

NSW Literacy and Numeracy Action Plan

School Implementation Plan 2016

School Context

Nowra Christian School (NCS) is a co-educational K-12 school, established in 1980. NCS has a student population of 343 students from Census August 2015. Of these; 1.7% are of Indigenous background. The school attendance across the whole school has consistently been between 93.4 and 94.8% over the past three years. Currently, the school has 34 teachers by headcount, with a FTE of 27.4. The average experience of the teaching staff (with NCS) is 12 years (using FTE). 22 of these teachers have 5 or more years' experience.

For the main purposes of the NSW Literacy and Numeracy Action Plan the K-4 sector of the School consists of 6 classes; K, Stage 1 made up of a year One, a Year 1/2 and a Year 2. The Year 3 and 4 classes are single stream and will continue to be actively involved in the LNAP in 2016. The Literacy and Numeracy programs are scheduled to operate at times that enable us to maximise learning support four days per week. The specific outcome is that the learning support staff, and the Teacher Aides, work with the students and the teachers within the classroom. The improved focus for our classroom teachers has been to ensure in a measured and deliberate way that they are continuing to drive what their children need and that they are meeting regularly with the Learning Support Coordinator.

Our Learning Support currently consists of a Literacy Coordinator who has a part-time aide, and a classroom teacher who will be trained as the Numeracy Support Coordinator. All K-2 teaching staff, and Aides have now received professional learning with Get Reading Right this year.

While we are a ministry of Nowra Baptist Church, our school accepts enrolments from up to 40% of families who do not attend church. The school is not a selective school and draws students from a wide range of socio-economic and academic backgrounds. The school's SES of 92 places it at below national average. NCS draws students from rural, urban and coastal towns and villages in the northern Shoalhaven area.

NSW Literacy and Numeracy Action Plan 2015/2016 Priorities:

- a. Expand and enhance the focus on the central priorities of instructional leadership, diagnostic assessment, differentiated learning and tiered interventions in Years K-2 and to increase attention to the:
 - i. teaching of numeracy and mathematics
 - ii. relatively poor literacy performance of boys in comparison with girls
 - iii. teaching of writing
 - iv. performance of Aboriginal and Torres Strait Islander students, particularly in non-metropolitan areas.
- b. Engage in further strengthening of partnerships between home and school and the broader community, and in doing so draw on the strategies available to all schools through appropriate resources.
- c. Ensure resources under the Action Plan are directed to supporting the literacy and numeracy learning of students in Kindergarten to Year 2.
- d. Continue to report on the literacy and numeracy performance of students through the use of the Literacy and Numeracy Continua and examination of subsequent data, including Year 3 NAPLAN performance.
- e. Consider the impact of the chosen literacy and mathematics interventions on student learning; the impact of instructional leadership within the school; and the role of the parent and community body in contributing to literacy and numeracy development
- f. Showcase and make available the outcomes of practices adopted under the Action Plan to other independent, Catholic and public schools.

Targets:

1. Analyse and plan accordingly from Dibels results with all K-6 staff 3 times per year in February June & early November.
2. By the end of 2016 that there would be no more than 3 Year One students well below benchmark in Dibels.
3. By the end of 2016 that there would be no more than 3 Year Two students well below benchmark in Dibels.
4. By the end of 2016 that there would be no more than 3 Year Three students well below benchmark in Dibels.
5. By the end of 2016 that there would be no more than 3 Year Four students well below benchmark in Dibels.
6. By the end of Term 1 identify those students needing intentional intervention in PreLit, MiniLit and MultLit.
7. Teachers to deliver two parent workshops by end of Term 1 2016, one in Literacy, one in Numeracy.
8. Administer, analyse and plan accordingly from NKT results with all K-2 staff in February & September 2016.
9. Designated Teacher Aides to implement targeted instruction for students requiring Tier 2 & 3 intensive intervention within the classroom numeracy block.
10. By the end of 2016 80% of the Year 2 students will have commenced Sena 2 assessment due to having mastered the concepts in Sena 1.
11. Prepare key staff member as Numeracy Coordinator to commence 2016
12. Commence training staff in effective writing K-6 writing program by end of Term 4 2015
13. Staff to be trained in online Anita Chin Numeracy modules (6 month course)
14. To commence teacher coaching program – for numeracy.
15. To continue PD in implementing a comprehensive Literacy block, with a focus on writing.
16. To have PD in Spelling Mastery program to ensure fidelity in delivery of the program.

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| | <ol style="list-style-type: none">17. Informing and familiarising parents in the Get Reading Right program to support their children's progress at home.18. To train targeted parents in the delivery of support programs in Reading and Numeracy by the end of Term 1, 2016.19. Implement end of each term videoed literacy and numeracy lessons, providing evaluations and feedback to K-2 staff to ensure the sustainability of the initiatives undertaken as part of the Action Plan.20. Commit to sharing of LNAP outcomes by hosting at least one workshop at local level for other interested schools; St Michaels, Nowra Anglican College and East Nowra Public School in Term 3 2016. |
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Element 1

Effective and evidence-based teaching of literacy and numeracy

Line No.	Indicators	Strategies	Timeframe 2016	Responsibility	Reference to Situational Analysis (Conclusion Number)	Resource Allocation and Funding Structure
1	Teachers plan and implement a structured sequence of lessons focused on the explicit teaching of early writing skills.	K-2 teachers attend professional learning focused on early writing skills with AIS Consultant.	Term One 2016	LNAP Coordinator	2	Writing Professional Learning = \$Nil Staff release: 3 teachers @ \$460 per day = \$1380 Travel: \$200 Accommodation: \$400 Meals: \$150 <p style="text-align: right;">TOTAL = \$ 2130.00</p>
2	Teachers need to have PD specifically for delivering the Spelling Mastery program more effectively.	In School In-service provided by McGraw Hill Casual cover for staff	Term One 2016	LNAP Coordinator	1	Engage two casuals for one visit @ \$460 per casual per day. <p style="text-align: right;">TOTAL = \$ 920.00</p>
3	The need to purchase and implement effective Tier One Phonemic Awareness program for ES1	To purchase from SRA McGraw Hill Phonemic Awareness Program	Staff training dates to be determined	LNAP Coordinator	4	Purchase Phonemic Awareness Program \$400 Staff training 3 teachers released one day @ \$460 per day = \$1380 <p style="text-align: right;">TOTAL = \$ 1780.00</p>

4	Professional development that will further enhance the implementation and sustainability of an effective Tier One numeracy program in K-4 classes.	All K-4 teachers - Online Learning and other AIS workshops such as iPads in Action and <i>Teaching so that all children can learn maths</i> . Cost of PD to be supplemented by NCS budget.	Semester One 2016	LNAP Coordinator & Numeracy Coordinator	9	Online Learning and workshops for K-4 Teachers. TOTAL = \$ 2145.00
5	Further Professional development that will further enhance the implementation and sustainability of an effective Tier One numeracy and literacy programs in K-4 classes.	Two full day workshops/seminars with notable presenters to be held during the School's week of Professional Development in July 2016	NCS July Conference Week	LNAP Coordinator & Numeracy Coordinator	9	Two presenters @ \$1800 per day = \$3600 Accommodation x 2 = \$440 Meals x 2 people = \$160 Travel x 2 people (Sydney) = \$520 Catering = \$140 Materials/Resources = \$140 TOTAL = \$ 5000.00
Mandatory Reform Element 1 Subtotal:						\$ 11 975.00

Element 2

Implement a three tiered K-2 literacy and numeracy intervention based on initial (diagnostic) assessments and personalised learning

Line No.	Indicators	Strategies	Timeframe 2016	Responsibility	Reference to Situational Analysis (Conclusion Number)	Resource Allocation and Funding Structure
1	K-6 students' numeracy learning needs are known and being addressed.	Appointment of Numeracy Support Coordinator to lead and assist students, teachers and families in the oversight and implementation of Tiers 1-3 programs in numeracy.	Jan 2016 until Dec 2016	Principal and LNAP Coordinator	12	One day per fortnight x 20 weeks @ \$460 per day TOTAL = \$ 9200.00
2	K-6 students' literacy learning needs are known and being addressed.	Continued appointment of Literacy Support Coordinator to assist students, teachers and families in the oversight and implementation of Tiers 1-3 programs in literacy.	Jan 2016 until Dec 2016	Principal and LNAP Coordinator	6	One day per week – @ \$432 for 40 weeks TOTAL = \$ 17280.00
3	Whole class numeracy instruction is informed by comprehensive, diagnostic and developmentally appropriate assessment for every child.	Mentoring focused on numeracy assessment and whole class planning, monitoring and review processes.	Ongoing throughout 2016	Numeracy Coordinator & AIS Consultant	10 11	3 teachers released 1 day @ \$460 per day Terms 1, 2, 3 = \$4140 TOTAL = \$ 4140.00
4	Whole class literacy instruction is informed by comprehensive, diagnostic and developmentally appropriate assessment for every child.	Mentoring focused on literacy assessment and whole class planning, monitoring and review processes.	Ongoing throughout 2016	Literacy Coordinator & AIS Consultant	5	3 teachers released 1 day @ \$460 per day Terms 1, 2, 3 = \$4140 TOTAL = \$ 4140.00

5	Need for sourcing and implementation of Tier 2 Fluency program	Source Read Naturally Live program and purchase license for school access	Implement free trial for 3 months in Term 4 2015 with intention to purchase program for use Term 1 2016	LNAP & Literacy Coordinators	3	Licensing cost per annum 50 seats TOTAL = \$1000.00
6	Further development for implementation of a daily numeracy block that is balanced in terms of teaching skills.	Staff to commit to 6 month on-line Anita Chin modules for PD	Ongoing throughout 2016	LNAP Coordinator With AIS Consultant	9	\$50 per K-6 teacher per annum TOTAL = \$400.00
7	K-6 students' literacy & numeracy learning needs are known and being addressed.	Provision of trained aides in K-4 classrooms to assist with Tier One programs	Jan 2016 until Dec 2016	LNAP Coordinator	5 9	Teacher aides covering 5 extra sessions per week @ \$235 per week for 38 weeks TOTAL: \$8948.10
Mandatory Reform Element 2 Subtotal:						\$ 45 108.10

Element 3**Instructional leadership and whole school engagement with literacy and numeracy**

Line No.	Indicators	Strategies	Timeframe 2016	Responsibility	Reference to Situational Analysis (Conclusion Number)	Resource Allocation and Funding Structure
1	Development of an effective and sustainable 2016 School Implementation Plan that is underpinned by a valid and thorough Situational Analysis.	Attend NSW Literacy and Numeracy Action Plan Planning Days to equip Principal and planning team in the preparation of appropriate documentation including a Situational Analysis and 2016 School Implementation Plan.	31 st August and 1 st September 2015	Principal and LNAP Coordinator		Planning Workshop: \$1400 Principal release: \$Nil Staff release: 1 teacher @ \$460 per day x 2 days = \$ 920 Accommodation: \$400 Meals: \$150 Travel and Parking: \$250 TOTAL = \$ 3120.00
2	Principal and executive team are active in leading whole school engagement focused on literacy and numeracy.	School visits by AIS Consultant to support Principal/Action Plan Coordinator with instructional coaching focused on literacy and numeracy.	Ongoing throughout 2016	Principal and LNAP Coordinator	10	Principal release: \$Nil Executive release (LN Action Plan Coordinator): 2 days = \$920 TOTAL = \$ 920.00
3	Requirements for independent evaluation are fulfilled to reflect initiatives undertaken as part of the Action Plan.	Attend briefing and allocate appropriate resources to complete activities as part of the independent evaluation.	TBC (February 2016)	Principal		Principal release: \$Nil Accommodation: \$250 Meals: \$50 Travel & Parking \$250 TOTAL = \$550.00

4	Participate in collaborative networking opportunities regarding initiatives undertaken as part of the Action Plan.	Attend NSW Literacy and Numeracy Action Plan Networking Workshop to share initiatives undertaken as part of the Action Plan.	TBC (October 2016)	Principal and LNAP Coordinator		Workshop: \$Nil Principal release: \$Nil Staff release: 1 teacher @ \$460 per day x 1 days Accommodation: \$400 Meals: \$150 Travel: \$250 TOTAL = \$ 1260.00
5	Development of a specific initiative to capture the strategies undertaken as part of the Action Plan that can be shared through collaborative networking opportunities.	Development of a specific initiative to highlight strategies undertaken as part of the Action Plan.	Ongoing throughout 2016	Principal and LNAP Coordinator		TOTAL = \$NIL
6	Teachers implement learned skills in literacy and numeracy teaching in K-4 classrooms and are sharing with colleagues	PD Release Days K-4 staff for collaborative planning, meeting with Coordinators, collegial observation and feedback, individual assessment and on-going Tier One PD.	From Term One to Term Three 2016	Principal and LNAP Coordinator	6 10	6 staff. 1 day per teacher each Term = 6 days x \$460/day x 3 terms. TOTAL = \$ 8280.00
7	Executive team are active in leading whole school engagement focused on literacy and numeracy.	Consultant to coach Numeracy Support Coordinator -	Semester One 2016	LNAP Coordinator	12	3 days at @ \$500 per day TOTAL = \$ 1500.00
8	Principal and executive team are active in leading whole school engagement focused on literacy and numeracy.	LNAP Coordinator Release to oversee other Coordinators, resources and PD for all staff.	Ongoing throughout 2016	Principal		5 Release days total. 2 Term One and 1 each Terms 2-3-4 @ \$460 per day. TOTAL = \$ 2300.00

9	Training of parents in implementation of Reading Support programs.	Get Reading Right Training for Parents.	Term One 2016	LNAP Coordinator	7	2x casuals to release teachers to prepare TOTAL = \$ 920.00
10	Parents need training in the delivery of Intensive Maths Program for students at risk.	Numeracy Support Coordinator run training sessions for parents.	Term 1 and Term 3 NSC conduct parent training workshops.	LNAP Coordinator & Numeracy Coordinator	13	TOTAL = \$NIL
11	Training of Parents in implementation of Reading Support Programs	Parents to support students one on one in the MultiLit programs. Learning Support Coordinator to train parents in the reinforced reading method of Pause, Prompt and Praise	Ongoing throughout 2016	LNAP & Literacy Coordinator	8	TOTAL = \$NIL
Mandatory Reform Element 3 Subtotal:						\$ 18850.00

Element 4

Monitoring student and school literacy and numeracy performance using reporting tools required by the State to identify where support is needed to track student progress.

Line No.	Indicators	Strategies	Timeframe 2015	Responsibility	Reference to Situational Analysis (Conclusion Number)	Resource Allocation and Funding Structure
1	Teachers will effectively assess students in numeracy in order to monitor student progress and inform instruction.	Teachers administer appropriate numeracy assessments and analyse results of assessments to inform planning and classroom instruction.	NKT: 1 day early Term 1 SENA: 1 day early Term 2 <i>(Term 4 assessments completed internally)</i>	LNAP Coordinator & Numeracy Coordinator		Beginning of Term 1 staff release: 4 teachers (K-4) @ \$460 per day x 1 day per teacher = \$ 1840 End of term 2 staff release: 4 teachers @ \$460 per day x 1 day per term = \$ 1840 TOTAL = \$3680.00
2	Teachers will effectively assess students in literacy in order to monitor student progress and inform instruction.	Teachers administer appropriate literacy assessments and analyse results of assessments to inform planning and classroom instruction.	DIBELS: 2 days early Term 1 & End of Term 2 <i>(Term 4 assessments completed internally)</i>	LNAP Coordinator & Literacy Support Coordinator		Beginning of Term 1: 8 teachers (K-6) @ \$460 per day x 1 day per teacher = \$3680 End Term 2 staff release: 4 teachers (K-6) @ \$460 per day x 1 day per teacher = \$1840 + 2 days release for PM testing \$920 TOTAL = \$ 6440.00

3	Literacy and numeracy progress is monitored for all students in K-5 using appropriate reporting tools to ensure student needs are being met.	Teachers monitor student literacy and numeracy progress using the online literacy and numeracy continua.	Beginning of Term 1, End of Term 2 & End of Term 4	LNAP Coordinator		<p>Beginning of Term 1 staff release: 6 teachers (K-6) @ \$460 per day = \$2760</p> <p>End of Term 2 staff release: 6 casual days to cover release for 8 teachers (K-6) @ \$460 per day = \$2760</p> <p>End of Term 4 staff release: 4 casual days to cover release for 8 teachers (K-6) @ \$460 per day = \$1840</p> <p style="text-align: right;">TOTAL = \$7360.00</p>
4	Continue training staff in how to analyse and use data for effective programming – use of assessment for learning	Teachers administer appropriate literacy and numeracy assessments and analyse results to inform planning and classroom instruction	Use Literacy & Numeracy Support Coordinators to work with staff – ongoing throughout 2016	LNAP Coordinator	6	TOTAL = \$NIL
Mandatory Reform Element 4 Subtotal:						\$ 17480.00

2016 TOTAL Funding Expenditure	
Mandatory Reform Area 1 Subtotal	\$ 11 975.00
Mandatory Reform Area 2 Subtotal	\$ 45 108.10
Mandatory Reform Area 3 Subtotal	\$ 18 850.00
Mandatory Reform Area 4 Subtotal	\$ 17 480.00
Mandatory Reform Areas 1-4 TOTAL	\$ 93413.10