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Achievement	Key Improvement Strategies	
<b>Goal</b>	<b>GOAL A:</b> To improve student learning outcomes.	
<b>Targets</b> By 2019 we will:	<b>TARGET A1:</b> Improve Teacher Guaranteed and Viable Curriculum scores on the Staff Survey from a Prin/Teacher endorsement of 45% in 2014 to 70%.	<b>KIS A1:</b> Establish a guaranteed viable curriculum.
	<b>TARGET A2:</b> Improve Teacher Collective Focus on Learning scores on the Staff Survey from a Prin/Teacher endorsement of 57% in 2014 to 70%.	<b>KIS A2:</b> Continue to build teacher capacity to deliver consistent high quality teaching and learning and feedback, which is informed by data, in all areas of the school
	<b>TARGET A3:</b> Increase the VCE All Median Study Score from 29 to 30.	
	<b>TARGET A4:</b> Increase the percentage of combined All Study Scores of 30 or above from 42.8% in 2014 at or above 50%.	
	<b>TARGET A5:</b> Increase the average Reading and Writing NAPLAN growth data from Years 7 -9 equivalent to or better than the State	
	<b>TARGET A6:</b> Increase the proportion of students making high relative NAPLAN gain in Spelling as those students progress from Year 7 to Year 9 from 19.8% in 2014 to 25% or more.	
	<b>TARGET A7:</b> Increase the average Numeracy NAPLAN growth data from Years 7 -9 equivalent to or better the State.  <b>TARGET A8:</b> Increase the proportion of students making high relative NAPLAN gain in Numeracy as those students progress from Year 7 to Year 9 from 9.9% in 2014 to 25% or more.	<b>KIS A3:</b> Build teacher capacity to plan, deliver and assess STEAM skills, knowledge and understandings

Engagement	Key Improvement Strategies	
<b>Goal</b>	<b>GOAL E:</b> To improve our students' connection to school, motivation to learn and engagement in their learning.	
<b>Targets</b> <b>By 2019 we will:</b>	<b>TARGET E1</b> Reduce the mean number of non-attendance days from an average of 17.79 to 15 days per year.	<b>KIS E1</b> Build a culture where attending school is seen by the school community as important.
	<b>TARGET E2</b> Increase students exiting into further education or full time workplace learning from 86.4% in 2014 to an overall score of 95%.	<b>KIS E2</b> Create a culture and programs that fosters aspiration by exposing students to a range of pathways locally, nationally and internationally.
	<b>TARGET E3</b> Improve the 2014 scores on student engagement measures in the Student Attitudes to School Survey. <ul style="list-style-type: none"> <li>• Learning Confidence from 3.67 in 2014 to at or above the State mean.</li> <li>• Teacher empathy from 3.57 in 2014 to at or above the State mean.</li> <li>• Teacher effectiveness from 3.56 in 2014 to at or above the State mean.</li> </ul>	<b>KIS E3</b> Provide a learning environment where students are confident and feel their teachers are supportive of them and their learning.

<b>Wellbeing</b>	<b>Key Improvement Strategies</b>	
<b>Goals</b>	<p><b>GOAL W1:</b> To improve the wellbeing of the members of our school community.</p> <p><b>GOAL W2:</b> To actively foster citizenship in our students so that they may be people who want and can make a difference in the world.</p>	
<b>Targets</b>  By 2019 we will:	<p><b>TARGET W1</b></p> <p>Improved scores on the Student Attitudes to School Survey:</p> <ul style="list-style-type: none"> <li>• Student Connectedness to School from 3.45 in 2014 to equivalent to or better than the State mean.</li> </ul>	<p><b>KIS W1</b></p> <p>Create a culture of belonging and connectedness to school</p>
	<p><b>TARGET W2</b></p> <p>Improved scores on the Student Attitudes to School Survey:</p> <ul style="list-style-type: none"> <li>• Student Morale from 4.59 in 2014 to equivalent to or better than the State mean.</li> <li>• Student Distress from 4.75 in 2014 to equivalent to or better than the State mean.</li> </ul>	<p><b>KIS W2</b></p> <p>Build the capacity of students and staff to be resilient, to have a positive disposition and to have a growth mindset</p>

<b>Productivity</b>	<b>Key Improvement Strategies</b>	
<b>Goals</b>	<p><b>GOAL P1</b> To improve the effective allocation of resources across the school to support the best possible outcomes for students.</p> <p><b>GOAL P2</b> To foster a culture of collaboration.</p> <p><b>GOAL P3</b> To improve relationships with parents/carers and the community to encourage greater engagement with our students and their learning.</p>	
<b>Targets</b>  By 2019 we will:	<p><b>TARGET P1</b> A surplus of the SRP of \$40 000 is retained in the SRP to implement the Strategic Plan.</p>	<p><b>KIS P1</b> Create and implement processes and procedures that support quality planning and decision making.</p>
	<p><b>TARGET P2</b> Improve Teacher Collaboration scores on the Staff Survey from a whole school endorsement of 43% in 2014 to 70%.</p>	<p><b>KIS P2</b> Foster a professional collaborative school culture so that professional conversations are evidence based and focused on improving student learning outcomes.</p>
	<p><b>TARGET P3</b> Improve Parent and Community Involvement scores on the Staff Survey from a whole school endorsement of 46% in 2014 to 70%.</p>	<p><b>KIS P3</b> Build a whole school culture that seeks to inform, invites participation and embraces feedback from the community.</p>

**Key Improvement Strategy Achievement 1:** Establish a guaranteed viable curriculum by:

- ACTION KIS A1-1: Continuing to refine and improve the curriculum and embed the use of UBD for documenting the guaranteed and viable curriculum.
- ACTION KIS A1-2: Reviewing curriculum offerings within the school
- ACTION KIS A1-3: Investigating sustainable models for an alternative Interdisciplinary Year 9 Program.
- ACTION KIS A1-4: Developing a common approach to teaching Tier 3 language based on Mazarno's 6 steps to learning vocabulary.
- ACTION KIS A1-5: Establishing the use of Compass for on-going reporting and feedback of student learning of the guaranteed curriculum.

**Key Improvement Strategy Achievement 2:** Continue to build teacher capacity to deliver consistent high quality teaching and learning and feedback, which is informed by data, in all areas of the school by:

- ACTION KIS A2-1: Continuing to develop, formalise and embed a suite of key differentiation and teaching/learning practices and strategies across the school based on Tomlinson's Differentiation techniques, Project Zero's Thinking Routines, PEEL Teaching and Learning strategies, Mazarno's Art and Science of Teaching strategies and Hattie's Visible Learning strategies.
- ACTION KIS A2-2: Continuing to improve the use of data to inform teaching.
- ACTION KIS A2-3: Continuing to review academic procedures and policies and implement appropriate changes by introducing exams at Year 10 and develop deliberate revision practices, an understanding of exam genre and an appreciation of the importance of the academic requirements for VCE.
- ACTION KIS A2-4: Establishing literacy intervention programs for students.
- ACTION KIS A2-5: Investigating the use of PATHS for spelling intervention and trialling with groups of students.
- ACTION KIS A2-6: Establishing extension programs for talented and gifted students.
- ACTION KIS A2-7: Establishing a plan and introducing protocols with teams of teachers that will be used in the Professional Learning Communities (PLCs) which will be introduced formally across the school in 2018.

**Key Improvement Strategy Achievement 3:** Build teacher capacity to plan, deliver and assess STEAM skills, knowledge and understandings by:

- ACTION KIS A3-1: Participating in the New Pedagogies for Deep learning Project with a focus on Digital and Environmental Technologies.
  - ACTION KIS A3-2: Developing and adopting a consistent approach to the teaching of numeracy and embedding this in the Mathematics classes by providing professional learning time on misconceptions for teachers.
  - ACTION KIS A3-3: Participation of teams of STEM teachers in Years 7 and 8 in Deakin STEM initiatives and professional learning.
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**Key Improvement Strategy Engagement 1:** Build a culture where attending school is seen by the school community as important by:

- ACTION KIS E1-1: Continuing to improve attendance processes in the school by:
  - Further investigating the production of relevant reports in Compass and embedding a process for following up students who are absent with or without parent permission
  - Ensuring processes are in place for VCE and VCAL students to attend the required number of hours for their study
  - Reviewing attendance data and retention data for trends
- ACTION KIS E1-2: Promoting the importance of attending school to students and parents.

**Key Improvement Strategy Engagement 2:** Create a culture and programs that fosters aspiration by exposing students to a range of pathways locally, nationally and internationally by:

- ACTION KIS E2-1: Investigating specific Pathways Programs in HAPE and Languages.
- ACTION KIS E2-2: Investigating becoming an International School.
- ACTION KIS E2-3: Establishing a MFG Citizenship Certificate to encourage students to strive to become more involved in school, local community, national and international issues.
- ACTION KIS E2-4: Collecting student and ex-student stories of positive school experiences and pathways and sharing them with the school community.

**Key Improvement Strategy Engagement 31:** Provide a learning environment where students are confident and feel their teachers are supportive of them and their learning by:

- ACTION KIS E3-1: Establishing MFG's own measures and data sets relating to student learning confidence and teacher effectiveness and implementing changes based on this data.
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**Key Improvement Strategy Wellbeing 1:** Create a culture of belonging and connectedness to school by:

- ACTION KIS W1-1 : Continuing to implement the new House structure and further developing House spirit and culture within the school community and in the local community.
  - Launch of the Houses
  - Launch of the House Fund Raising Project
  - Refine procedures and processes within Houses
  - Implement a House Points System
  - Develop new House Initiatives
- ACTION KIS W1-2: Establishing systems for formally acknowledging, celebrating and sharing student success and achievement.

**Key Improvement Strategy Wellbeing 2:** Build the capacity of students and staff to be resilient, to have a positive disposition and to have a growth mindset by:

- ACTION KIS W2-1: Developing a wellbeing data base for wellbeing incidents, actions and referrals.
  - ACTION KIS W2-2: Developing, documenting and embedding a wellbeing program that includes a range of wellbeing strategies and community service programs from Years 7 – 12 and for staff.
    - Determining areas in the curriculum for the explicit teaching of student wellbeing and citizenship
    - Establishing a curriculum for the teaching of wellbeing and citizenship strategies
    - Continuing professional learning and implementation of Mindfulness within the school community
    - Embedding staff wellbeing activities into school practices
    - Setting time aside at meetings and forums for sharing “what went well...” stories and to celebrate student/staff success
  - ACTION KIS W2-3: Establishing a measure of student resilience/wellbeing and subsequent benchmarking of students.
  - ACTION KIS W2-4: Further investigating and implementing Mindfulness Practices, Positive Psychology strategies, the Resilience Donut, the Heroes Program and Carol Dweck’s Growth Mindset to establish a MFG Resilience Program.
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**Key Improvement Strategy Productivity 1:** Create and implement processes and procedures that support quality planning and decision making by:

- ACTION KIS P1-1: Using multiple sources of evidence to make sustainable decisions and allocate human and fiscal resources that result in improvement to student learning, engagement and wellbeing.
  - Allocate resources for the implementation of KIS in the Strategic plan
  - Ensure SRP spending is focussed on Literacy and Numeracy
- ACTION KIS P1-2: Aligning all Professional Learning with the Strategic Plan Goals and Priorities and making these known to the relevant community groups.
- ACTION KIS P1-3: Establishing a new sustainable leadership structure to support the implementation of the new strategic plan.
- ACTION KIS P1-4: Establishing a maintenance schedule and budget to support the schedule.
- ACTION KIS P1-5: Developing a marketing strategy for the school.
- ACTION KIS P1-6: Establishing a camp policy and program schedule.
- ACTION KIS P1-7: 2016 AIP is fully implemented.

**Key Improvement Strategy Productivity 2:** Foster a professional collaborative school culture so that professional conversations are evidence based and focused on improving student learning outcomes by:

- ACTION KIS P2-1: Developing and embedding a whole school approach to teacher collaboration.
- ACTION KIS P2-2: Introduce Leadership Professional Learning for staff

**Key Improvement Strategy Productivity 3:** Build a whole school culture that seeks to inform, invites participation and embraces feedback from the community by:

- ACTION KIS P3-1 Employing a consultant, Sharon Butler, to work with the school to improve relationships with parents and their engagement with their children's learning at school.
  - ACTION KIS P3-2 Developing and implementing a strategic plan for improving relationships with parents/carers and the community to encourage greater engagement with our students and their learning.
  - ACTION KIS P3-3 Running programs for local primary schools to expose them to learning programs at MFG.
  - ACTION KIS P3-4 Commencing work on a MFG communication strategy and an agreed approach to how we communicate as a school community.
  - ACTION KIS P3-5 Further developing programs in Our Living Garden to promote "earth care, people care and fair share" within the local community and City Of Geelong.
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