



Association of  
Independent Schools  
of South Australia

## **Non-Government Reform Support (Reform Support Fund)**

### **2018 Work Plan**

## **Non-Government Reform Support Fund**

### **AISSA – Work Plan 2018**

#### **Summary of Work Plan for 2018**

The Association of Independent Schools of SA (AISSA) is committed to utilising the Reform Support Fund to meet the objectives of the fund and provide ongoing support to schools to sustain improvement and innovation.

This work plan provides details on how the AISSA will utilize the Reform Support Fund to support the SA Independent sector and SA Independent schools with:

- Quality assurance and support for the Nationally Consistent Collection of Data on School Students with a Disability;
- The implementation and delivery of an online National Assessment Program (including NAPLAN);
- Improving governance and financial management practices;
- Improving quality teaching and learning;
- Enhancing school leadership;
- Meeting student need;
- Innovation in education.

A model of support has been established by the AISSA for the sector which embeds a continuous improvement approach as well as a focus on innovation.

The AISSA's Senior Educational Consultants have been allocated to work strategically with school leadership teams to develop bespoke improvement practices that meet the contextual and cultural needs of individual schools, having regard to the objectives that underpin the Reform Support Fund. This is supported by a school improvement tool developed by the AISSA. In addition, Senior Educational Consultants and Educational Consultants will continue to offer expert assistance in areas including the Australian Curriculum, AITSL Standards, South Australian Certificate of Education (SACE), literacy, numeracy, gifted education, special education, STEM, digital and design technologies, and transitioning from early childhood education to school.

The AISSA has established a Leadership Institute and a Centre for Innovation. The Centre for Innovation is a platform to support independent schools in their leading-edge innovation work. The Leadership Institute is a platform to support the learning and development of established and aspiring leaders, including school Board members.

Both the Centre for Innovation and the Leadership Institute lead impact hubs with schools. These provide opportunities for school leaders to work innovatively and collaboratively to create, test, implement and grow approaches that respond to future possibilities for student centred learning and teaching.

The AISSA anticipates expending significantly more on the projects than the annual amount to be provided by the fund. The additional costs will be met from the AISSA membership subscriptions and the AISSA's reserves, with a relatively small amount from workshop attendance fees. No other government funding is envisaged for the activities in the work plan. The AISSA would not be able to provide this support to schools to reform education without the support of the Commonwealth Government.

## Summary of Budget

Project	Activities	Reform Support funding	Total \$ (incl. other sources)
NAPLAN Online	Assisting schools implementing NAPLAN Online in 2018 and preparing to implement in 2019	\$177,674	\$177,674
NCCD	Improving NCCD	\$408,740	\$408,740
Improving Governance	Improving governance and financial management	\$ 61,309	\$ 76,209
Improving quality teaching and	Professional learning – Australian Curriculum	\$269,595	\$607,452
	Moderation and learning design	\$139,014	\$323,226
	Student transition	\$ 10,827	\$ 24,395
	Teacher Certification	\$ 8,793	\$ 24,314
	Early Career Teacher Program	\$ 6,408	\$ 20,440
Enhancing school leadership	Leading continuous improvement	\$218,743	\$492,873
	Building leadership capacity programs	\$ 56,439	\$152,169
Gifted and Talented	Gifted and talented programs	\$ 44,238	\$103,679
Education Innovation	Supporting schools with innovation	\$ 51,550	\$116,374

\*The Australian Government understand that these figures provided are indicative and will change throughout the year. The Annual Report is expected to report on these changes.

**Non-Government Reform Support Fund  
AISSA – Work Plan 2018**

**The implementation and delivery of an online National Assessment Program (including NAPLAN)**

<b>Project title and relevant national policy initiative</b>	<b>Project description and activities</b>	<b>Indicative Budget</b>	<b>Expected Outcomes</b>	<b>Indicators of Success</b>
<p>Assisting schools participating in the online delivery of the National Assessment Program – Literacy and Numeracy (NAPLAN) in 2018 and assisting schools to prepare to participate in the online delivery of NAPLAN in 2019.</p>	<p>The AISSA will provide support to schools to implement the elements of the 2018 National Assessment Program. Key activities for 2018 will include:</p> <ul style="list-style-type: none"> <li>• NAPLAN Online preparation</li> <li>• NAPLAN testing across both paper and online modes</li> <li>• The 2018 School Readiness Test and Platform Readiness Test</li> <li>• ACARA’s sample testing, trials and research: 2018 Equating study; 2018 NAP Science Literacy Field and Main Studies; 2018 NAP CC Pilot Study; 2019 NAPLAN item trailing</li> <li>• International Assessments: PISA; TIMSS</li> </ul> <p>For schools participating in the online test in 2018 or planning to transition in 2019, the AISSA will provide ongoing liaison and central training workshops, in addition to school visits, as required. Training workshops encompass:</p> <ul style="list-style-type: none"> <li>• School preparation</li> <li>• Staff training</li> <li>• Platform dashboard familiarization</li> <li>• Familiarity with the national NAPLAN protocols and the resultant implications for administering tests in an online environment</li> <li>• Support with Privacy requirements</li> <li>• Communication strategies for schools, teachers and parents.</li> </ul> <p>For all schools, the AISSA will provide information on developments and advice and assistance on preparing for NAPLAN online.</p>	<p>Reform Support funding: \$177,674</p> <p>No other funding.</p> <p>FTE: 1.07</p>	<p>There is growth in the number of schools preparing to move to the online NAPLAN platform in 2018 and an increase in the number of schools undertaking transition activities for 2019 participation.</p>	<p>15% of schools prepare to undertake NAPLAN online in 2018</p> <p>25% of schools undertake 2019 NAPLAN online readiness activities</p>

**Quality assurance and support for the Nationally Consistent Collection of Data on School Students with a Disability**

<b>Project title and relevant national policy initiative</b>	<b>Project description and activities</b>	<b>Indicative Budget</b>	<b>Expected Outcomes</b>	<b>Indicators of Success</b>
<p>Building teacher capacity in improving the quality and consistent application of definitions under the Nationally Consistent Collection of Data on School Students with Disability (NCCD).</p>	<p>The AISSA will work with schools and teachers to build skills and knowledge to enhance the quality and consistent application of definitions of disability under the Disability Discrimination Act (1992) and NCCD.</p> <p>The AISSA will assist school staff to develop a sound understanding of the legal obligations, the levels of educational adjustments and how to appropriately allocate these to student need.</p> <p>The AISSA will assist staff to develop types of evidence of disability (checklists, ILPs, assessment based evidence, educational adjustment evidence).</p> <p>Building on the knowledge of levels of educational adjustments, the AISSA will assist teachers with developing and implementing effective pedagogical practices to meet student needs.</p> <p>The AISSA will support schools to develop clear processes for collecting and transmitting data including assisting to develop evidence based collection methods.</p> <p>Following examination of data provided, the AISSA will work with relevant schools to offer proactive feedback to identify potential areas of improvement and/or clarify any misunderstanding of data application.</p> <p>The AISSA will offer to schools the opportunity to participate in a moderation process for the NCCD on SWD.</p>	<p>Reform Support funding: \$408,740</p> <p>No other funding.</p> <p>FTE: 2.4</p>	<p>Improved reliability and robustness of the NCCD.</p> <p>Increased focus on providing appropriate adjustments for students.</p>	<p>Building on the work undertaken in 2017, 30% of SA Independent schools will be supported in their application of the NCCD.</p> <p>Building on the work undertaken in 2017, 25% of schools are supported to participate in the moderation process.</p>

**Improving governance and financial management practices**

<b>Project title and relevant national policy initiative</b>	<b>Project description and activities</b>	<b>Indicative Budget</b>	<b>Expected Outcomes</b>	<b>Indicators of Success</b>
<p>Improving governance and financial management practices</p>	<p>The AISSA will assist school Boards to meet their obligations and see opportunities for improvement, including on financial management, accountability and school improvement.</p> <p>A major conference organised by the AISSA will support Governing Councils of Independent schools to further develop knowledge and understanding about effective governance and the role of the Board in school improvement and innovation.</p> <p>To enable Board members to increase their understanding of financial matters and accountability, a workshop will be held for Board members on school finances.</p> <p>A workshop for less experienced Board members will be held to enable them to better understand their role and responsibilities in the context of membership specifically of a School Board.</p>	<p>Reform Support funding: \$61,409</p> <p>Workshop fees: \$14,900</p> <p>Total: \$76,209</p> <p>FTE: 0.11</p>	<p>Increased awareness by Board members of governance and financial management obligations.</p>	<p>60% of governors participating in professional learning report enhanced understanding about governance practices</p>

### Improving quality teaching and learning

Project title and relevant national policy initiative	Project description and activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Improving Quality Teaching and Learning</p>	<p>The AISSA will directly support schools to identify and address their professional learning priorities.</p> <p>The AISSA will seek to build school and teacher capacity to improve student outcomes through the Australian Curriculum, with a particular emphasis on the General Capabilities, including by:</p> <ul style="list-style-type: none"> <li>• Working directly with schools.</li> <li>• Convening regular meetings of primary curriculum leaders and secondary curriculum leaders to address curriculum matters and enhance teaching and learning.</li> <li>• Working with ACARA and middle school leaders to enhance the implementation of the Personal and Social General Capability.</li> <li>• Supporting schools with the implementation of the Design and Digital Technologies strands in the Australian Curriculum.</li> </ul> <p>Participating in a cross sector project on foregrounding the General Capabilities.</p>	<p>Reform Support funding: \$269,595</p> <p>AISSA funding: \$337,857</p> <p>Total: \$607,452</p> <p>FTE: 3.45</p>	<p>Increased understanding of curriculum and effective pedagogical practices</p>	<p>At least 75% of schools participating in professional learning report an increased understanding of curriculum and effective pedagogical practices</p>
	<p>The AISSA will assist schools to transform classroom practice through a program to develop in-school and cross-school professional teams centred on building teacher capacity in learning design, effective assessment and moderation practices with a focus on numeracy and literacy.</p> <p>Professional learning provided by the AISSA will be responsive to specific school needs and will focus on:</p> <ul style="list-style-type: none"> <li>• building teachers' knowledge, understandings and skills in an endeavour to become highly effective designers of learning</li> <li>• bringing together the 'what' (Australian Curriculum) and the 'how' (pedagogy / learning and teaching cycle)</li> <li>• effectively accessing and using contemporary evidence-informed pedagogical understandings in daily practice</li> </ul>	<p>Reform Support funding: \$139,014</p> <p>AISSA funding: \$174,212</p> <p>Workshop fees: \$10,000</p> <p>Total: \$323,226</p> <p>FTE: 1.83</p>	<p>Improved teacher capacity in learning design, assessment and moderation strategies</p>	<p>50% of participants indicate improved skills in making consistent and valid judgements about student learning.</p>

	<ul style="list-style-type: none"> <li>improving student literacy and numeracy outcomes by building teachers' knowledge, understandings and skills of: <ul style="list-style-type: none"> <li>English and Mathematics</li> </ul> </li> </ul> <p>Literacy and Numeracy within other learning areas</p>			
	The AISSA will provide expert guidance to schools to support the development of effective transition pedagogies and methodologies.	Reform Support funding: \$10,827 AISSA funding: \$13,568 Total: \$24,395 FTE: 0.11	Improved transition into school from early childhood.	10% of schools with early learning centres have improved knowledge of transition practices
	The AISSA will continue to implement the process for certifying teachers as Highly Accomplished or Lead Teachers and raise the awareness of teacher certification.	Certification applicant's fees: \$4,500 Reform Support funding: \$8,793 AISSA funding: \$11,021 Total: \$24,314 FTE: 0.12	More teachers certified as Highly Accomplished or Lead Teachers.	There is a 25% growth in the number of Independent school teachers that have been certified
	The AISSA will provide an early career teacher program.	Reform Support funding: \$6,408 AISSA funding: \$8,037 Workshop fees: \$6,000 Total: \$20,440 FTE: 0.10	Improved capacity of participant early career teachers.	60% of early career teachers participating in the early career teacher program report enhanced understanding and confidence as a teacher.



### Enhancing School Leadership

Project title and relevant national policy initiative	Project description and activities	Indicative Budget	Expected Outcomes	Indicators of Success
Leading Continuous School Improvement	The AISSA will work directly with individual Principals and school leadership teams, to support and provide advice appropriate to school context in regard to various areas relating directly to leading improvement in the quality of teaching to enhance student learning outcomes. Both the AISSA High Impact School Improvement Tool and consultant expertise will be utilised.	Reform Support funding: \$218,743 AISSA funding: \$274,130 Total: \$492,873 FTE: 2.24	Enhanced capacity of School Leaders to implement improved teaching and learning initiatives.	At least 65% of school leaders participate in school improvement activities.
Building Leadership Capacity programs	Leadership capacity and innovation in education will be developed by the AISSA through a program including: <ul style="list-style-type: none"> <li>• Schooling for First World Economies – shifting the education paradigm with Professor Yong Zhao. A number of Principals will work with Professor Zhao throughout the year.</li> <li>• Creating Cultures of Thinking – building a school culture that values thinking and learning with Ron Ritchhart from Harvard University. A number of Principals will work with Ron Ritchhart.</li> <li>• Instructional leadership and change management development- programs for curriculum leaders in leading learning for impact and innovation.</li> </ul>	Reform Support funding: \$56,439 AISSA funding: \$70,730 Workshop fees: \$25,000 Total: \$152,169 FTE: 0.82	Enhanced capacity of school leaders to lead change and implement evidence-based teaching and learning initiatives.	75% of participants report improved understanding of leadership, change and innovation

### Gifted and Talented Program

Project title and relevant national policy initiative	Project description and activities	Indicative Budget	Expected Outcomes	Indicators of Success
Gifted and Talented Students	The AISSA will support schools to develop tailored programs and strategies that target improving outcomes for highly able learners. This three year program has been co-developed by the AISSA and Flinders University, and uses a design thinking methodology.	Reform Support funding: \$44,238  AISSA funding: \$55,441  Workshop fees: \$4,000  Total: \$103,679  FTE: 0.56	Initiatives are implemented in schools to improve outcomes for highly able learners.	60% of participants have developed and implemented a prototype to raise outcomes for highly able learners.

### Education Innovation

Project title and relevant national policy initiative	Project description and activities	Indicative Budget	Expected Outcomes	Indicators of Success
Leading-edge education innovation	<p>The AISSA will support schools to conceptualise and design new futures to amplify and scale the sorts of principled practices, environments and innovations required for the next wave of entrepreneurs, inventors, achievers and dreamers to be nurtured in our schools. This will occur through providing advice, information and assistance, as well as leading impact hubs with schools, which are innovative and collaborative spaces for school leaders to create, test, implement and grow approaches that respond to future possibilities for student centred learning and teaching.</p> <p>Leadership capacity and innovation in education will be developed by the AISSA through a program including:</p> <ul style="list-style-type: none"> <li>• Schooling for First World Economies – shifting the education paradigm with Professor Yong Zhao. A number of Principals will work with Professor Zhao throughout the year.</li> <li>• Instructional leadership and change management development- programs for curriculum leaders in leading learning for impact and innovation. (Refer enhancing school leadership.)</li> </ul>	<p>Reform Support funding: \$51,550</p> <p>AISSA funding: \$64,824</p> <p>Total: \$116,374</p> <p>FTE: 0.63</p>	<p>Through involvement in impact hubs, schools are supported to design a school-based education innovation project</p>	<p>75% of participants develop an innovation project plan</p>

**List of relevant schools as at 16 March 2018:**

School Name	ID	Location
St Peter's College	252	ST PETERS
Good Shepherd Lutheran School Angaston	259	ANGASTON
Immanuel Primary School	263	NOVAR GARDENS
Pembroke School	265	KENSINGTON PARK
Redeemer Lutheran School	266	NURIOOTPA
Loxton Lutheran School	268	LOXTON
Maitland Lutheran School	269	MAITLAND
Annesley Junior School	280	WAYVILLE
Muirden Senior College	285	ADELAIDE
Prescott Primary Northern	287	PARA VISTA
Seymour College	298	Glen Osmond
Prince Alfred College	299	KENT TOWN
Pulteney Grammar School	300	ADELAIDE
St Andrews School	307	WALKERVILLE
St Jakobi Lutheran School	322	LYNDOCH
St John's Grammar School	326	BELAIR
St John's Lutheran School	328	EUDUNDA
Lobethal Lutheran School	329	LOBETHAL
St Michael's Lutheran School	371	HAHNDORF
St Paul Lutheran School	374	BLAIR ATHOL
St Peters Girls	377	KENSINGTON GARDENS
St Peter's Woodlands Grammar School	378	GLENELG
Scotch College	390	MITCHAM
Prescott College	391	PROSPECT
Faith Lutheran College, Tanunda Campus	398	TANUNDA
Walford Anglican School for Girls	401	UNLEY
Westminster School	402	MARION
Wilderness School	404	WALKERVILLE
Portside Christian College	2601	PORT ADELAIDE DC
Unity College Murraylands	2605	MURRAY BRIDGE SOUTH
Prescott College Southern	2606	MORPHETT VALE
Emmaus Christian College	2610	SOUTH PLYMPTON
Mount Barker Waldorf School	2611	MOUNT BARKER
Waikerie Lutheran Primary School	2613	WAIKERIE
Torrens Valley Christian School	2616	HOPE VALLEY
Kirinari Community School	2617	UNLEY
Southern Vales Christian College	2619	MORPHETT VALE
Hope Christian College	2622	CRAIGMORE
The Hills Montessori School	2623	ALDGATE
Bethany Christian School	2624	SALISBURY DOWNS
Good Shepherd Lutheran School Para Vista	2625	MODBURY NORTH
St Mark's Lutheran School	2626	MOUNT BARKER
Pilgrim School	2627	ABERFOYLE PARK
St Martins Lutheran College	2629	MT GAMBIER
Crossways Lutheran School	2630	CEDUNA
Suneden Specialist School	3164	MITCHELL PARK
The Hills Christian Community School	4038	VERDUN
King's Baptist Grammar School	4039	MODBURY NORTH

Temple Christian College	4040	MILE END
Tyndale Christian School Salisbury East	4046	SALISBURY EAST
Calvary Lutheran Primary School	4059	MORPHETT VALE
St George College	4230	TORRENSVILLE
Immanuel Lutheran School	5243	GAWLER
Our Saviour Lutheran School	5524	ABERFOYLE PARK
Rivergum Christian College	5529	BERRI
Pedare Christian College	5532	GOLDEN GROVE
Golden Grove Lutheran Primary School	8824	GOLDEN GROVE
Southern Montessori School	13279	O'SULLIVAN BEACH
Sunrise Christian School Whyalla	13280	WHYALLA NORRIE
Woodcroft College	13281	MORPHETT VALE
Tyndale Christian School Strathalbyn	13508	STRATHALBYN
Willunga Waldorf School	13521	WILLUNGA
Eynesbury Senior College	13764	ADELAIDE
Horizon Christian School	14133	BALAKLAVA
Tatachilla Lutheran College	14290	MCLAREN VALE
Cedar College	14586	GREENACRES
Heritage College	14653	GREENACRES
Meridian School	15880	ABERFOYLE PARK
Concordia College	15944	HIGHGATE
Concordia College St John's Campus	15944	HIGHGATE
Trinity College Blakeview	16029	GAWLER
Trinity College North	16030	GAWLER
Trinity College South	16031	GAWLER
Endeavour College	16101	ENFIELD PLAZA
St Peter's Lutheran School	16516	BLACKWOOD
Tyndale Christian School, Murray Bridge	16724	MURRAY BRIDGE
Harvest Christian College	16728	KADINA
Trinity College Gawler River	16879	GAWLER
Immanuel College	17260	NOVAR GARDENS
Faith Lutheran College	17261	TANUNDA
Cornerstone College	17262	MOUNT BARKER
Vineyard Lutheran School	17267	CLARE
Encounter Lutheran College	17272	VICTOR HARBOR
Investigator College Goolwa	17289	GOOLWA
University Senior College	17619	ADELAIDE
Saint Spyridon College	18130	UNLEY
Mid North Christian College	22798	PORT PIRIE
Pinnacle College Elizabeth	22817	ELIZABETH EAST
Sunrise Christian School Fullarton	22818	FULLARTON
Navigator College	28557	PORT LINCOLN
Blakes Crossing Christian College	30155	SMITHFIELD
Domino Servite College	30308	MT TORRENS
Garden College	30312	SALISBURY DOWNS
Seaview Christian College	30314	Port Augusta
Aspect Treetop School	30339	GOODWOOD
Southern Vales Christian College Aldinga	77177	MORPHETT VALE
St George College Junior School	77249	TORRENSVILLE
St John's Grammar School Junior School	77326	BELAIR

Temple Christian College Paralowie	77374	PARALOWIE
Investigator College Victor Harbor	77375	VICTOR HARBOR
Sunrise Christian School Naracoorte	77472	NARACOORTE
Sunrise Christian School Paradise	77473	PARADISE
Sunrise Christian School Morphett Vale	77474	MORPHETT VALE
Sunrise Christian School Marion	77475	MARION
Meridian School Mt Gambier	77487	MT GAMBIER
Trinity College Senior	77497	GAWLER
Pinnacle College Gilles Plains Campus	77560	GILLES PLAINS
Pembroke Junior School	77614	KENSINGTON PARK
Scotch College Junior School	77629	MITCHAM
Playford College	80002	ELIZABETH
IQRA College	84822	O'HALLORAN HILL
Australian Islamic College		KILKENNY
Dara Village School	80012	PARK HOLME
Youth Inc		ADELAIDE