

2026 Annual Implementation Plan

for improving student outcomes

The Austin School (3605)



Submitted for review by Lucia Garzarella (School Principal) on 04 February, 2026 at 11:30 AM
Endorsed by Justin Esler (Senior Education Improvement Leader) on 04 February, 2026 at 11:37 AM

Self-evaluation summary

FISO 2.0 outcomes	Learning			Wellbeing	
	Embedding			Embedding	
FISO 2.0 core elements	Leadership	Teaching and learning	Assessment	Engagement	Support and resources
	Embedding	Evolving	Evolving	Embedding	Excelling

Future planning for 2026	Interim measures suggest we are on track to meet our goals and targets. Teachers are aware of VTLM 2.0 and Personal and Social Capability 2.0. Participation in professional learning will continue into 2026 and programs will continue to be adjusted to allow teachers to embed the VTLM 2.0 in program planning and documentation. The school's AtoSS is developed and being provided to students across the school. Baseline data is able to be extracted and will be used in future Annual Implementation Plans. Professional Learning Communities continue to target school determined foci supporting key improvement strategies for student outcomes. Individual Education Plans have been revised and implemented consistently across the school.
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Select annual goals and KIS

Four-year strategic goals	Is this selected for focus this year?	Four-year strategic targets	Key Improvement Strategies	Is this KIS selected for focus this year?
To improve student engagement to maximise their wellbeing.	Yes	By 2028, increase the overall student outpatient program completion rate from 71% (2023) to 80%.	Develop opportunities across the school for students to codesign their learning.	Yes
		By 2028, increase positive endorsement for specified factors relating to student engagement and wellbeing (to be determined). The school will redevelop its AtoSS-adapted student opinion survey and insert baseline data in 2025.	Strengthen partnerships with key stakeholders.	No
		By 2028, increase positive endorsement for the Base School Survey factor; The Austin School to base school communication from 50% (2023) to 75%.		
		By 2028, maintain positive endorsement for the following School Staff Survey factors: • Parent and community involvement (90% in 2023) • Use student feedback to improve practice (100% in 2023) • Promote student ownership of learning goals (100% in 2023).		
To improve student learning outcomes.	Yes	By 2028, maintain student Individual Education Plan goal achievement (96% in 2023).	To develop and embed an evidence-based schoolwide instructional model.	Yes

		By 2028, maintain or increase positive endorsement in the School Staff Survey for the following factors: • Understand how to analyse data from 86% (2023) to 90% • Use pedagogical model (93% in 2023) • Guaranteed and viable curriculum (98% in 2023) • Knowledge of high impact teaching strategies (100% in 2023).	To maximise the use of data to inform planning and evaluate outcomes.	Yes
			To review and maintain a high-quality curriculum.	No

Define actions, evidence of change and tasks

Goal 1	To improve student engagement to maximise their wellbeing.	
KIS 1.a	Develop opportunities across the school for students to codesign their learning.	
Actions	Strengthen teacher understanding of co-design to improve student engagement. Increase the number of students completing their program.	
Evidence of change	Program planning reflects staff capacity to co-design learning within programs. Individual Education Plans (IEPs) document and evaluate student-led goals. Teacher practice is responsive to program-gathered data. Increase in positive endorsement for the following AtoSS factor - social engagement. Maintain or increase positive endorsement for the following Staff Survey factors - Promote student ownership of learning goals.	
Tasks		People responsible
Ongoing professional learning for IEPs.		☒ Assistant principal ☒ Leadership team
Professional learning plan for co-design and the implications for program documentation.		☒ Leading teacher(s) ☒ Learning specialist(s)
Embed the VTLM 2.0 Elements of Teaching and Learning to support co-design.		☒ All staff ☒ Leadership team
Maintain our partnerships and multidisciplinary team meetings to support student attendance.		☒ All staff
Establish an extension of the SEP program in education setting in the growth corridor of the Northern suburbs.		☒ Learning specialist(s) ☒ Principal

Goal 2	To improve student learning outcomes.	
KIS 2.a	To develop and embed an evidence-based schoolwide instructional model.	
Actions	Investigate examples of Instructional Models from similar settings. Develop a whole school instructional model.	
Evidence of change	Program planners and outlines evidence VTLM 2.0 and reflect adoption of the instructional model. Professional learning opportunities for staff reflect the learning needs through the creation of a professional learning plan. Consistency of practice across the school within inpatient and outpatient programs. Teachers understand the instructional model. Consistency and predictability for students in the classroom.	
Tasks		People responsible
Investigate evidence-based instructional models.		☒ Assistant principal ☒ Leadership team
Develop whole-school instructional model.		☒ All staff ☒ Assistant principal
Revisit and review The Austin School pedagogical model.		☒ All staff
KIS 2.b	To maximise the use of data to inform planning and evaluate outcomes.	
Actions	Strengthen teacher capacity to identify the relevant data instruments to evaluate student outcomes. Develop teacher practice in responding to data to improve student outcomes.	
Evidence of change	Program planning is responsive to cohort data. Increase in positive endorsement for the following AtoSS factor - Effective teaching practice for cognitive engagement. Maintain or increase positive endorsement for the following Staff Survey factors - Knowledge of High Impact Teaching Strategies (HITs), Understand how to analyse data, Use pedagogical model.	

	Program specific data reflects improved attendance.	
Tasks	People responsible	
Professional learning plan for co-design and the implications for program data and assessment.	☒ Data leader ☒ Leading teacher(s) ☒ Learning specialist(s)	
PLC inquiry focus around the use of data to inform planning and evaluate outcomes.	☒ All staff	
Ongoing maintenance and refinement of program assessment and data resources.	☒ All staff	
Embed the VTLM 2.0 Elements of Teaching and Learning to support teachers use of program data and assessment.	☒ All staff	
Enhanced stakeholder engagement through the sharing of relevant assessment and data.	☒ All staff	