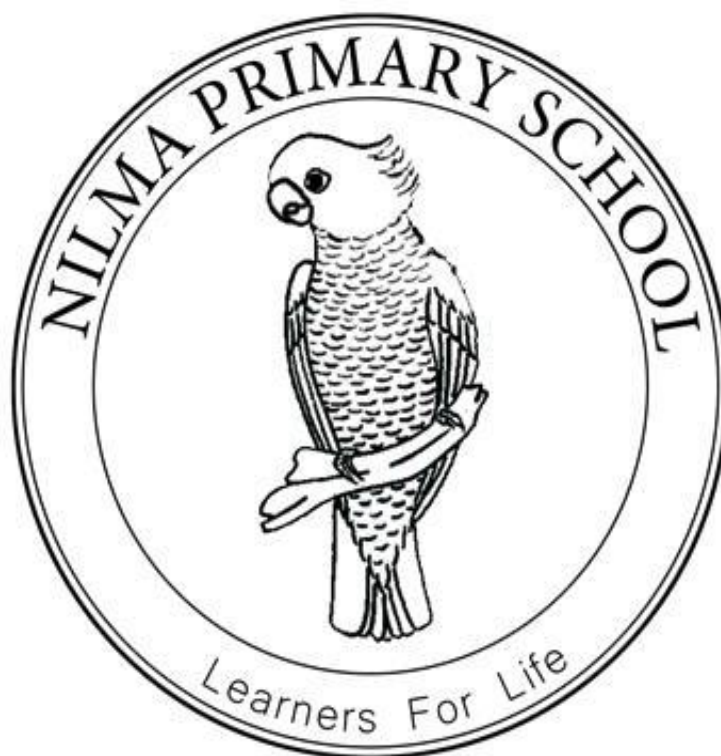


# School Strategic Plan 2021-2025

Nilma Primary School (2712)



Submitted for review by Annette Sutherland (School Principal) on 14 February, 2022 at 03:47 PM

Endorsed by Julie Curtis (Senior Education Improvement Leader) on 24 February, 2022 at 06:56 PM

Endorsed by Shannon Gibbons (School Council President) on 01 March, 2022 at 09:38 AM

# School Strategic Plan - 2021-2025

Nilma Primary School (2712)

<b>School vision</b>	Nilma Primary School's vision and mission is to; develop students educational, social and emotional competencies to the highest possible level, preparing life-long learners who are confident, collaborative, caring, creative and critical thinkers in an ever-changing world.
<b>School values</b>	Nilma Primary school values, which guide our community are; <ul style="list-style-type: none"><li>• Respect, Responsibility &amp; Resilience – We have respectful relationships, take responsibility for our choices and decisions and are able to regulate our emotions.</li><li>• Environment – We are environmentally aware and feature sustainable practices and behaviours to interact with our environment.</li><li>• Achievement - We focus on improving our learning and celebrating our success.</li><li>• Learning – We are life-long visible learners.</li></ul>
<b>Context challenges</b>	We have limited cultural diversity in our community - we do not have any Koorie, EAL or refugee students. We have an increased number of students with social and emotional challenges, including anxiety and low levels of resilience. We have found last two years have fractured parent relationships with school - We will focus on parent communication and active engagement in the school community and their children's education.
<b>Intent, rationale and focus</b>	Nilma is intent on building passionate, confident and life-long learners empowered to be active participants in their learning as critics, explorers and researchers. Student wellbeing and learning will be interwoven with students working with teachers, building positive habits of mind to empower decision making, building responsibility for their learning and further develop as independent and self-regulating learners, having voice and agency in their learning.

# School Strategic Plan - 2021-2025

Nilma Primary School (2712)

<b>Goal 1</b>	To maximise learning growth and achievement for all students in literacy and numeracy.
<b>Target 1.1</b>	<p>By 2025 increase the percentage of students achieving NAPLAN top two bands (target baseline is a three-year average 2018, 2019 and 2021 and the target goal percentage to be an average of 2022, 2023 and 2024) for:</p> <ul style="list-style-type: none"> <li>• Year 3 students in numeracy from 14% to 35%</li> <li>• Year 5 students in numeracy from 15% to 30%</li> <li>• Year 3 students in reading from 54% to 70%</li> <li>• Year 5 students in reading from 30% to 40%</li> <li>• Year 3 students in writing from 28% to 40%</li> <li>• Year 5 students in writing from 0% to 20%</li> </ul>
<b>Target 1.2</b>	<p>By 2025 increase the percentage of students achieving above and below NAPLAN benchmark growth (target baseline is a three-year average 2018, 2019 and 2021 and the target goal percentage to be an average of 2022, 2023 and 2024):</p> <ul style="list-style-type: none"> <li>• Year 5 students above benchmark growth in numeracy from 0% to 35%</li> <li>• Year 5 students above benchmark growth in reading from 30% to 40%</li> <li>• Year 5 students above benchmark growth in writing from 20% to 30%</li> <li>• Year 5 students below benchmark growth in numeracy from 59% to 25%</li> <li>• Year 5 students below benchmark growth in reading from 42% to 20%</li> <li>• Year 5 students below benchmark growth in writing from 29% to 20%.</li> </ul>
<b>Target 1.3</b>	<p>By 2025, increase the percentage of students above age expected level for reading and viewing, writing and number and algebra according to teacher judgement against the Victorian Curriculum Standards from Foundation to Year 6.</p> <ul style="list-style-type: none"> <li>• reading and viewing from 29% (2019) to 33%</li> <li>• writing from 11% (2019) to 18%</li> <li>• number and algebra from 25% (2019) to 30%</li> </ul>

<b>Target 1.4</b>	<p>By 2025 increase the percentage of positive endorsement for the following School Staff Survey factors. the following on the School Staff Survey based on the percentage of positive endorsement. The baseline from 2018-2020.</p> <p>Modules: School Climate and Teacher and learning-Implementation</p> <ul style="list-style-type: none"> <li>• academic excellence from 76% to 88%</li> <li>• moderate assessment tasks together from 77% to 85%.</li> </ul>
<b>Key Improvement Strategy 1.a</b> Building practice excellence	<p>Refine and embed the instructional model to ensure high quality evidence-based teaching and learning practice in all classrooms; with a focus on building teacher capacity to differentiate instruction.</p>
<b>Key Improvement Strategy 1.b</b> Evidence-based high-impact teaching strategies	<p>Build staff capacity to deliver high impact teacher strategies utilising the PLC approach.</p>
<b>Key Improvement Strategy 1.c</b> Empowering students and building school pride	<p>Develop the capacity and willingness of students to challenge themselves as learners and manage their own learning.</p>
<b>Goal 2</b>	<p>To build community engagement in learning through strengthening relationships and enhancing wellbeing.</p>
<b>Target 2.1</b>	<p>By 2025 increase the percentage of positive endorsement on the Parent Opinion Survey for the following factors:</p> <p>Module: Parent Community Engagement</p> <ul style="list-style-type: none"> <li>• School communication from 79% (2019) to 85%</li> <li>• Teacher communication from 71% (2019) to 80%</li> <li>• Parent participation and involvement from 68% to 75%</li> </ul> <p>Module: Social Engagement</p> <ul style="list-style-type: none"> <li>• Student voice and agency from 81% (2019) to 82%</li> </ul> <p>Module: Student development</p> <ul style="list-style-type: none"> <li>• Confidence and resilience skills from 76% (2019) to 82%</li> </ul>

<b>Target 2.2</b>	<p>By 2025 increase the percentage of positive endorsement on the Attitudes to Schooling Survey for the following factors:</p> <p>Domain: Social Engagement</p> <ul style="list-style-type: none"> <li>• Student Voice and agency from 55% (2019) to 65%</li> </ul> <p>Domain: Learning Characteristics and dispositions</p> <ul style="list-style-type: none"> <li>• Motivation and interest from 95% (2019) to 96%.</li> </ul>
<b>Target 2.3</b>	<p>By 2025 increase the percentage of positive endorsement on the Staff Opinion Survey for the following factor:</p> <p>Module: School Climate</p> <ul style="list-style-type: none"> <li>• Trust in students and parents from 76% (2019) to 80%.</li> </ul>
<b>Key Improvement Strategy 2.a</b> Parents and carers as partners	Foster collaborative relationships with families regarding their understanding of their children's learning needs and achievement.
<b>Key Improvement Strategy 2.b</b> Empowering students and building school pride	Build a whole school approach and shared understanding of student voice, agency, and leadership in learning.
<b>Key Improvement Strategy 2.c</b> Building practice excellence	Embed a whole school approach to community wellbeing, confidence and resilience