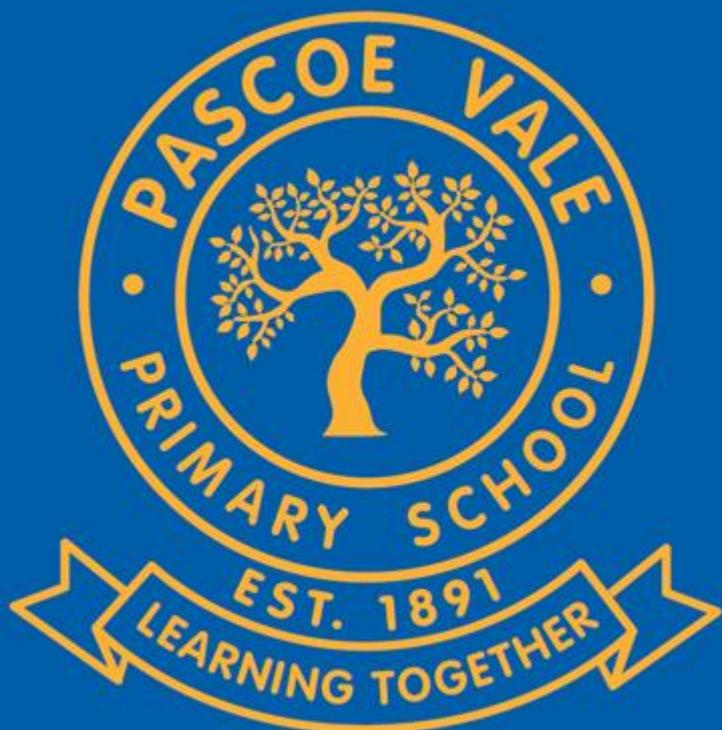


School Strategic Plan 2020-2024

Pascoe Vale Primary School (3081)



Submitted for review by Anne Naughton (School Principal) on 27 October, 2021 at 10:25 AM

Endorsed by Tony Privitelli (Senior Education Improvement Leader) on 27 October, 2021 at 12:41 PM

Endorsed by Paul Wise (School Council President) on 08 December, 2021 at 11:42 AM

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School vision	At Pascoe Vale Primary School, our vision is to provide quality, stimulating programs in a safe, collaborative and supportive environment. Students are encouraged to become 21st Century thinkers, problem solvers and reflective learners who are flexible in their approach to their education. Our programs aim to develop behaviours that encourage a healthy, balanced lifestyle, lifelong learning and responsible citizenship in a multi-cultural society.
School values	<p>Pascoe Vale Primary School's values are Respect, Responsibility, Inclusion and Resilience.</p> <p>Respect We respect ourselves, each other and our school environment and understand that our attitudes and behaviours have an impact on the people around us. Everyone has the right to learn and the right to be safe. We are respectful when we are kind, polite, honest and thoughtful. We show respect when we treat ourselves, others and the environment with the highest care.</p> <p>Responsibility We show responsibility by taking ownership of our learning, actions and belongings. Students understand they have ability to act independently and make their own decisions. Students reflect on their actions to become independent individuals, with positive self-talk and by being up standers.</p> <p>Inclusion Inclusion creates a sense of belonging. We are accepting of others and their views and treat everyone fairly, regardless of gender, age, race, religion or disability. We treat each other fairly with care and compassion. We understand people may have different views or feelings and we are supportive, accepting and caring towards them, working together no matter our differences.</p> <p>Resilience Resilience and the ability to bounce back from challenges and adversity improves learning and wellbeing. We encourage flexibility in thinking and attitudes, a positive growth mindset and a 'can do' attitude.</p>
Context challenges	<p>Context Pascoe Vale Primary was established in 1891 approximately 8 kms north of Melbourne. The main heritage listed building was erected in 1927. There continues to be demand for enrolment due to the good standing the school holds in the local community and the pride held for our school by students, staff and families. The school has grown rapidly since 2010 when the student population was just over 200, close to 600 students in 2020, with 35 percent of students with English as an additional language. An enrolment ceiling was established in 2018 of 625. It is an historic site and restrictive in space and layout. This has resulted in huge pressure on</p>

	<p>play space with the number of children now attending the school. During 2019 the school undertook the first stage of the master plan, with a focus on the refurbishment of the heritage building and an extension housing a new administration facility. The second stage of the master plan was funded in 2020, including a STEAM (Science, Technology, Engineering, Arts and Mathematics)/specialist facility, along with extensive redevelopment of the playground.</p> <p>In 2020 our SFOE 0.2653 (low) which has stabilised over the last few years after a significant fall and a gentrifying of the population. With this change, we are catering for our community by being future focused, developing 21st Century learning, high expectations, innovative practices which support the whole child and building strong home, community and school connections. We are committed to the development and learning growth of every child.</p> <p>Challenges</p> <ul style="list-style-type: none"> • To maintain and build on the high academic standards and learning growth for all students, with a particular focus on English and Maths. • Continue to build on teacher capacity and promoting best practice throughout the school. • Implement authentic opportunities for development student engagement, focusing on student empowerment. • To facilitate effective inductions and succession training for a dynamic and changing workforce. • To continue to deliver a Social Emotional Learning (SEL) Program to meet the needs of our students.
<p>Intent, rationale and focus</p>	<p>Pascoe Vale Primary School has a strong vision to continuously improve student learning outcomes, supporting students to develop voice, agency and 21st Century learning skills.</p> <p>Throughout the 2021-2024 Strategic Plan, strong achievement in English and Maths will be a continued focus, aligned with the implementation of effective school-wide pedagogical practice.</p> <p>The development of a viable, documented curriculum in all key learning areas will be a focus to ensure consistency of teacher practice and student learning growth. Collective efficacy will be developed through tailored professional learning, teacher collaboration within Professional Learning Communities (PLCs), FISO-based action learning plans and the incorporation of High Impact Teaching Strategies (HITS).</p> <p>The school has a strong intent, and places emphasis on, developing data literate staff who confidently interact with students and their learning, applying a range of data to inform teaching and learning decisions, planning, and explicit documentation.</p>

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Goal 1	Improve student outcomes in literacy and numeracy.
Target 1.1	By 2024, increase the percentage of Year 5 students in the top two NAPLAN bands for: <ul style="list-style-type: none">• Reading from 54% (2019) to 65%• Writing from 24% (2019) to 50%• Numeracy from 45% (2019) to 55%
Target 1.2	By 2024, increase the percentage of students who achieve above benchmark growth in NAPLAN for: <ul style="list-style-type: none">• Reading from 23% (2019) to 40%• Writing from 39% (2019) to 45%• Numeracy from 32% (2019) to 40%
Target 1.3	By 2024, increase the average percentage of Year 1–6 students who achieve at or above expected growth each year in the Victorian Curriculum for: <ul style="list-style-type: none">• Reading from 76% (2018–19, Semester 2) to 85%• Writing from 77% (2018–19, Semester 2) to 85%• Number and Algebra from 79% (2018–19, Semester 2) to 85%

Target 1.4	<p>By 2024, improve positive endorsement (Principal and Teacher respondents) on the SSS for the following factors:</p> <ul style="list-style-type: none"> • Academic emphasis from 74% (2019) to 80% • Collective efficacy from 80% (2019) to 85% • Teacher collaboration from 67% (2019) to 75% • Guaranteed and viable curriculum from 72% (2019) to 80%
Key Improvement Strategy 1.a Building practice excellence	<p>Embed an agreed school-wide pedagogical model that integrates the HITS to enable high quality instruction in every classroom.</p>
Key Improvement Strategy 1.b Building practice excellence	<p>Strengthen the PLC approach to build teacher practice using collaborative cycles of inquiry.</p>
Key Improvement Strategy 1.c Curriculum planning and assessment	<p>Build teacher capability to use data and formative assessment to teach to each student's point of learning.</p>
Goal 2	<p>Improve student engagement outcomes.</p>
Target 2.1	<p>By 2024, improve positive endorsement on the AToSS for:</p> <ul style="list-style-type: none"> • Student voice and agency from 70% (2019) to 75% • Motivation and interest from 77% (2019) to 85% • Stimulating learning from 82% (2019) to 85% • Effective teaching time from 83% (2019) to 88%
Target 2.2	<p>By 2024, improve positive endorsement on the SSS for:</p>

	<ul style="list-style-type: none"> • Use student feedback to improve practice from 59% (2019) to 70% • Focus on learning on real–life problems from 68% (2019) to 75%
Target 2.3	<p>By 2024, improve positive endorsement on the POS for:</p> <ul style="list-style-type: none"> • Student agency and voice from 79% (2019) to 85% • Effective teaching time from 81% (2019) to 85% • Student motivation and support from 78% (2019) to 85%
Key Improvement Strategy 2.a Building practice excellence	Build staff understanding of the meaning, importance and benefits of student voice and agency in learning.
Key Improvement Strategy 2.b Empowering students and building school pride	Develop and implement a school wide learner agency strategy to enable self–regulated and confident learners.
Goal 3	Improve student wellbeing outcomes.
Target 3.1	<p>By 2024, improve positive endorsement on the AToSS for:</p> <ul style="list-style-type: none"> • Teacher concern from 75% (2019) to 83% • Managing bullying from 74% (2019) to 80% • Classroom behaviour from 74% (2019) to 80% • Respect for diversity from 75% (2019) to 80%

Target 3.2	<p>By 2024, improve positive endorsement on the SSS for:</p> <ul style="list-style-type: none"> • Support the growth of the whole student from 82% (2019) to 86% • Trust in students and parents from 75% (Principal and Teacher respondents, 2019) to 80%
Target 3.3	<p>By 2024, improve the result on the school-based student perception survey for Create and maintain safe learning environments from 3.9 (School Summary, 2019) to 4.2</p>
Key Improvement Strategy 3.a Health and wellbeing	<p>Strengthen staff knowledge and skills to implement the school-wide SEL program.</p>