## COBURG WEST PRIMARY SCHOOL

### Objectives
- Use ES staff in teaching teams to improve student outcomes.

### Classification / Rating
- Building capacity: ES staff
- Changing roles: ES staff
- Nature: Incremental
- Stage: Fostering
- Scope: Like schools

### Actions
- [Note: The initial field trial proposal had two key objectives: 1) Employ staff to lessen the load of administrative tasks performed by teaching staff; and 2) Develop a more comprehensive speech/oral language program with the involvement of RMIT pre-service teachers and train ES staff in its implementation. With a mid-project change in principal, the two teachers leading the change team stepping back from the project, and competition with other school priorities, the project did not maintain momentum. When it re-started the objectives changed.]
- Employ a speech pathologist one day a week to work with students and train ES staff to test students for the Language Support program.

### Impact
- In narrowing the focus of the project the school was able to meet a specific need for its student community. The local employment of a speech pathologist provided a depth of coverage and sharing of expertise that would not otherwise have been possible.
- The project provided a professional learning opportunity for ES staff in skilling them in testing students for the Language Support program. They screened Prep to Year 2 students in keys aspects of oral language, which supplemented the work of speech pathologists employed by the central/regional office.
- The project reiterated for the school and ES staff the importance of continuing professional learning. ES staff are eager to explore professional learning opportunities that enable them to support students in the classroom.
- Teacher feedback indicates that while this project has provided benefits for a small number of students, there is still a need to address the workload issues associated with classroom and administrative tasks that were recognised in the initial field trial proposal.

### Future
- The project has built a foundation upon which the school can continue to explore workforce options. It has encouraged a different approach to planning staffing allocations in 2011 for both teaching and non-teaching staff.
- The school will continue to employ the local speech pathologist in 2011 because of the identified need for students, consolidating and expanding on the initial work of the field trial.