**Priority 1 - IMPROVING READING**

*Reading is a fundamental life skill. Research shows fluent readers with a strong vocabulary and active comprehension skills perform more effectively in school.*

- All reading lessons will have learning goals with success criteria.
- The ‘Torbo Way’ of guided reading will be developed and implemented across every classroom from Prep – Year 7.
- All teachers will receive professional development on learning goals, reading comprehension, guided reading and reading assessment. This learning will be included in all Developing Performance Plans.

**Priority 2 - IMPROVING SPELLING**

*Phonics is the basic reading instruction that teaches the relationship between letters and sounds. This program forms the foundation of our early years reading program.*

- A strong focus on Phonics will be emphasized in the Early Years (P-3).
- All students in P-3 will be taught using the methods outlined in the LEM phonics whole school program.
- All teachers, aides and parents will receive professional development on LEM phonics during semester 1.

**Priority 3 - QUALITY TEACHING**

*The quality of instruction delivered by the classroom teacher and regular feedback to students are among the most effective strategies used to improve student learning. Our goal is to ensure our teachers are delivering quality instruction and feedback to students.*

- Teachers will receive ongoing feedback utilising both formal and informal observations led by both the leadership team and fellow teachers.
- All teachers will have 4 x lesson observations each term by a member of the leadership team aimed at identifying best practice teaching and providing feedback for improvement.
- All staff will include a specific goal in their Developing Performance Plan targeted toward improving their teaching ability in relation to our strategic direction and lesson observation feedback.
- Relevant and tailored professional development and funding will be provided to support teachers achieve their goals.

**Priority 4 - PEDAGOGICAL FRAMEWORK**

*Torbanlea State School is committed to high quality teaching focused on the achievement of every student. Our pedagogical framework will be centered around the Art and Science of Teaching.*

- All teachers will receive professional development on the Art and Science of Teaching. This learning will be included in all Developing Performance Plans.
- The pedagogical framework will demonstrate high quality teaching that is characterized by 10 reflective questions.
- An implementation team will be formed to prioritise the introduction of the 8 key questions.