

# Annual Implementation Plan - 2021

## Define Actions, Outcomes and Activities

Avenues Education (6363)



Submitted for review by Karen Sephton (School Principal) on 07 December, 2020 at 11:23 AM  
Endorsed by Leanne Marshall (Senior Education Improvement Leader) on 17 December, 2020 at 09:50 AM  
Endorsed by Lynne Allison (School Council President) on 18 February, 2021 at 01:06 PM

## Define Actions, Outcomes and Activities

<b>Goal 1</b>	2021 Priorities Goal
<b>12 Month Target 1.1</b>	<p>By the end of 2021, 75% of students with completed interventions will meet the goals set out in their Individual Education Plan (IEP), Rating 3 and above.</p> <p>By the end of 2021, at least two sets of data will be collected for 80% of exit students post intervention from the Groupworx and Community Team Programs.</p> <p>By the end of 2021, 80% of surveyed students with completed interventions in Groupworx and Community Team programs will report a positive experience.</p> <p>By the end of 2021, 80% of completed interventions will have surveys distributed to at least one stakeholder.</p>
<b>KIS 1</b> Curriculum planning and assessment	Learning, catch-up and extension priority
<b>Actions</b>	<ol style="list-style-type: none"> <li>1. Embed the Avenues Education Teaching &amp; Learning Model by consolidating best practice and evidence.</li> <li>2. Enhance data collection systems to effectively track, monitor and report on student cohort information and progress.</li> </ol>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Teachers will display a deeper understanding of the stages of the Teaching &amp; Learning Cycle.</li> <li>• Teachers will demonstrate a consistency of practice within and across school programs through the use of school-wide templates.</li> <li>• All staff will demonstrate a deeper understanding of data collection processes and procedures.</li> <li>• Leaders will support teachers to analyse school wide data to inform future strategic planning.</li> </ul>

<b>Success Indicators</b>	<ul style="list-style-type: none"> <li>• Minutes from staff meetings; program meetings; peer reflection meetings; and planning and feedback meetings.</li> <li>• Teaching &amp; Learning PLT milestone documents and meeting minutes.</li> <li>• A bank of templates aligned to the Teaching &amp; Learning Model have been created and implemented by school staff, as evidenced on Student COMPASS notes.</li> <li>• Data &amp; Evidence PLT milestone documents and meeting minutes.</li> <li>• Implementation of an Annual Data and Evidence Schedule.</li> <li>• PD opportunities to analyse school-wide data as evidenced through staff meeting minutes.</li> <li>• AIP and School Annual Report outlining cohort information and progress data.</li> </ul>			
<b>Activities and Milestones</b>	<b>Who</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Budget</b>
Establish a Teaching & Learning PLT, PLT to define outcomes and create milestones to track progress	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> School Leadership Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used
Teaching & Learning PLT to collate examples of current best practice, identify potential areas for development and design templates	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Teaching & Learning PLT and Evidence & Data PLT to collaborate with SIT to gain ongoing feedback on progress	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used

Teaching & Learning PLT to facilitate professional development for whole staff and present new documents to staff to gain feedback	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Teachers to trial draft Teaching & Learning Documents	<input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Teachers to engage in regular peer reflection, planning and feedback meetings, program and staff meetings to strengthen the Teaching and Learning Model.	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Establish an Evidence & Data PLT, Evidence & Data PLT to define outcomes and create milestones to track progress	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to review and implement an Annual Data & Evidence Schedule	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used

Evidence & Data PLT to establish procedures for the extraction of evidence and data from COMPASS and review collated data sets at the end of each term	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Leadership to collaborate with hospital schools regarding sources and presentation of data	<input checked="" type="checkbox"/> Leadership Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to develop presentation style for data collected throughout the year	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$500.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to facilitate Professional Development with staff to analyse student data and develop further directions	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
<b>KIS 2</b> Health and wellbeing	Happy, active and healthy kids priority			
<b>Actions</b>	<ol style="list-style-type: none"> <li>1. Review the Groupworx and Adolescent Inpatient Unit (AIPU) teaching programs to maximise student educational engagement.</li> <li>2. Develop documentation to demonstrate Avenues Education's commitment to Student Voice and Agency.</li> </ol>			

<b>Outcomes</b>	<ul style="list-style-type: none"> <li>Leaders and CYMHS Health Staff will have a collective understanding of the rationale, and aims of the AIPU and Groupworx programs.</li> <li>Leaders, Teachers and CYMHS Health Staff will demonstrate an improved understanding of the educational program and the role of teachers in the Groupworx and AIPU programs.</li> <li>Leaders will have an increased awareness of areas requiring further development within the AIPU and Groupworx programs.</li> <li>Teachers will have a greater understanding of the Amplify document.</li> <li>Teachers will confidently express how Student Voice and Agency is supported throughout the school and demonstrate a commitment to following agreed processes and protocols.</li> </ul>			
<b>Success Indicators</b>	<ul style="list-style-type: none"> <li>AIPU and Groupworx Review Meeting Minutes, program protocols, planning,</li> <li>Presentations at whole school staff meetings</li> <li>Student Voice &amp; Agency PLT milestone document and PLT minutes.</li> <li>Documentation that outlines Avenues Education's commitment to enhancing student voice and agency.</li> <li>Stakeholder survey data reports high levels of student voice and agency at the school.</li> </ul>			
<b>Activities and Milestones</b>	<b>Who</b>	<b>Is this a PL Priority</b>	<b>When</b>	<b>Budget</b>
Leaders to create a Groupworx and AIPU review model structure in collaboration with CYMHS Health Management	<input checked="" type="checkbox"/> Allied Health <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> School Leadership Team	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used
Leaders to liaise with Groupworx/AIPU Teachers and CYMHS Health Staff	<input checked="" type="checkbox"/> Allied Health <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> School Leadership Team <input checked="" type="checkbox"/> Student(s) <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used

Leaders to conduct Groupworx/AIPU program observations and observe group and hospital inpatient programs at other hospital schools	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00  <input type="checkbox"/> Equity funding will be used
Leaders to elicit Groupworx/AIPU stakeholder views from surveys	<input checked="" type="checkbox"/> Allied Health <input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Student(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Leaders and Groupworx/AIPU teachers to monitor student engagement and progress	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$1,000.00  <input type="checkbox"/> Equity funding will be used
Leaders to establish a Student Voice & Agency PLT, PLT to define outcomes and create milestones to track progress	<input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used
Student Voice & Agency PLT to create protocols for incorporating student voice in to professional practice	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00  <input type="checkbox"/> Equity funding will be used
Student Voice & Agency PLT to build further staff capacity on Amplify and facilitate PD sessions exploring Student Voice within the Teaching & Learning stages	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team	<input checked="" type="checkbox"/> PLP Priority	from: Term 1	\$0.00

	<input checked="" type="checkbox"/> Teacher(s)		to: Term 2	<input type="checkbox"/> Equity funding will be used
PLT to monitor student feedback from surveys that evidences student voice and agency	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leading Teacher(s) <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00  <input type="checkbox"/> Equity funding will be used
<b>KIS 3</b> Building communities	Connected school's priority			
<b>Actions</b>	<ol style="list-style-type: none"> <li>1. Redevelop the school website and other promotional material to support connectedness with parents/carers and other stakeholders.</li> <li>2. Enhance systems to canvass, analyse and report on stakeholder feedback to improve practice.</li> </ol>			
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Parent's / Carers and Students will develop a greater understanding of the support offered by the school to inform the referral process.</li> <li>• Parents/Carers and Students will have greater access to information to support their health and wellbeing.</li> <li>• The wider community will have a greater awareness of Avenues Education's work.</li> <li>• Teachers and Support staff will consistently implement stakeholder survey processes.</li> <li>• Leaders and Teachers will have an increased understanding of the collective views of students, parents/carers, schools and mental health partners.</li> <li>• Leaders will confidently report stakeholder views and identify school strengths and areas for future development.</li> </ul>			
<b>Success Indicators</b>	<ul style="list-style-type: none"> <li>• Redesigned School Website with clear information for students, parents/carers, and the community.</li> <li>• School Information Postcards.</li> <li>• Community Engagement PLT milestone documents, PLT Minutes and staff meeting minutes evidencing PLT presentations.</li> <li>• Evidence and Data PLT Milestone Documents, PLT minutes and staff meeting minutes evidencing PLT presentations.</li> </ul>			



	<ul style="list-style-type: none"> <li>• Staff meeting minutes evidencing opportunities to analyse stakeholder surveys.</li> <li>• AIP and School Annual Report outline stakeholder feedback data.</li> </ul>			
Activities and Milestones	Who	Is this a PL Priority	When	Budget
Leaders to establish a Community Engagement PLT, Community Engagement PLT to define outcomes and create milestones to track progress	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> School Leadership Team <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$20,000.00  <input type="checkbox"/> Equity funding will be used
Community Engagement PLT to collaborate with SIT to gain ongoing feedback	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> School Leadership Team <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Community Engagement PLT to present proposed changes to website and promotional material to staff to gain feedback	<input checked="" type="checkbox"/> All Staff <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00  <input type="checkbox"/> Equity funding will be used
Community Engagement PLT to investigate and choose an appropriate website developer and publishing company. PLT to liaise with website and publishing company to monitor development	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$15,000.00

				<input type="checkbox"/> Equity funding will be used
Community Engagement PLT to present updated website / promotional material to staff	<input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 3 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Leaders to establish an Evidence and Data PLT, Evidence & Data PLT to define outcomes and create milestones to track progress	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> Leadership Team <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> School Improvement Team <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 1	\$0.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to review and implement Annual Data & Evidence Schedule	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to create a protocols document to facilitate the distribution, collation and analysis of survey data	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 2	\$0.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to complete development of Clinician surveys	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 3	\$0.00

			to: Term 4	<input type="checkbox"/> Equity funding will be used
Evidence & Data PLT and Administration Staff to review collate survey data at the end of each term	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to develop visual presentation style for survey data collected throughout the year	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$500.00  <input type="checkbox"/> Equity funding will be used
Evidence & Data PLT to present stakeholder survey data to all staff	<input checked="" type="checkbox"/> Education Support <input checked="" type="checkbox"/> PLT Leaders <input checked="" type="checkbox"/> Teacher(s)	<input checked="" type="checkbox"/> PLP Priority	from: Term 1 to: Term 4	\$0.00  <input type="checkbox"/> Equity funding will be used