strategy 2.b Intellectual engagement and self-awareness	Build students' skills to be advocates of their own learning
Key Improvement Strategy 2.c Instructional and shared leadership	Build instructional leadership capability, including systems and processes that enable the achievement of the engagement goal
Goal 3	Improve student wellbeing through a positive school culture
Target 3.1	Increase the positive endorsement for the following factors of AToSS • Sense of connectedness from 74 per cent in 2019 to 80 per cent in 2023 • Effective teaching time from 80 per cent in 2019 to 85 per cent in 2023 • Resilience from 76 per cent in 2019 to 80 per cent in 2023.
Target 3.2	Maintain and improve the parent opinion survey measures for: • School connectedness to remain above 90 per cent positive endorsement by 2023 • Student motivation and support from 77 per cent positive endorsement in 2019 to 85 per cent in 2023.
Target 3.3	Improve locally collected SWPBS data which show a reduction in both minor and major incidents/events based on 2019 benchmarks.

Key Improvement Strategy 3.a Setting expectations and promoting inclusion	Implement, monitor and rigorously evaluate the impact of the School Wide Positive Behaviour program
Key Improvement Strategy 3.b Instructional and shared leadership	Build instructional leadership capability, including systems and processes that enable the achievement of the wellbeing goal
Key Improvement Strategy 3.c Vision, values and culture	Embed the school's vision and values to maximise community connectedness and enhance our positive school culture