

DATA INFORMED TEACHING		
FOCUS AREA	SEMESTER 1 2023	
Use Evidence-Based Approaches to progress student Literacy and Numeracy.	<p>Staff implement informed literacy approaches.</p> <p>Align operational targets to classroom targets.</p> <p>Refine whole school approaches for literacy and numeracy.</p> <p>Teacher investment in operational plans.</p> <p>Refine assessment schedule for Kindy – Year 6.</p>	<p>Literacy</p> <ul style="list-style-type: none"> • Quality Teaching – High Impact Teaching Focus. • Guided Reading – iStar lesson design refined and embedded across classes. • In class teacher support for Guided Reading in Pre-primary and Early years. • Focus on K-2 collaborative planning. • Coaching model refined and extended to literacy moderation and other areas of need. • Introduce Early Years Literacy in class support K-2, 0.2. • EALD Progress Maps implemented. • EALD support teacher to support Progress Maps 0.2. • Talk for Writing- adapted across year levels and teachers. • MiniLit year 1, 2 – Specific structure, process and achievements, PL for staff. • MacQLit year 3,4,5 - Specific structure, process and achievement, PI for staff. • Literacy Specialist and Education Assistants (x4) attended MiniLit and MacQLit PL. • Strengthening the teaching of Phonics through an audit of the Phonics Initiative. • Soundwaves being taught. • Elastic (Best performance) used extensively to identify and support concept weaknesses. • Best Performance professional learning. • Best Performance is now integrated into year level planning sessions. • Daily Reviews refined and linked closely with gaps in Best Performance analysis. • Early Years PATs Maths and Reading implemented to broaden data collected in early years. • EALD - extensive professional learning for staff and admin. • EALD support for progress maps. • Developed an EALD policy and guidelines for Board approval. • Quantitative Targets in Operational Plan. <p>Maths</p> <ul style="list-style-type: none"> • Lighthouse Maths professional learning for Math curriculum leaders. • Quantitative Targets in Operational Plan. • Streaming in some classes for targeted support/extension. • In class intervention /extension. • U- maths clubs. • Numero club and competition. • Ed-Companion used extensively to identify concept weaknesses and then progress. • Staff using the Best Performance Dashboard to meet students' needs 100% uptake. • Whole school Daily Reviews implemented. • Daily Reviews refined and linked closely with gaps in Best Performance analysis. • Early Years PATs Maths implemented to broaden data collected in early years. • Problem Solving Process Maths Posters. • Operational Plans have staff input into each learning area – distributed approach to align with BP and year. • Daily reviews - may be more based on EC review questions than Math Ed Companion • Use of On Entry data to differentiate. • Intervention and Extension groups. <p>Numeracy</p> <ul style="list-style-type: none"> • Refine and redesign Operational Plans for 2023.

Analyse student data to inform planning that includes targeted teaching, appropriate interventions and resourcing allocations based on student needs.	<p>Review data to measure impact of literacy and maths interventions.</p> <p>Specific targets aligned between operational and class planning.</p>	<ul style="list-style-type: none"> • Further refinements of transition between K/P/1. • Revisit tracking through staff meetings and collaborative meetings. • Early years Literacy leaders to profile each PP child. • On-Entry focus. • NAPLAN results. • PATS adaptive results. • Kindy, Pre-Primary, 1 cohesion- meet each week. • Running Records. • PP On entry. • PP EALD.
	<p>Reflect on year level student data to measure effectiveness and impact for each student at a year level.</p> <p>Year level targets incorporated into operational plans.</p> <p>Pre-Primary – PATS Maths, Reading.</p> <p>Year 1 -PATS.</p> <p>Year 1 -Phonics Initiative.</p>	<ul style="list-style-type: none"> • Rigorous Daily Reviews have been aligned to Best Performance concepts and Gap analysis. • Daily Reviews tailored to address Best Performance bubbles. • Best performance Bubbles analysed by class, focus student group targeted and re-tested to quantify improvement. • Year level collaborative meetings regularly focus on data, observations anecdotal notes to discuss measure and analyse data efficiently. • Moderation Meetings- focus 2023. • Moderation meetings planned across Like schools in Term 3. • Consolidated and aligned with SPS Assessment Portal. • Data reflected on at every staff and team meetings. • Online data tracking, using PM Benchmarks. • Use Best Performance as a tool in Parent Meetings. • Early years PATS, Maths and English re introduced in PP, 1, 2. • Assessment Schedule set up to reflect funded targeted initiatives. • Staff year input and consensus on Assessment schedule to align with BP priorities.
	<p>Consolidate SPS assessment portal to measure the effectiveness and impact for each student at a year level.</p>	<ul style="list-style-type: none"> • Refine the interactive Assessment Portal with features aligned to BP priorities. • Staff continue professional learning on Assessment portal across SD Days and staff meetings. • Features of Assessment Portal align with Targeted Initiatives and BP priorities. • Real time, EAs and teachers have access to Assessment Portal. • Assessment Portal and Best Performance data are a priority on year level collab meetings – Agenda and minutes collected. • PP gains. • EALD Progress Maps added across school.
	<p>Consider and develop methods to further measure effectiveness and impact in 2023.</p>	<ul style="list-style-type: none"> • Common assessment tasks now include “cold tasks” then measuring against the “hot tasks” results (English and Math only). • All staff receive PL on SAIS Dashboard/Data. • Data to be updated to Best Performance at a quicker rate and early in the year. • Increased assessments promoted increased accuracy of results.
	<p>Review and refine SAER policy and process based on feedback.</p>	<ul style="list-style-type: none"> • Checklists have reduced IEP workload. • Student Services mentor has worked with teachers. • Refining support for new/transient students. • Attendance matches like school attendance.

CONNECTED CURRICULUM		
FOCUS AREA	SEMESTER 1 2023	ACHIEVED
Embed purposeful use of digital technology.	Review whole school digital technology scope and sequence to plan, teach and assess digital technology with the aim of authentic use of digital technology across all learning areas	<ul style="list-style-type: none"> Digital technology specialists working with students. Subiaco Primary School Cybersafe portal. Closer liaison with parents re digital technology at home. Seesaw well embedded across all classes. Each year have focussed on an Integrated STEM plan. One to one – iPad. Coding Software Apps (Code Spark). Place of the Digi Tech whole school scope and sequence. Digi teach to be integrated across all specialist areas. Specific focus on Digital Technology in Science. Assessment schedule and data gathering for Digi tech in 2023. iPad- review elements – e.g., flexibility in leaving at school. Digi Tech skills review for K-6. Ongoing review and support for Digi Tech in the classroom.
Establish a problem solving and inquiry skills framework.	Development of whole school problem solving and inquiry framework and trial by connected learning team.	<ul style="list-style-type: none"> Look at Design Process (magnets) and Maths Problem Solving Process (posters) and investigate whether these can be synthesised into one whole-school approach across learning areas. Math problem solving posters used in classrooms.
Enrich learning through a cross curricular approach	Review year level cross curricular links.	<ul style="list-style-type: none"> Embedded in year level planning and practice. Many learning projects cross-curricular across year levels. Teacher investment in Operational Plans. At Collaborative year level meetings – formalise a process. Operational Plans refined further – Ensure each staff member on a Learning Area group. CST time in first few weeks of Term – utilise some of this time to further consider cross curricula links for 2023 planning.
	Revisit year level planning documents to review and revise connected learning yearly planning. Engage specialists where possible.	<ul style="list-style-type: none"> Art link to Anzac assembly. Music ICT approach and Anzac link. Updated year 5 operational plans. Shared documents across all 5 teaches. Colour coded to show cross curricular links edited throughout the year to inform future planning.
Integrate Science, Technology, Engineering, Arts and Maths (STEAM) to enhance real life learning.	Explore year level cross curricular opportunities to integrate STEAM	<ul style="list-style-type: none"> Hass, Design, Technology and Science all using STEAM approach to project work and sharing skills (i.e., survey techniques, maths measurements) Coordinate with other year levels for continuity. Focus on engineering skills to teach effectively. Resources continue to build in this area. Coordinate with other year levels for continuity. Integrate and report on Steam and continue to look for further opportunities to integrate further. Digital technology at a class level is integrated approach. Book creator for Literacy. Dash Robots for Maths. Mapping and coding. Developing whole school understanding of STEAM as an integrated subject.

PATHWAYS TO SUCCESS ANALYSIS Semester 1, 2023

Create flexible learning environments that foster collaboration and innovation.	Year 3 of 3 Buildings and grounds development and refurbishment plan.	<ul style="list-style-type: none"> • Painting and carpeting of Upper Hall and classrooms -completed. • Upper Hall roof replaced. • Refurbishment plan for areas around the school with an emphasis on connection to the environment. • Explore cooperative learning strategies to support flexible learning. • Playground Scope of Works undertaken by PlayMaster across School – with staged plans. • Revitalised senior play area. • Install of new Junior play area beginning of 2023 – focus on upper torso and strength skills. • K Busy bee. • 125th Murals to capture our flora and fauna (major project). • Planter boxes for wildflowers endemic to the area as part of 125th.
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COLLABORATION		
FOCUS AREA	SEMESTER 1 2023	ACHIEVED
Engage in professional learning that aligns to our strategic focus	Establish a plan for staff professional learning considering Surveys, Student Data, Business and Operational Plans.	<ul style="list-style-type: none"> • Daily Reviews aligned to big bubbles in Best Performance data. • Executive Meetings introduced – expand. • School development day PL, discussion on Subiaco Primary’s approach to daily reviews. • More opportunities for staff to attend PL. • Allowing time for teams to collaboratively plan. Data analyse and update operational plans. • Staff meetings timetable changed to include more collaboration between year levels. • Staff attend PL in High Impact Teaching Strategies in Maths. • Staff attended EALD professional learning. • Aspirant leaders engaged in the Future Leaders Framework. • More opportunities for staff to attend PL. • Allowing time for teams to collaboratively plan. • Data analyse and update operational plans.
	In addition to Curriculum Champions, identify and begin to further develop staff capacity to deliver professional learning.	<ul style="list-style-type: none"> • Links to year level collaborate meetings. • Term leader reports back to Collab meeting. • is accountable for a Learning area. • Refined into Executive Meetings as staff feedback indicated a heavy commitment. • Linked to Performance & Development. • Opportunities for teachers to mentor though P&D. • Executive Meetings coordinated by Curriculum Support teachers, Level 3 and Senior teachers. • Release staff for PL at TDS schools. • Continue to offer opportunities for staff members to deliver professional learning.
	Continue to establish process for year level teams to share at whole staff meetings	<ul style="list-style-type: none"> • Staff members sharing Guided Reading processes throughout 2023 over 3x SDD. • Executive Meetings provide opportunity for feedback and direct link to year level planning sessions.

<p>Strengthen support for staff through professional collaboration that ensures opportunities for sharing mentoring and feedback.</p>	<p>Analysis of Curriculum Champions teams with a focus on how collaborative practice leads to individual and collaborative improvement.</p> <p>Increased distributed leadership aligned to BP priorities.</p> <p>Executive Tams – allow opportunity for all staff to be part of curriculum areas.</p> <p>Build on Curriculum champions – morph into Exec meetings to capture distributed leadership with aligned roles and responsibilities.</p>	<ul style="list-style-type: none"> • Roles and responsibilities revisited. • Exec meetings model – focus on distributed leadership especially for Senior teachers, Level 3s, Curric leaders and Year level rotating leaders each term • 2 Senior teachers • Future Leaders Framework. • Champion Leaders with Operational groups Updating Operational Plans. • Executive Meetings model – revisit and refine. • Discuss agendas for curriculum champions meeting about possibly having a CC term agenda based on our business plan priorities. • Refine Exec meeting model for 2023 based on staff feedback.
	<p>Review and update year level team commitments with a focus on trust, holding each other accountable, conflict resolution and collective achievement of results.</p>	<ul style="list-style-type: none"> • Year level meetings are core to the culture • Weekly year level planning meeting and across year levels • K/PP meetings with Early Years Leads – Heather, Rian and admin • As a year level we do this regularly and trust and work morale are high. • Excellent regular communication • Some teams have established team agreements which are negotiated each year. • English Champs was very curriculum focused. More visible strategies and resources for classroom implementation would be great.
	<p>Enact protocols for collaborative DOTT.</p>	<ul style="list-style-type: none"> • Consistent protocols for use of Collaborative DOTT across school in 2023.
	<p>Seek feedback on updated performance and development processes. Review and refine for 2022.</p>	<ul style="list-style-type: none"> • All 2023 Performance Development aligned to Business Plan priorities and personal goals • Distributed Performance Development processes • Senior Teachers to mentor colleagues and Education Assistants • Linked to Best Performance Data software

STUDENT VOICE		
FOCUS AREA	SEMESTER 2 2021	ACHIEVED
Promote student leadership and decision making.	Reflect on current SRC model. Adjust and refine for 2022.	<ul style="list-style-type: none"> • SRC model and processes refined and endorsed by the school Board • Lou Turner and Peter Hayward leads in this space supported by Melinda Harris • Authentic voice in school decision e.g., Nature Play, Faction wildflower emblems • New faction process • Embed student voice as part of health and wellbeing discussion time to explore feelings • Creative expression • In class leadership roles • Student led debates. • Focus on Leadership 5-month term • Leaders to attend. Staff meeting /Board meeting • Review selection process • Engage students in follow through and action on decisions made
	Review current and potential opportunities for student leadership and decision making.	<ul style="list-style-type: none"> • Play Pod. • Buddy's. • Bin duty. • Recycling /Sustainability. • Planting. • Coins for change. • Social Justice group. • Peer mediators. • Student leaders. • Cultural responsiveness linked to connection with our surroundings. • Rewilding project in 2023. <ul style="list-style-type: none"> • Sustainability.
	Explore ways to extend opportunities for student voice across the school.	<ul style="list-style-type: none"> • Book club established for year 5 and 6 with opportunities to recommend novels in the library and newsletter. • Suggestions board/ box/ process for student voice ideas. • Year 5 Book club to continue in 2023. • Open night Steam presentation.
Review and enhance active citizenship opportunities and programs.	Investigate and trial ways to extend whole school and year level opportunities for age-appropriate active citizenship.	<ul style="list-style-type: none"> • Assembly student lead sub-assembly SRC.

STUDENT RESILIENCE		
FOCUS AREA	SEMESTER 2 2022	ACHIEVED
Strengthen student resilience through positive thinking, a growth mindset and mindfulness.	Further develop a school wide explicit approach to strength resilience. Integrate across school.	<ul style="list-style-type: none"> Teachers in liaison with Chaplain implementing a positive program to target friendships in upper years. Review and Refine Bounce Book (too much content) R U Ok cards and focus South Australian Wellbeing survey Early Years wellbeing survey – school based
	Build understanding of growth mindset. Research growth mindset strategies and approaches.	<ul style="list-style-type: none"> Embedded across learning areas Focus with school chaplain Habits of the mind posters, discussion in classroom Mindfulness in classrooms. Goal setting and achievement. Growth mindset language integrated throughout teaching and learning program.

COMMUNITY		
FOCUS AREA	SEMESTER 2 2022	ACHIEVED
Promote community partnerships with a focus on STEAM, technologies and cultural diversity.	Decide upon and engage in some partnerships. Trial partnerships strategies	<ul style="list-style-type: none"> In 2023 – a Science specialist across classes aligned to Business plan priorities and cross curricular links. Science Week 2023. Virtual Reality incursion across school Term 2. Simone Janney coopted onto School Board with industry Science /STEM experience. Yirra Yakin indigenous incursion across classes. Subiaco Library. Subiaco Youth Group.
Embrace diversity and cultural responsiveness.	Review and reflect on practices.	<ul style="list-style-type: none"> Focus at each SDD. EALD focus and vast gains in Progress Maps. EALD Policy presented to Board. Awareness – Health Dept resources shared with staff – ‘The line of Well-being’. EALD PL – 5 x staff over 2 days focussed on EALD including Indigenous. Consolidate on 125th activities and achievements. Renaming of nature play. Language translation. Faction wildflowers Rewilding. Students planting local wildflowers around school. 125th Concert. Wanjoo. 125th mural reflecting connection to land. Our Land of stories reading box. Cross curricular Art project in Year 5 for Statement of the heart. Noongar language taught where possible. Time allocated for planning to incorporate across the curriculum. Part of Performance and Development.

	Continue to investigate ways to integrate cultural awareness across all learning areas.	<ul style="list-style-type: none"> • Cultural responsiveness. • Books purchased for library. • Support from Curriculum Leaders.
	Continue to build age-appropriate cultural awareness resources.	<ul style="list-style-type: none"> • RAP being implemented. • Integrated across all key learning areas. • Yirra Yakin.
	Continue to support staff to implement strategies to increase cultural responsiveness.	<ul style="list-style-type: none"> • Request for continued staff PI with community involvement / consultation Community engagement.
Commit to the Implementation of the Aboriginal Cultural Standards Framework.	Reconciliation Action Plan.	<ul style="list-style-type: none"> • SDD Term 3- revisit Reconciliation Action Plan. • Aboriginal seasons charts in all rooms. • WANDOO in each room. • Student Acknowledgement in each room.
Strengthen communication with parents and the broader community.	125 th connections with community. Mural. Past SPS students and families coming together over. 125 th activities and connections to consolidate. Woolworths sustainability grant -planting. Conservation Australia. Waterwise. Sun safe. Western Power. Telethon Institute. Past staff. Subiaco Council. Parents. Aboriginal corporations. Board. P&C. Conservation Australia- rewilding project. Royal Lifesaving – Community use of the pool. School tours. Class Liaison Morning Tea – Termly. Food Bank. Coins for Change.	<ul style="list-style-type: none"> • Ken Fitch previous Subiaco Primary School in the 1950s and prominent doctor presenting at year 6 graduation. • Mayor, Deputy Mayor attending school celebrations. • ANZAC day, Remembrance Day. • Opening of Community Pool season. • Compass. • Aerial/drone photo Whole school. • Sun safe Accreditation school. • Bullying NO Way – research involvement 23. • Subiaco Primary School involved in tv campaign for the Penguin Empire on behalf of Synergy. • Regular meeting with Subiaco Council. • Western Power. • Nature play consultation meetings and Terms of Reference. • Smoking ceremony. • 125th concert. • Pool works – ongoing. • Subiaco Museum collaboration. • Mural. • Stronger focus on sustainability in 2023 to our environments Rewilding. • Local planting. • Social Justice fundraising. • Social Justice -Care Bags.