

Learning outcomes for students

The following outcomes for students will result from the activities undertaken by teachers as described in the action plan

Learning outcome 1: Improved student capability to implement authentic learning including

- Student ability to identify the issues, concerns and interests that could become the focus of learning
- Student ability to group common issues, concerns and interests into themes that have learning significance
- Student ability to identify within these themes key knowledge, attitudes, values and skills that could be addressed through a programme of work
- Student ability to prepare learning intentions for a programme of work
- Student ability to identify key learning intentions that will be addressed during the programme of work
- Student ability to develop assessment criteria for these key learning intentions

Learning outcome 2: Improved student capability to manage self including

- Student understanding of self including who they are, where they come from, where they belong, and where they are going
- Student understanding of intelligence and creativity including how people learn, what helps people learn and what the different levels of learning are
- Student understanding of what it means to be part of a learning community
- Student awareness of and ability to use key learning tools for their achievement level (e.g. organisational tools, process tools, thinking tools, learning habits, technology, presentation tools, etc)

Learning outcome 3: Improved student capability to participate and contribute including

- Student inter and intrapersonal skills
- Student ability to work cooperatively in a group
- Student ability to act on the outcome of their learning

Learning outcome 4: Reduce disparity in achievement between high and low achieving students in our schools including

- A 10% reduction in disparity in achievement in each school as measured by each school's school wide numeracy and literacy measures
- A 10% reduction in disparity in achievement between schools as measured by STAR

Action Plan Summary (overview for four years)								
Objectives	Outcomes	Actions		Timeframe	Resources			Monitoring and review process / evaluation measures
					Personnel (include FTTE, Units etc)		Materials	
Inform all teachers and BOT members of the SWELL project aims and purpose	Collective understanding of purpose	World café with 150 participants	Maintain SWELL website throughout project	Term 3 break 2007	Staff + BOT JMcLellan	Project director working 0.2 FTTE throughout project Project administrator working throughout project Facilitator working 0.5 FTTE throughout project	Cluster literature Not many physical materials will be used during this project except for the standard stationary, project ICT and website hosting space,	<u>Term 2 2007</u> Baseline Survey Pre student achievement data Peer review <u>Term 2 2008</u> Yr 1 SWOT Key personnel interviews <u>Term 2 2009</u> Yr 2 SWOT Key personnel interviews Peer review Midpoint survey <u>Term 2 2010</u> Yr 3 SWOT Key personnel interviews <u>Term 1 2007</u> End of project Survey Post student achievement data Document Analysis Key personnel interviews
Undertake literature review of the theory of professional learning communities and develop draft systems and procedures	Draft systems and procedures created	Facilitator working with schools to review literature and develop draft structure		Terms 3 and 4 2007	Principals JMcLellan			
Plan exploration phase action research projects to trial the systems and procedures for the SWELL network of professional learning communities, focusing on ... <ul style="list-style-type: none"> Sharing expertise in Authentic learning Sharing expertise in reducing disparity in achievement Developing expertise in the 'Participating and Contributing' key competency Developing expertise in the 'Managing Self' key competency 	Exploration phase action research projects plans created.	Facilitator working with schools to plan action research projects		Term 4 2007 and term 1 2008	Principals DP/APs Teachers			
Implement each exploration phase action research projects, analyse their effectiveness and feedback results to the overall community	Exploration phase action research projects implemented.	Teachers in all schools implementing action research projects to trial ideas.		Term 2 2008 – Term 3 2009	Principals DP/APs Teachers Whanau			
Utilise appreciative enquiry to identify strengths in each project in the areas of ... <ul style="list-style-type: none"> Effective teaching Schoolwide practices Parent/whanau and community partnerships School leadership practices 	Appreciative enquiry reviews implemented	Facilitator working with schools to implement appreciative enquiry process		Term 4 2009	Principals DP/APs Teachers Whanau Peer Reviewer			
Plan refinement phase action research projects to build on these identified strengths	Refinement phase action research projects plans created.	Facilitator working with schools to plan action research projects		Term 1 2010	Principals DP/APs Teachers			
Implement each refinement phase action research project, analyse its effectiveness and feedback results to the overall community	Refinement phase action research plans implemented.	Teachers in all schools implementing action research projects to refine ideas.		Term 2 2010 - Term 4 2010	Principals DP/APs Teachers Whanau			
Develop final SWELL network of professional learning communities operations manual	Operation manual published	Facilitator working with principals to publish manual		Term 1 2011	Principals			

Action Plan Detail – Step 1: Launch SWELL project, undertake literature review, and develop draft systems and procedures for SWELL network.

Tasks	Task description	Timeframe
Baseline data collection.	<ul style="list-style-type: none"> - Design baseline data collection tools for assessing pre project student achievement levels in project focus areas. - Design baseline surveys for principals, APs, DPs and teachers. - Implement and analyse baseline achievement data collection and surveys. - Feedback results of analysis to principals group. 	Term 2 2007
Literature review	<ul style="list-style-type: none"> - Principals and facilitators collectively review the literature on the theory of networked learning communities and their role in school change processes. - Publish literature review. 	Term 3 2007
SWELL network launch	<ul style="list-style-type: none"> - Plan a one day workshop to launch the SWELL project. - Hold SWELL Network launch including all teachers, staff and BOT members from SWELL network schools. 	Term 3 holidays 2007
Principals meetings	<ul style="list-style-type: none"> - Hold monthly meetings of principals group. (note these continue during each of the seven project steps) - Prepare draft systems and procedure for the SWELL network - Consult with BOTs and teachers regarding the draft procedures. - Finalise systems and procedures to be trialed through SWELL project. 	Terms 3 and 4 2007
AP/DP meetings	<ul style="list-style-type: none"> - Develop understanding of the theory of networked learning community using principal literature review material. - Hold monthly meetings of the AP/DP group. (note these continue during each of the seven project steps) - Develop and confirm systems and procedures for AP/DP involvement in the SWELL network. 	Terms 4 2007
Parent /whanau and community workshops	<ul style="list-style-type: none"> - Hold one workshop a term to identify ways in which parent /whanau and community partnerships can be used to enhance engagement and achievement. (note these continue during each of the seven project steps) 	Terms 3 and 4 2007
Peer review	<ul style="list-style-type: none"> - Engage Michael Fullan to complete a peer review of the proposed SWELL network structure. 	Term 4 2007

Action Plan Detail – Step 2: Plan exploration phase action research projects.

Tasks	Task description	Timeframe
Develop action research method	<ul style="list-style-type: none"> - During AP/DP meetings and principal meetings agree to a common approach to action research to be used within the SWELL network. 	Term 4 2007
Provide professional development in Action research	<ul style="list-style-type: none"> - Develop a programme of professional development for assisting teachers to become familiar with action research as a school development tool. - Implement action research professional development programme. 	Term 4 2007 Term 1 2008
Identify areas of focus for exploration phase action	<ul style="list-style-type: none"> - Work with schools to breakdown 'Authentic Learning' into a set of focused projects at a range of achievement levels. 	Term 1 2008

research projects	<ul style="list-style-type: none"> - Work with schools to identify a range of strategies for reducing disparity in achievement at a range of achievement levels. - Work with schools to breakdown 'Managing Self' into a set of focused projects at a range of achievement levels. - Work with schools to breakdown 'Participating and Contributing' into a set of focused projects at a range of achievement levels. 	
Develop exploration phase action research plans	<ul style="list-style-type: none"> - Identify teachers that will be involved in the exploration phase action research projects. - Prepare action research plans with teachers for each of the four SWELL project contexts. Each action research plan will include... <ul style="list-style-type: none"> - <u>Specific aim</u>: a description of the specific aspect of the overall SWELL project context that the action research project will address. - <u>Method</u>: A descriptor of what will happen during the action research project including what data will be collected and how it will be analysed. - <u>Timeline</u>: An outline of when key tasks will be undertaken during the action research project. 	Term 1 2008
SWELL network workshop 1	<ul style="list-style-type: none"> - Plan a one day workshop involving all teachers, BOT, staff and principals to share with each other the exploration phase action research project plans. - Hold SWELL network workshop 1. 	Term 1 holidays 2008

Action Plan Detail – Step 3: Implement exploration phase action research projects.

Tasks	Task description	Timeframe
Year 1 SWOT analysis	<ul style="list-style-type: none"> - Implement Year 1 SWOT analysis with principals to identify the strengths and weaknesses in the SWELL network, the opportunities that exist to improve the network, and any solutions to threats that might impact on the successful implementation of the network. 	Term 2 2008
Year 1 key personnel interviews	<ul style="list-style-type: none"> - Implement Year 1 interviews with key personnel (principals, APP), whanau (teachers) to provide feedback on progress with the implementation of the SWELL project and to make suggestions for further improvements. 	Term 2 2008
Exploration phase action research projects.	<ul style="list-style-type: none"> - Implement exploration phase action research projects with facilitator – researcher assisting teachers to deliver project, gather research data and write up results. 	Term 2 2008 – Term 3 2009
SWELL network workshop 2	<ul style="list-style-type: none"> - Plan a one day workshop involving all teachers, BOT, staff and principals to share with each other the exploration phase action research project results gathered to date. - Hold SWELL network workshop 2. 	Term 1 holidays 2009
Year 2 SWOT analysis	<ul style="list-style-type: none"> - Implement Year 2 SWOT analysis with principals to identify the strengths and weaknesses in the SWELL network, the opportunities that exist to improve the network, and any solutions to threats that might impact on the successful implementation of the network. 	Term 2 2009
Year 2 key personnel interviews	<ul style="list-style-type: none"> - Implement Year 2 interviews with key personnel (principals, AP/DP), whanau, teachers) to provide feedback on progress with the implementation of the SWELL project and to make suggestions for further improvements. 	Term 2 2009
Midpoint survey	<ul style="list-style-type: none"> - Implement mid point survey 	Term 2 2009
Peer review	<ul style="list-style-type: none"> - Engage Michael Fullan to complete a peer review of how the SWELL network structure is evolving. 	Term 2 2009
SWELL network workshop 3	<ul style="list-style-type: none"> - Plan a one day workshop involving all teachers, BOT, staff and principals to share with each other the exploration phase action research project results gathered to date. Hold SWELL network workshop 3. 	Term 3 holidays 2009

Action Plan Detail – Step 4: Implement appreciative enquiry process.

Tasks	Task description	Timeframe
Design appreciative enquiry method	<ul style="list-style-type: none"> - During AP/DP meetings and principal meetings agree to a common approach to appreciative enquiry to be used within the SWELL network. 	Term 4 2009
Run appreciative enquiry process	<ul style="list-style-type: none"> - Use appreciative enquiry to synthesise the results and identify strengths from 'authentic learning', 'decreasing disparity', 'managing self' and 'participating and contributing' exploration phase action research projects in terms of ... <ul style="list-style-type: none"> - Effective teaching. - School wide practices. - Parent /whanau and community partnerships. - School leadership practices. 	Term 4 2009

Action Plan Detail – Step 5: Plan refinement phase action research projects.

Tasks	Task description	Timeframe
Identify areas of focus for refinement phase action research projects	<ul style="list-style-type: none"> - Use the results of the appreciative enquiry process to... <ul style="list-style-type: none"> - identify refinement phase action research project topics at a range of achievement levels for 'Authentic Learning'. - identify refinement phase action research project topics at a range of achievement levels for 'Reducing Disparity'. - identify refinement phase action research project topics at a range of achievement levels for 'Managing Self'. - identify refinement phase action research project topics at a range of achievement levels for 'Participating and Contributing'. 	Term 1 2010
Develop exploration phase action research plans	<ul style="list-style-type: none"> - Identify teachers that will be involved in the refinement phase action research projects. - Prepare refinement phase action research plans with teachers for each of the four SWELL project contexts. Each action research plan will include... <ul style="list-style-type: none"> - <u>Specific aim</u>: a description of the specific aspect of the overall SWELL project context that the action research project will address. - <u>Method</u>: A descriptor of what will happen during the action research project including what data will be collected and how it will be analysed. - <u>Timeline</u>: An outline of when key tasks will be undertaken during the action research project. 	Term 1 2010
SWELL network workshop 4	<ul style="list-style-type: none"> - Plan a one day workshop involving all teachers, BOT, staff and principals to share with each other the refinement phase action research project plans. - Hold SWELL network workshop 4. 	Term 1 holidays 2010

Action Plan Detail – Step 6: Implement refinement phase action research projects.

Tasks	Task description	Timeframe
Year 3 SWOT analysis	<ul style="list-style-type: none"> - Implement Year 3 SWOT analysis with principals to identify the strengths and weaknesses in the SWELL network, the opportunities that exist to improve the network, and any solutions to threats that might impact on the successful implementation of the network. 	Term 2 2010
Year 3 key personnel interviews	<ul style="list-style-type: none"> - Implement Year 3 interviews with key personnel (principals, AP/DP, whanau, teachers) to provide feedback on progress with the implementation of the SWELL project and to make suggestions for further improvements. 	Term 2 2010
Refinement phase action research projects.	<ul style="list-style-type: none"> - Implement refinement phase action research projects with facilitator – researcher assisting teachers to deliver project, gather research data and write up results. 	Term 2 2010 – Term 4 2010
SWELL network workshop 5	<ul style="list-style-type: none"> - Plan a one day workshop involving all teachers, BOT, staff and principals to share with each other the refinement phase action research project results. - Hold SWELL network workshop 5. 	January holidays 2011

Action Plan Detail – Step 7: Develop final SWELL network operations manual

Tasks	Task description	Timeframe
Post student achievement data	<ul style="list-style-type: none"> - Implement post project student achievement data collection process. - Analyse results. 	Term 1 2011
Document analysis	<ul style="list-style-type: none"> - Analyse school based documents for the implementation of SWELL project focus areas. 	Term 1 2011
Key personnel interviews	<ul style="list-style-type: none"> - Implement Year 4 interviews with key personnel (principals, AP /DP, whanau 'teachers) to provide feedback on progress with the implementation of the SWELL project and to make suggestions for further improvements. 	Term 1 2011
End of project survey	<ul style="list-style-type: none"> - Implement and analyse end of project survey. 	Term 1 2011
Operations manual	<ul style="list-style-type: none"> - Synthesise project evaluation and assessment data in order to create the final SWELL network of learning communities operations manual. 	Term 1 2011
End of project conference	<ul style="list-style-type: none"> - Plan a one day conference involving all teachers, BOT, staff and principals to celebrate the conclusion of he SWELL project and plan for ongoing collaboration. - Hold SWELL network end of project conference. 	Term 1 holidays 2011