



Building Teacher Efficacy in Numeracy through Formative Assessment

Karen McCord

Josh Morris

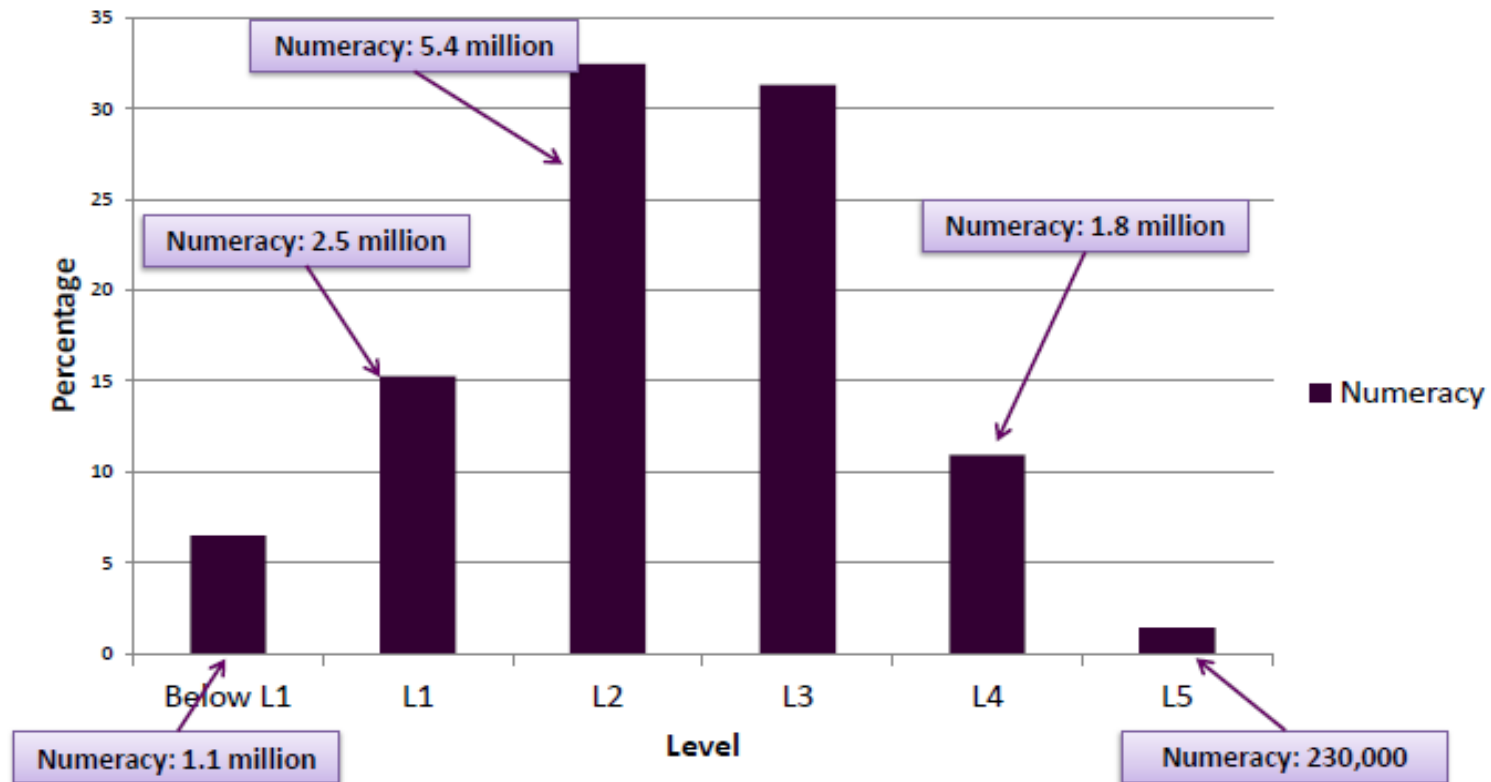
Colin Johnson

Rob Proffitt-White

A response to the growing problem in mathematical knowledge, attitude and disposition with Australia

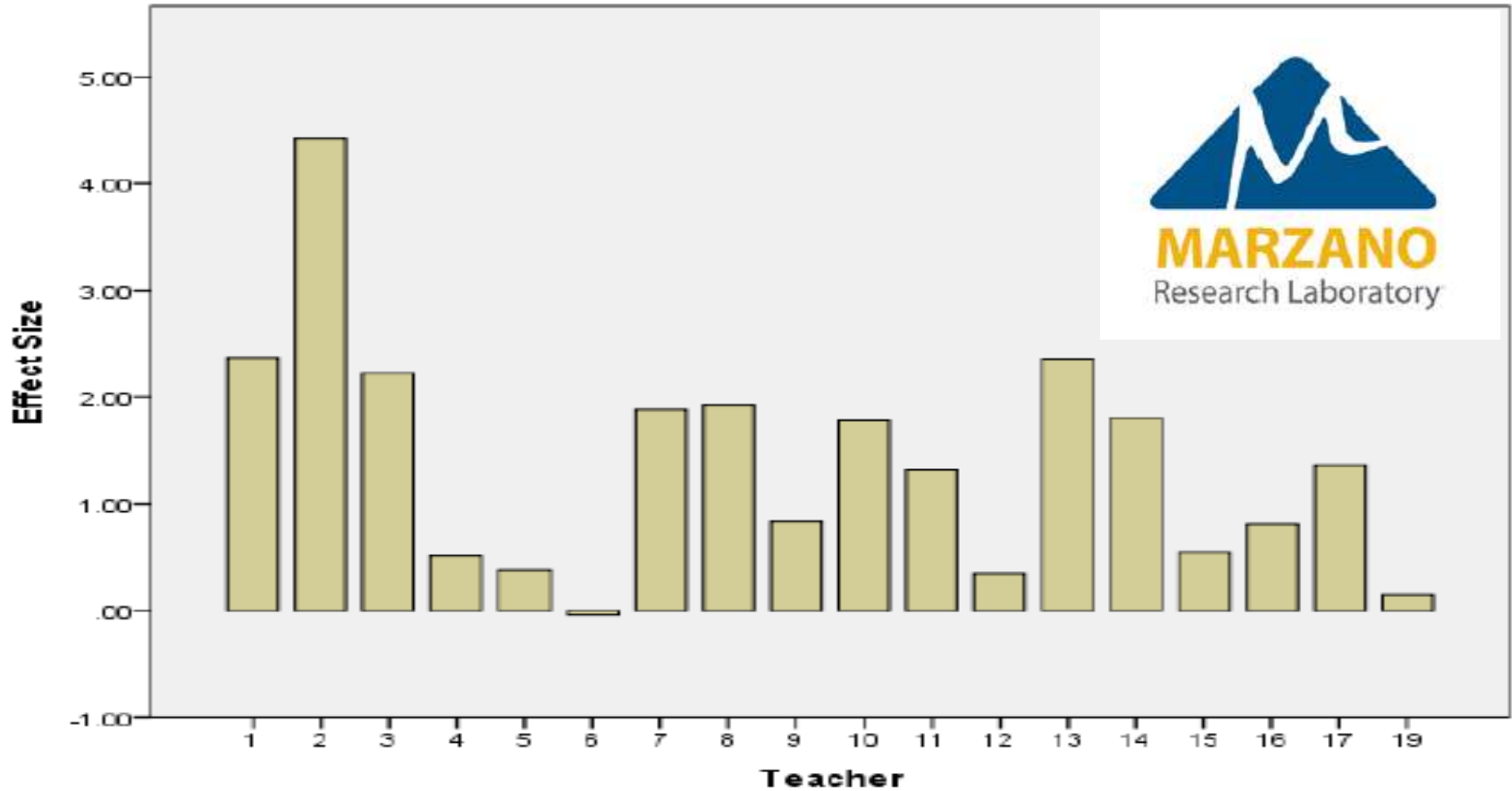
The Adult Story!

Performance by Level (15-74 yos)



Proportions of persons in Literacy and Numeracy in PIAAC. Total Australian population aged 15-74 years.

Attitudes and Beliefs as variables!



Under What conditions does size effect work?

Evidence around lack of understanding

This becomes the students 'WHAT'

Recall multiplication facts up to 10×10 and related division facts (ACMNA075)

- count by fours, sixes, sevens, eights and nines using skip counting

- use mental strategies to build multiplication facts to at least 10×10 , including: a^b

- using the commutative property of multiplication, eg $7 \times 9 = 9 \times 7$

- recall multiplication facts up to 10×10 , including zero facts, with automaticity

- relate multiplication facts to their inverse division facts, eg $6 \times 4 = 24$, so $24 \div 6 = 4$ and $24 \div 4 = 6$

**Most conceptual understanding
and problem solving has gone**

Procedural V Conceptual

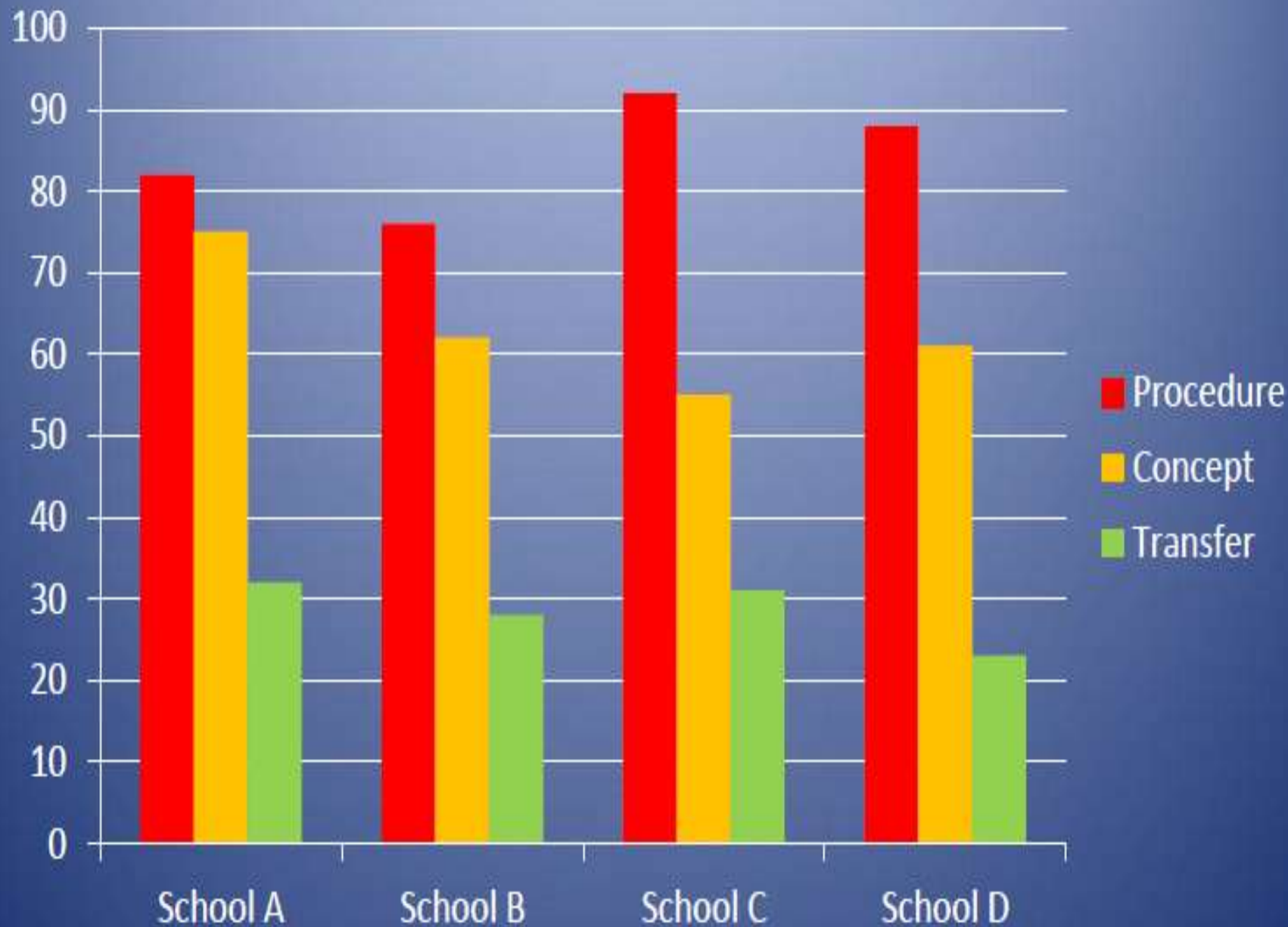
Find the largest number using these 4 digits

Year 3	92 %
Year 5	98%

Find the third largest number using these 4 digits

Year 3	42%
Year 5	57%

2014: Evidence based: Gaps in capacity



The achievement standards?

- By the end of Year 3, students recognise the connection between addition and subtraction and solve problems using efficient strategies for multiplication. They model and represent unit fractions. They represent money values in various ways. Students identify symmetry in the

2011-2013 National Partnership Findings

and also

round large numbers to the nearest million; put 3-digit numbers in order; count by thirds; count by ones from a decimal starting number; locate integers on a number line; apply tables facts to division; find a half and a quarter of small quantities; calculate using simple percentages; choose the correct operation to use in solving a one-step word problem; calculate change (dollars and cents) from \$1 and \$2; add dollars and cents with regrouping; calculate a unit cost; recognise fractions shown as shaded areas or selected parts; identify 1-place decimals on a number line; interpret increase and decrease on an integer number line; write percentages as parts out of 100; add 1-digit decimals with regrouping; solve whole number addition problems with regrouping;

Data Tools and Data Literacy

Pre Post Testing Success

Size effects were measuring procedural only

Colourful charts and displays

Computer generated %, charts, graphs

Assessment Questions still procedural

Most were multiple choice/online

Proficiencies missing

Initial gains not sustained, often forgotten



SET UP A STATEWIDE LEARNING PLATFORM FOR ALL TEACHERS

North Coast Region Mathematics



NCR Home Page	Teaching Mathematics - The WHAT	Teaching Mathematics - The HOW	Mental Warm Ups	NCR Diagnostics	Planning
Assessment	Success Project Numeracy	Misconception Vignettes	Parent and Community Awareness	Mini Maths Pracs	P-2
Tools and Resources	NCR U2B Project	Open Ended Questions and Tasks			3-6
					7-9

Resources to support ...

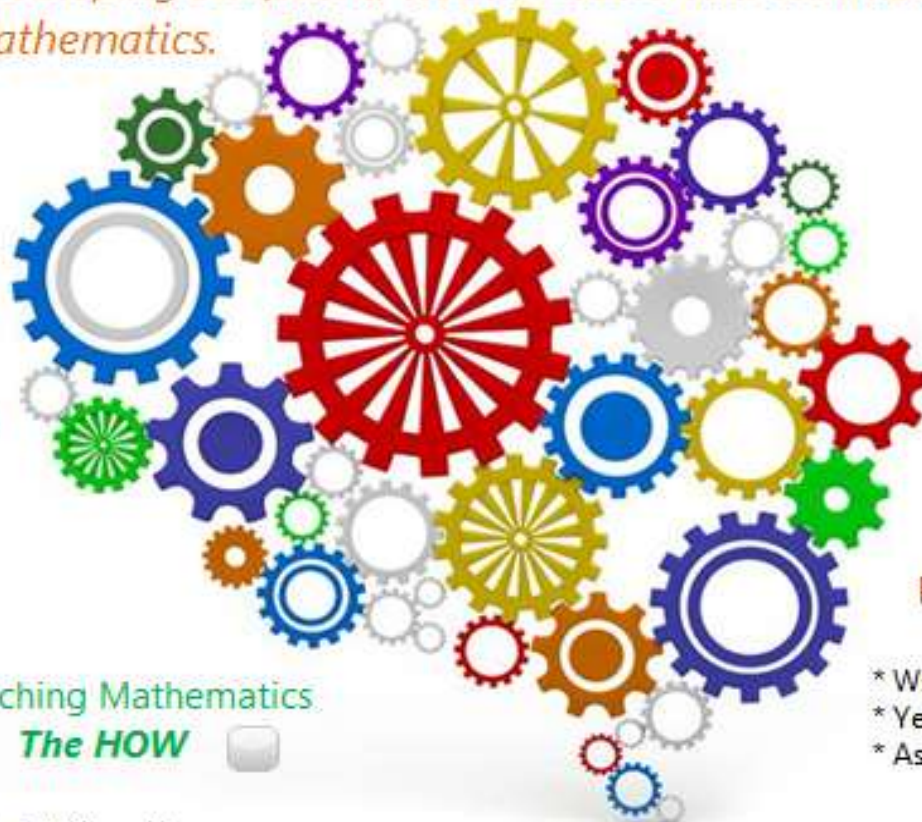
Professor Peter Sullivan recently presented to teachers on the Sunshine Coast (14 July).



sunshine-coast.pptx
8117x5

Developing confident, creative users and communicators of Mathematics.

- Australian Curriculum: Mathematics



Assessment

- * Policy Statement
- * Diagnostic Assessment
- * Formative Assessment
- * Summative Assessment

Teaching Mathematics

The WHAT

- * AC - Content Strands
- * AC - Proficiency Strands

Teaching Mathematics

The HOW

- * Mental Warm Up
- * Explicit Teaching

Planning

- * Whole School Planning
- * Year Level Planning
- * Assessment Planning

S48616983

Warm ups

North Coast Region

Mathematics



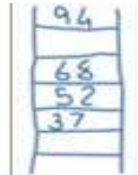
Place Value



Get_closer.doc
394KB



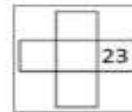
Number
Swiper.doc
232KB



Ladders.doc
226KB



Maths_Mat.doc
507KB



Hundreds Board
Puzzle.doc
226KB



One_is_a_Snail.doc
1394KB



One_is_a_snail_cards.doc
325KB



Rounding
Rodeo.doc
248KB



Partition Party!.doc
334KB



Middle_It.doc
210KB



Change_It.doc
236KB



Three_in_a_Row.doc
370KB



5-digit
Draw.doc
187KB



Place_Value_Beads.doc
502KB



101 and Out.doc
217KB

Operate / Calculate



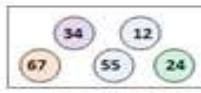
Shake and
Drop.doc
250KB



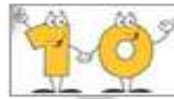
100 cards.doc
30KB

$$\square = 7 + 5 + 3$$

String Sums.doc
220KB



Secret Sums.doc
197KB



Race to Ten.doc
264KB



Oranges and Lemons.doc
169KB



Nearest to
20.doc
1003KB

$$7 + 4 = \square + 5$$

Making it
Balance.doc
220KB



Mix n Match
Equations.doc
203KB



Four Square.doc
494KB



Hit the
Number.doc
300KB

201-198

Go Mental First.doc
194KB



Fifteens.doc
210KB



Estimation Grid.doc
218KB



Bigger
Smaller.doc
165KB



Cross Out Singles.doc
416KB



Domino
Draw.doc
274KB



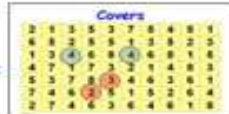
Dicey
Equations.doc
224KB



Nearest to
100,1000.doc
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Covers.doc
234KB



Covers
board.doc
32KB



Addition
Cups.doc
709KB



One is a Snail Ten is a
Crab.doc
1478KB



Card Counting.doc
716KB



Clear the Deck.doc
192KB



Clear the Deck
board.doc
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Working Mathematically

Diagnostic Tests

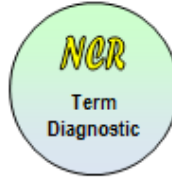
Pre and Post



North Coast Region

Mathematics

YEAR 5: Term 1 Diagnostic



NAME _____

1 to 1 Interview: Mental computation

	Relies on counting	COMMENTS
Ask the student to multiply the following numbers 5×7 and 9×4		
Ask the student to add the following numbers $24 + 30 + 46$		
Ask the student to subtract the following numbers $35 - 20$ and $81 - 39$		

Write a problem that would match this number sentence: $1.5 \times 8 = []$

Shade in 0.10 of this shape

Shade in 1 tenth of this



3 Arrange these fractions from largest to smallest

$\frac{5}{8}$ $\frac{3}{4}$ $\frac{1}{8}$ $\frac{1}{4}$

4



Mark needs to multiply these numbers together. 15×12

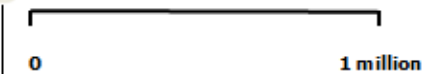
Can you show him how an efficient way to do it?

5 Can you show some different ways of representing this number? We have done one for you.

13.5

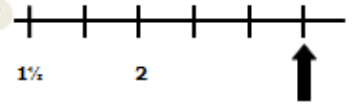
1 ten, 3 ones and 5 tenths

6



Put a 'X' where you think the number 9 999 would go on this number line.

7



What value is shown by the arrow? _____

8

What number is 100 times larger than 250? _____

What number is 10 times smaller than 25? _____

9

If $5 \times 10 = 50$, then $0.5 \times 10 = 0.50$

Is this statement true or false?

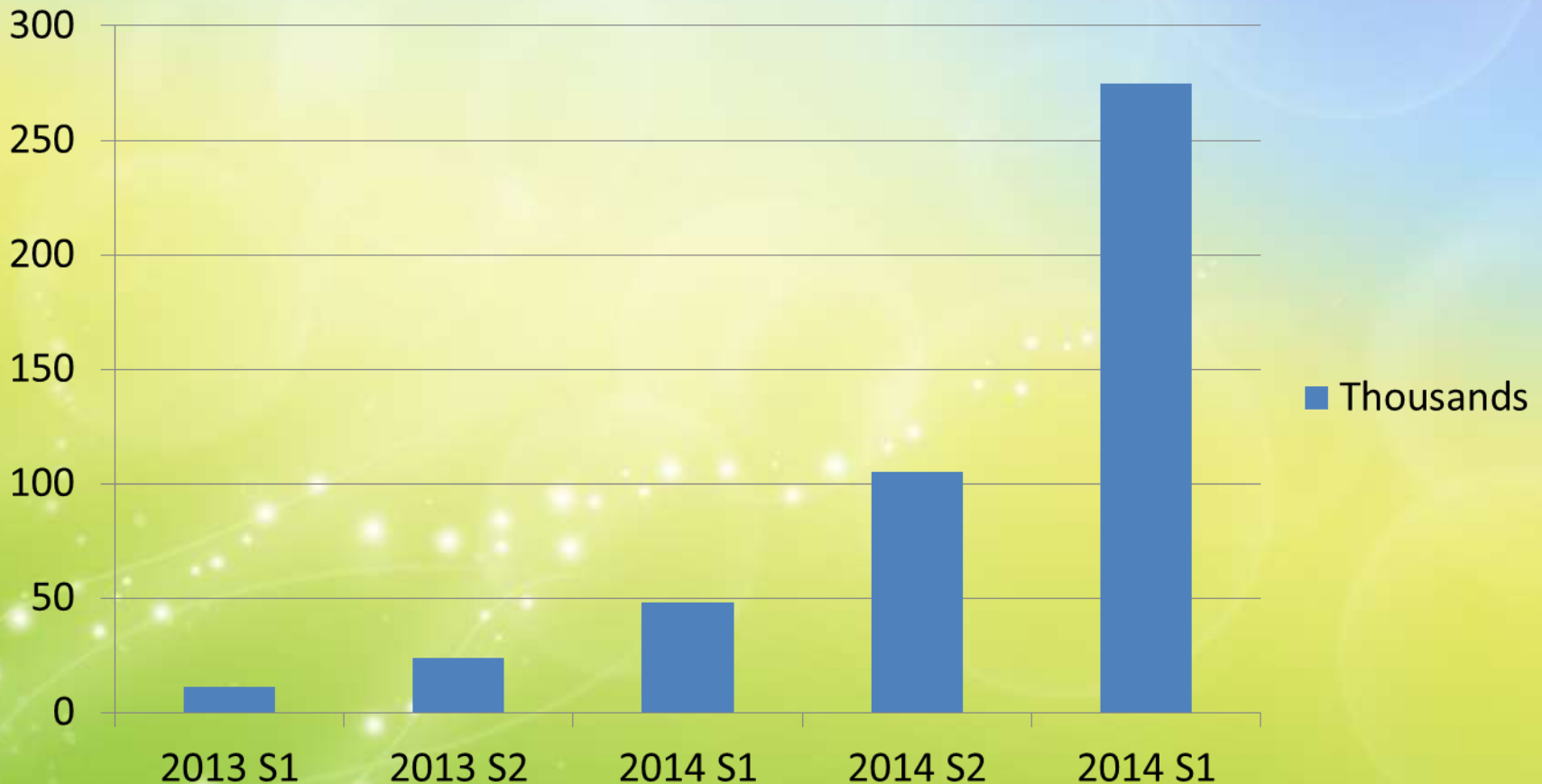
Can you explain?

10 There are 503 students in a school and 50 students can fit onto a bus. How many buses will the school need for all the students to travel at one time? Show how you got your answer.

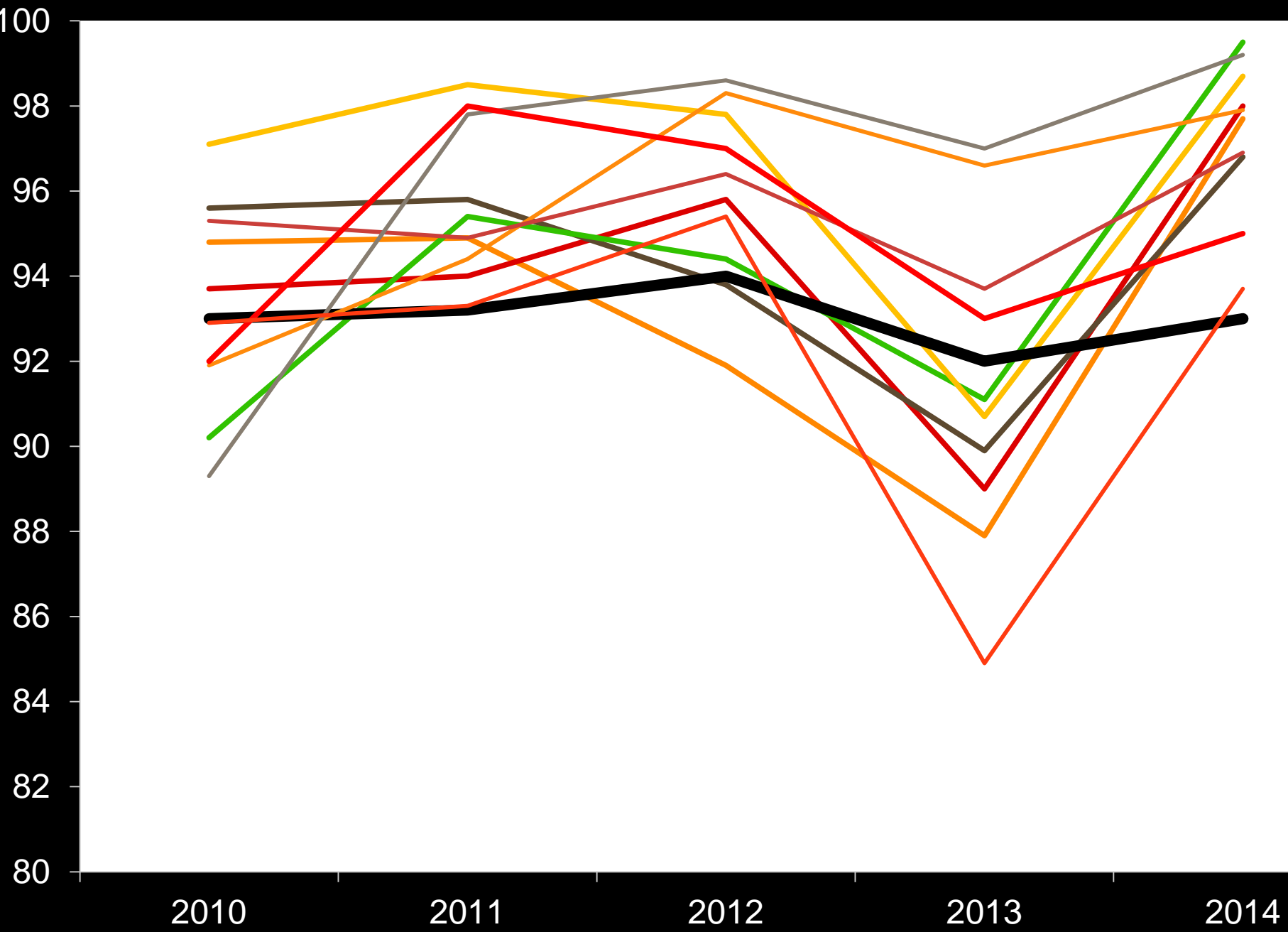
Tracking the HITS on the Learning Platform from 2012



Thousands



Encouraging initial data and subsequent scaling up



Aim of Success Team



We make mathematics enjoyable and accessible by all; teachers and students

Develop assessment literacy

Promote and instill assessment AS and FOR

Initiate and sustain an internal expert team

Make students instructional resources of their own learning

**Student's mathematical achievement is unlikely to improve without professional development focusing on mathematics content.
(Telese, 2008)**

10 visits per semester

Initiate Instructional Rounds

Leadership create strategic key team

Coach, mentor and collaborate

Build capacity to create resources

Initiate PLCs and school networks

PHASE A: January 2014 – June 2014

PHASE B: July 2014 – December 2014

PHASE C: January 2015 – June 2015

PHASE D: July 2015 – December 2015

**Phase A and B are sustaining
the momentum**

13 State High Schools

3 P-12 Colleges

22 State Primary Schools

Intended, Implemented, Attained

SULLIVAN: Understanding Mathematical Proficiencies

ASKEW: Traits of effective mathematics teachers

HATTIE: Visible learning

STACEY/ANDERSON: Problem Solving culture

FULLAN: Instructional Leadership


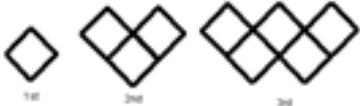
DuFour: Professional Learning Communities



MARZANO: High Reliability Schools: Level 3 GVC

BOALER: Positive Classroom Norms

DWECK: Fixed and Growth Mindsets

Creation of a short term diagnostic by key

Year 7 Diagnostic Task – Term 2 (Pre) Name: _____	
<p>1. Write this in digit form:</p> <p>Two millions, two thousands and eight tens</p>	<p>Do not do anything in this column.</p> <p>○ ○ ○ ○</p>
<p>2. What fraction of the large shape below is shaded?</p> 	<p>○ ○ ○ ○</p>
<p>3. Write a word problem that could match the following equation.</p> <p style="text-align: center;">$1.5 \times 60 = 90$</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>○ ○ ○ ○</p>
<p>4. Place an X on the number line to show the location of 1.4.</p> <p>-1 _____ 3</p>	<p>○ ○ ○ ○</p>
<p>5. Using your ruler, draw the next term in this pattern.</p>  <p>1st 2nd 3rd</p>	<p>○ ○ ○ ○</p>

Year 7 Diagnostic Task – Term 2 (Post) Name: _____	
<p>1. Write the number that contains all of the following:</p> <p>Five thousands, three ones and six millions</p>	<p>Do not do anything in this column.</p> <p>○ ○ ○ ○</p>
<p>2. What fraction of the large shape below is shaded?</p> 	<p>○ ○ ○ ○</p>
<p>3. Write a word problem that could match the following equation.</p> <p style="text-align: center;">$2.5 \times 20 = 50$</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>○ ○ ○ ○</p>
<p>4. Place an X on the number line to show the location of 0.5.</p> <p>-1 _____ 3</p>	<p>○ ○ ○ ○</p>
<p>5. Using your ruler, draw the next term in this pattern.</p> 	<p>○ ○ ○ ○</p>

A room has a perimeter of 24m



Investigate how many different areas this room can have.

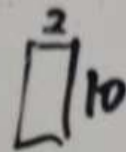
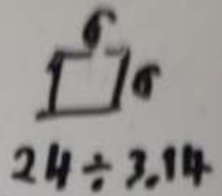
Enabler: Reminder of P and A

Extender: What is max/min area?



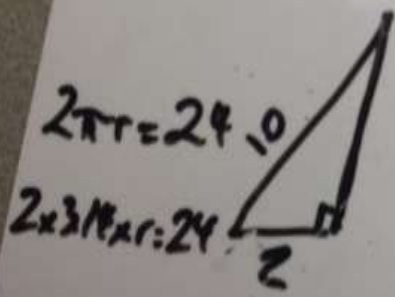
- $2 \times 10 = 20m^2$
- $3 \times 9 = 27m^2$
- $4 \times 8 = 32m^2$
- $5 \times 7 = 35m^2$
- $6 \times 6 = 36m^2$
- $7 \times 5 = 35m^2$
- $8 \times 4 =$
- $9 \times 3 =$
- $10 \times 2 =$

$p = 24 \quad A = 6 \times 6 = 36m^2$
 $A = 10 \times 2 = 20$
 $A =$

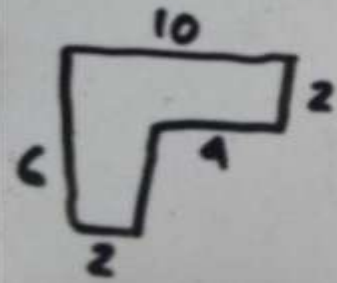
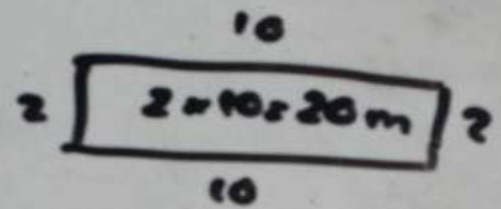
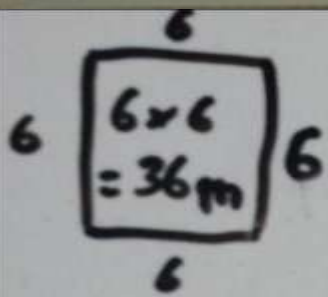


πr^2
 $2\pi r = C$

(46)



3.93



'Same As' Scales

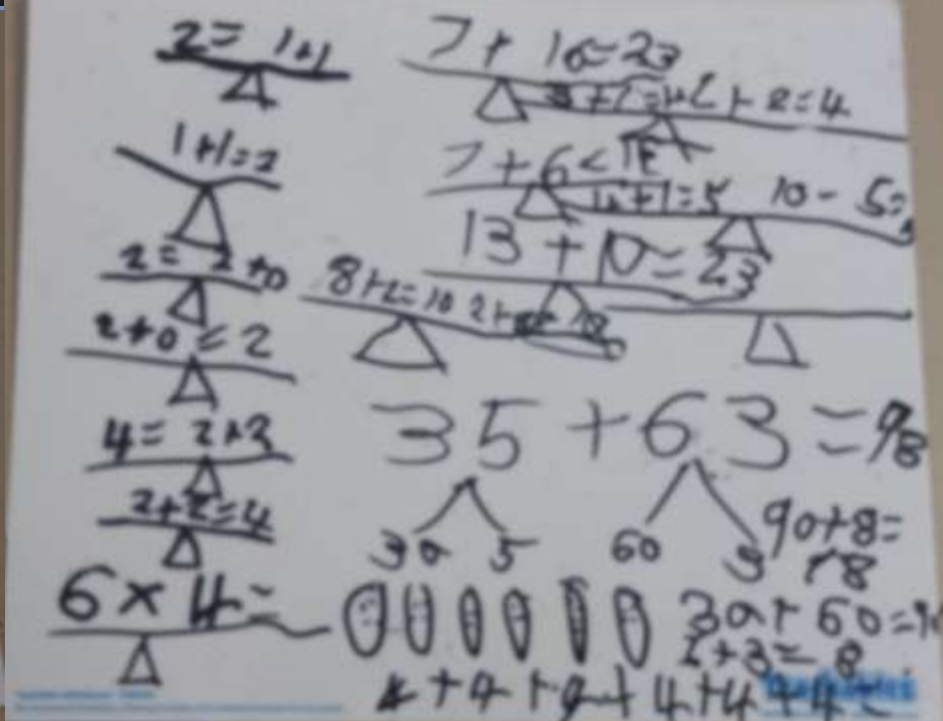
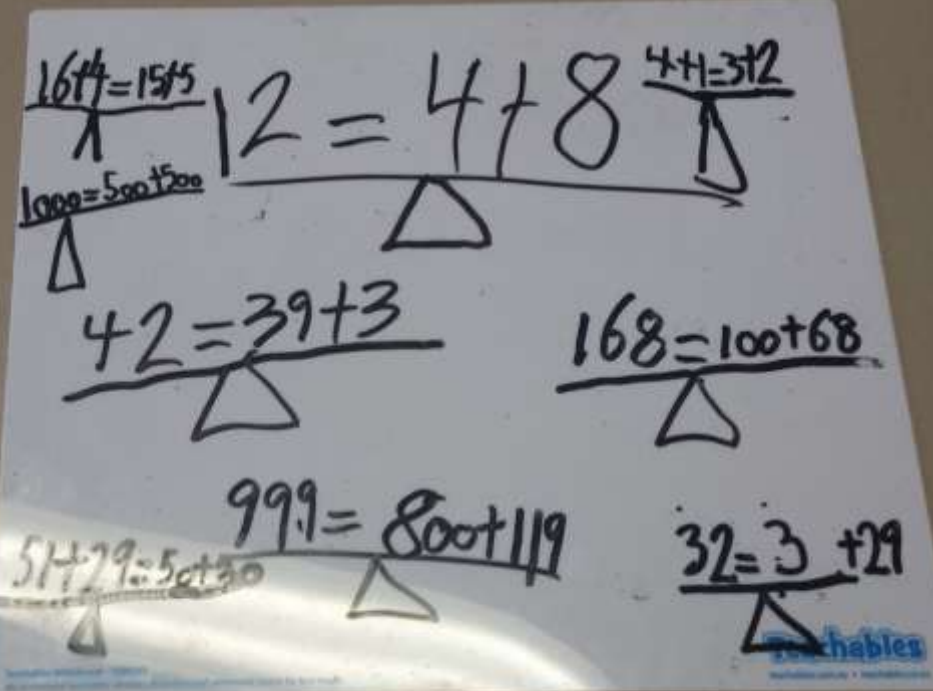
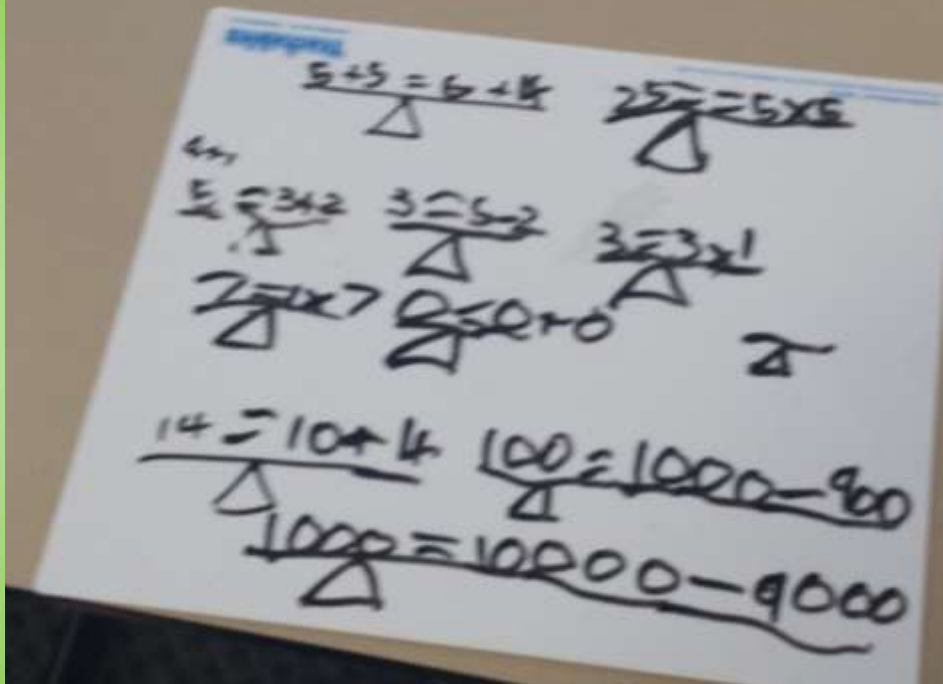
$$8 = 5 + 3$$

$$5 + 2 = 7$$



How many scales can you design at your table groups?
Feel free to share your ideas

Enable: Use abacus, counters etc
Extend: Operation both sides.



Trial samples used to elicit levels of student understanding. Formulate a scale

3. What fraction of the large square below is shaded?

$\frac{1}{4} + \frac{1}{8} = \frac{1}{2}$

3. What fraction of the large square below is shaded?

$\frac{2}{5} \times$

4. There were two one had 60 000 hits had 300 000 hits. E ratio?

50k $\sqrt{300}$
60

1000 : 50
100 : 50
100 : 50

3. What fraction of the large square below is shaded?

$\frac{1}{4} + \frac{1}{4} = \frac{1}{2}$

3. What fraction of the large square below is shaded?

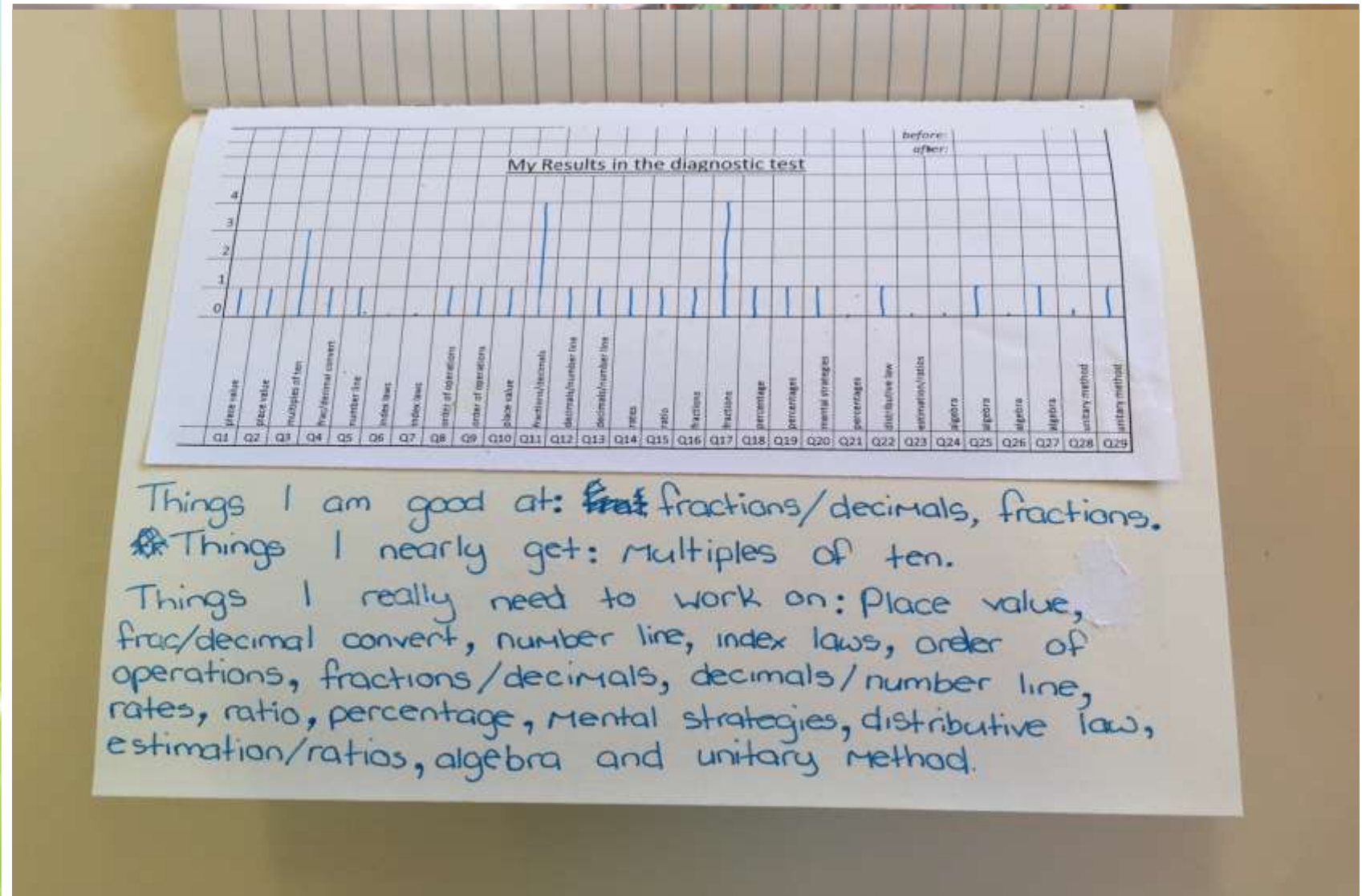
$\frac{1}{4} + \frac{1}{4} = \frac{1}{2}$

$\frac{2}{6}$

5. Mark and label on a sided die?

0

Initiate 'Visible Learning' where students



Ensuring School Assessment promotes the Mathematics Proficiencies

Know about their learning & can plan next learning steps with teacher

Are active in their learning

Understand the assessment tools being used and what results mean

Understand the learning goals/intentions of the lesson

An self assess accurately against success criteria and know their next learning goal

Can peer assess against success criteria and give feedback based on the criteria

Can use SMART goals, then self monitor their progress

Can answer: WHERE AM I GOING, HOW AM I GOING, WHERE TO NEXT

What do we expect our students to learn?

How will we know they are learning?

How will we respond when they don't learn?

How will we respond if they already know it?

Students who experience skills-focused instruction tend to master them, but do not do well when tested on problem solving and conceptual understanding.

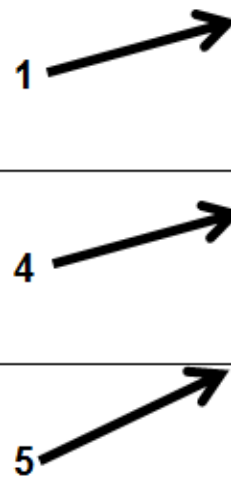
(Schoenfeld, 2007)

Data grids to inform teachers of intervention strategies.



CLASS: t - 6 A		NAPLAN BANDS					NAPLAN dimension:	YEAR 5	Reading
2015	3	4	5	6	7	8	Exempt		
A				1	2	2			
B				4	2	1			
C			5	5	3				
D		1	2	3					
E	1								

PAT MATHS DATA



We can create the appropriate
-culture
-teacher mindset
-student disposition
-open ended resources
to move more into the U2B

The NCR Mathematics Team are a result of longevity, ongoing PD and consistent investment- WE have endurance, leverage and readiness

Passionate and Persuasive

Reflective and Perceptive

Coach, mentor, collaborator

Innovative & Influential

Engaging and Understandable

Organised and Effective

In a position to effect change

Exceptional Pedagogical Content Knowledge-

Exceptional Mathematical Content Knowledge

Student Disposition to Mathematics

◎ Focus

- Enjoyment
- Purpose
- Understanding

Questions

1 Mathematics is an area I do well in

2 Mathematics is a subject that I am enthusiastic about

3 I see the relevance of mathematics to other subjects

4 I see the relevance of mathematics to the real world

5 In class we have opportunities to discuss our answers

6 My teacher explains mathematics in a way I can understand

7 It doesn't matter whether I use efficient or inefficient methods as long as you get the right answer in the end.

8 In my mathematics class we celebrate achievements

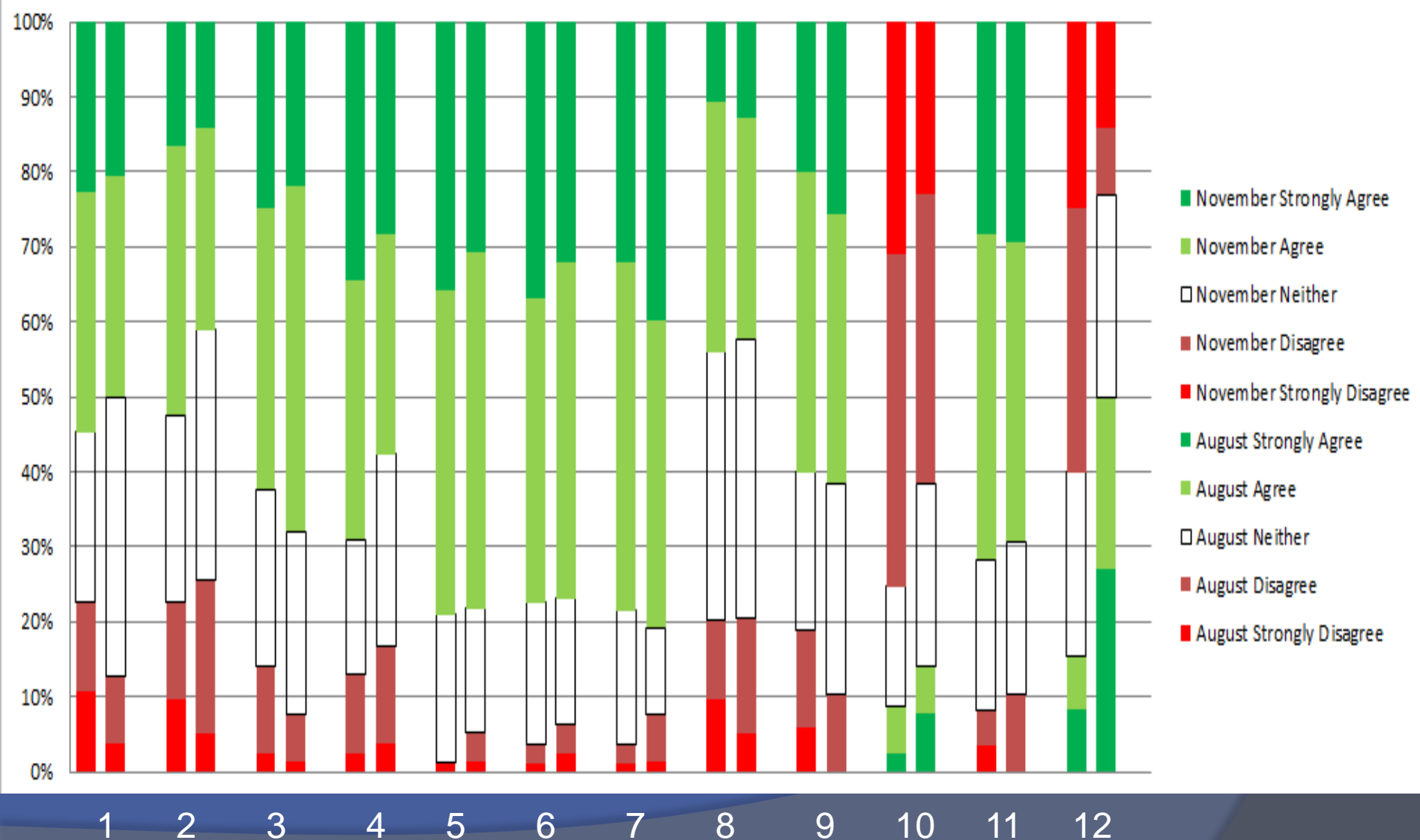
9 I am confident to raise my hand in my mathematics class

10 We learn mathematics by the teacher demonstrating an example and we keep practicing until we get it right.

11 I can see how the mathematics we are learning now connects to what I have learnt in previous years.

12 It is possible to do well in mathematics without having to reason or explain your answer

Yr 8 Mathematics Classrooms



Raising Awareness of Project Intent

- ◎ Target Areas
 - Student Engagement
 - Problem Solving and Reasoning
- ◎ Contextualised Demos
- ◎ Collaborative Discussion

Key Team

- Identification of key staff to lead the agenda
- Development of own resources for use within the Faculty
 - Diagnostic Tests
 - Warmup activities to address misconceptions
- Diagnostic tests include identified core skills (individually identified for each cohort) to track from Year 7
- Warmup activities – open ended tasks based on Peter Sullivan research

Diagnostic Tests



YEAR 7 DIAGNOSTIC PRE-TEST

TERM 2

Name: _____



1. What is the depth of the water?

2. Lee paid for some chocolate frogs with a \$10. If each chocolate frog costs 65 cents, and he received \$6.75 in change. How many frogs did he buy? (Show your reasoning)

3. What fraction of the large shape below is shaded? Explain how you got your answer.



4. There were 23758 people at a football match. If one third of them supported the away team, approximately how many people supported the away team? Show how you got your answer.

OneNote Resource Bank

The screenshot shows a OneNote page titled "Question 3" with a timestamp of "Wednesday, 5 November 2014 8:15 PM". The main content is a math problem: "3. What fraction of the large shape below is shaded? Explain how you got your answer." Below the text is a diagram of a regular hexagon divided into six equilateral triangles by lines from the center to each vertex. Two of these triangles, at the top and bottom, are shaded black. Below the diagram is a note: "Screen clipping taken: 21/03/2015 3:45 PM". At the bottom of the page, there are two document icons labeled "Q3 Fractions" and "Q3 Fractions 2". The left sidebar shows a navigation pane with "Success Program" selected. The right sidebar shows a table of contents with "Question 3" highlighted.

Notebooks

Term 1 Term 2 Term 3 Term 4

Statistics

Term 3

Term 4

Success Program

Numeracy Success Pr...

LAN

New Section 1

Year 7

Term 1

Term 2

Term 3

Term 4

Year 8

Term 1

Term 2

Term 3

Term 4

LAN Videos

New Section 1

Year 7

Term 1

Term 2

Term 3

Term 4

Year 8

Term 1

Term 2

Term 3

Term 4

Reports

New Section 1

Search (Ctrl+E)

Add Page

Diagnostic Test

Question 1

Question 2

Question 3

Question 4

Question 5

Question 6

Question 7

Question 8

Question 9

Question 10

Question 3

Wednesday, 5 November 2014 8:15 PM

3. What fraction of the large shape below is shaded? Explain how you got your answer.

Screen clipping taken: 21/03/2015 3:45 PM

Q3 Fractions

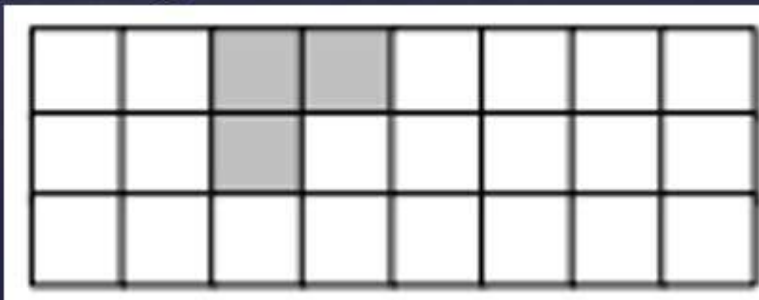
Q3 Fractions 2

Warmup Slide Example

One fourth of a rectangle is shaded as shown below:



In the diagram below, the shaded part represents one fourth of another rectangle. Draw some of these rectangles.



BUNDABERG
STATE HIGH SCHOOL

Moderation and Discussion

- ⦿ Diagnostic Tests moderated at Faculty level
- ⦿ Identified common student misconceptions

Collection and Collation of Data

- ⦿ Use of Remark software to quickly process student responses
- ⦿ Data returned to teachers
 - Analysis and identification of misconceptions at a class level
 - Informed choice of warmups for each teacher

Question1

Response	Frequency	Percent	
*1	6	26.09	
2	0	0.00	
3	0	0.00	
4	15	65.22	
5	1	4.35	
Missing	1	4.35	

Question2

Response	Frequency	Percent	
*1	3	13.04	
2	4	17.39	
3	7	30.43	
4	8	34.78	
5	0	0.00	
Missing	1	4.35	

Question3

Response	Frequency	Percent	
*1	4	17.39	
2	0	0.00	
3	0	0.00	
4	17	73.91	
5	1	4.35	
Missing	1	4.35	

Question4

Response	Frequency	Percent	
*1	8	34.78	
2	1	4.35	
3	8	34.78	
4	5	21.74	
5	0	0.00	
Missing	1	4.35	

Question5

Response	Frequency	Percent	
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Question6

Response	Frequency	Percent	
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Legend: Correct: Incorrect: Distractors Chosen More than Correct Answer:

Question1

Response	Frequency	Percent	
*1	10	52.63	
2	3	15.79	
3	0	0.00	
4	6	31.58	
5	0	0.00	

Question2

Response	Frequency	Percent	
*1	9	47.37	
2	5	26.32	
3	5	26.32	
4	0	0.00	
5	0	0.00	

Question3

Response	Frequency	Percent	
*1	8	42.11	
2	1	5.26	
3	5	26.32	
4	5	26.32	
5	0	0.00	

Question4

Response	Frequency	Percent	
*1	9	47.37	
2	6	31.58	
3	3	15.79	
4	1	5.26	
5	0	0.00	

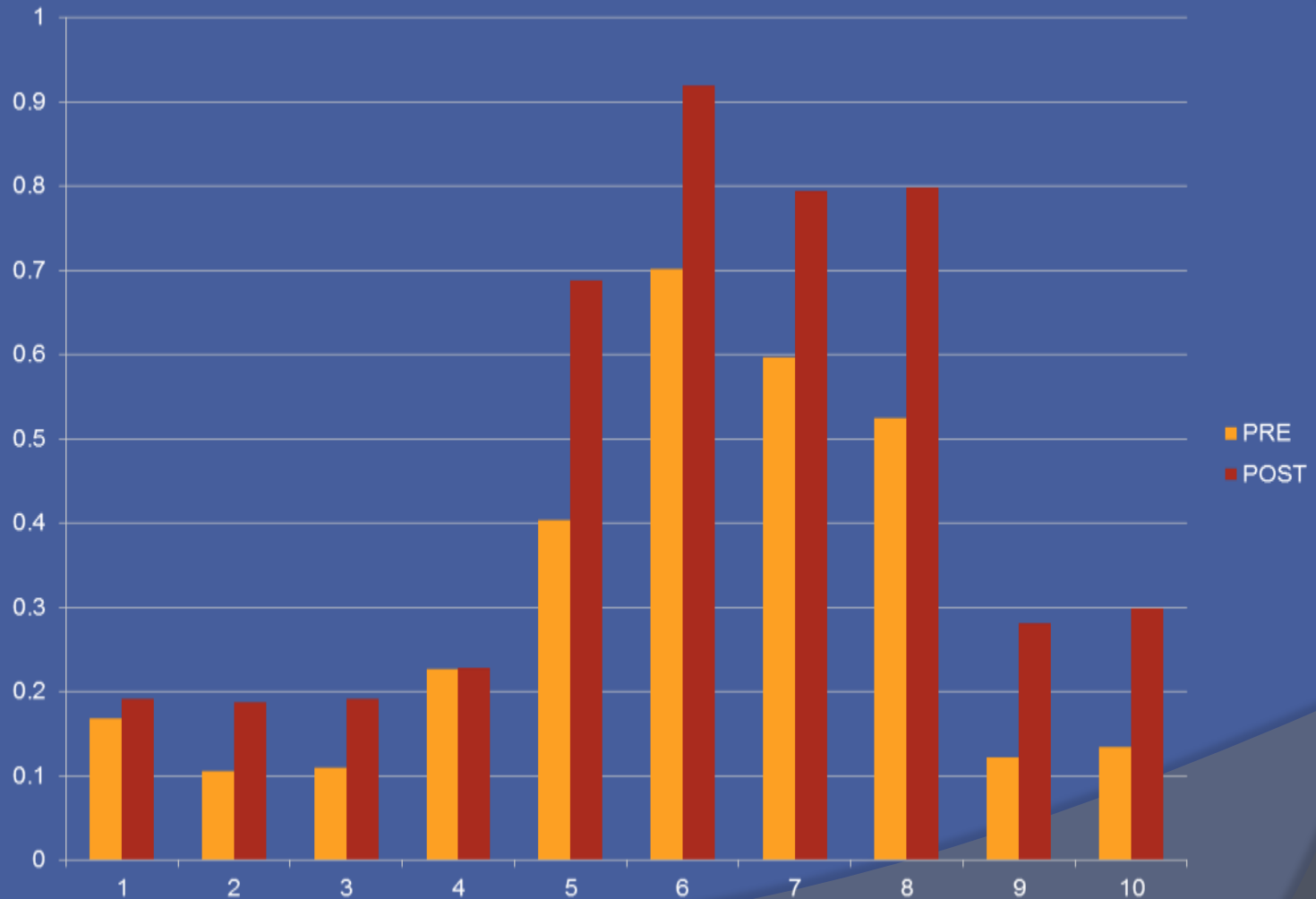
Question5

Response	Frequency	Percent	
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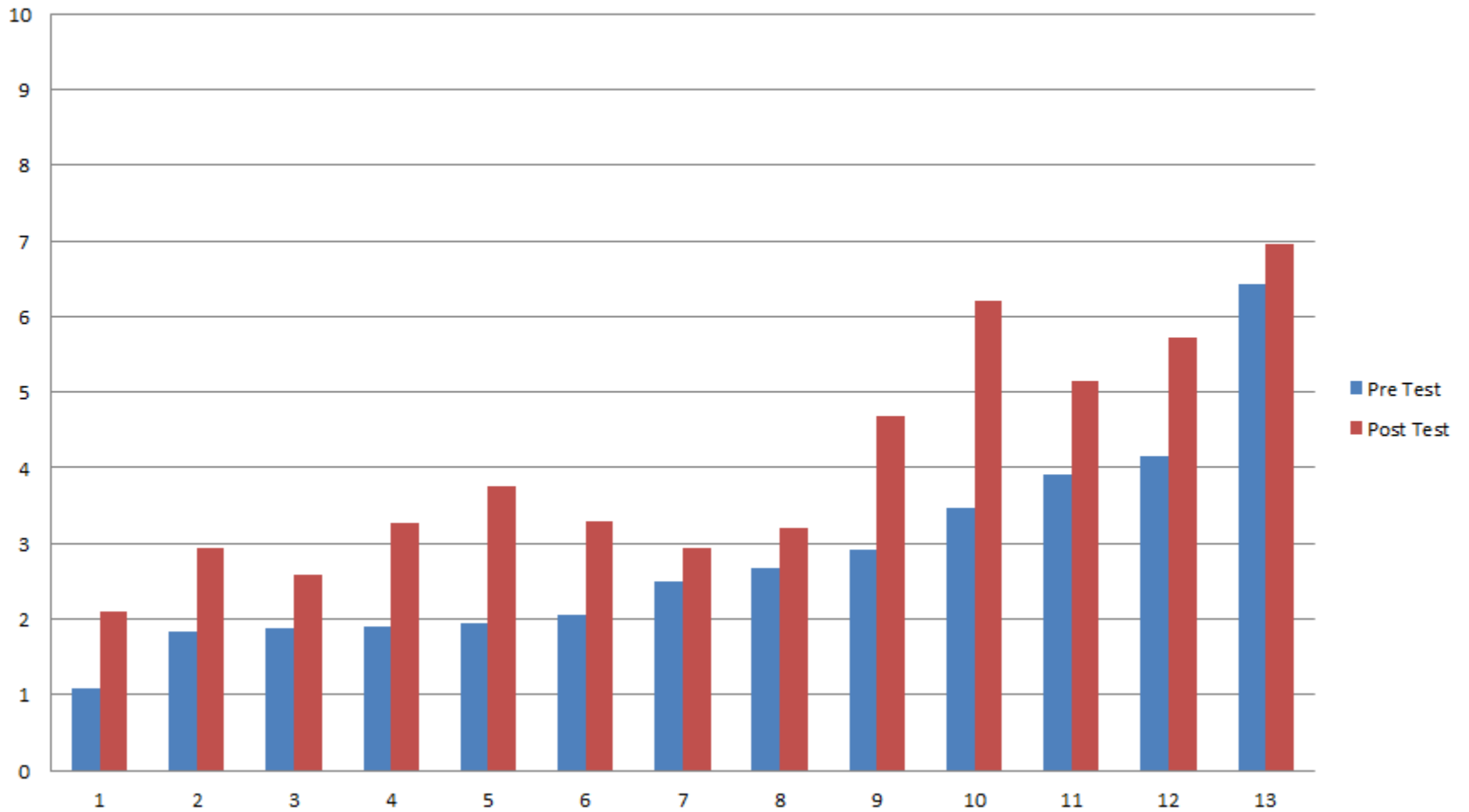
Question6

Response	Frequency	Percent	
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Cohort Average Pre/Post Per Question



Avg Score Per Class



Support for Teachers

- Resource Bank
- Numeracy Coach
- Development Time and Talking Time

Ongoing Support and Moderation

- ⦿ Key team meets once a term to:
 - Peruse feedback from teaching staff
 - Act on feedback to modify assessment tasks
 - Develop further questions and warmup activities
- ⦿ Collaboration with another local high school to share and develop open ended tasks

LAN Program

- Literacy and Numeracy Program
- Conducted for Year 7 and 8 students
- Numeracy Program provides all students the opportunity to problem solve and reason

LAN – OneNote Resource Bank

The screenshot displays the OneNote application interface. On the left, the 'Notebooks' pane shows a tree view with 'Year 8' selected, and 'Term 2' highlighted. The top navigation bar shows 'Term 1', 'Term 2', 'Term 3', and 'Term 4'. The main content area is a page titled 'Week 1 - Measurement' with a date of 'Monday, 8 December 2014'. The page contains a numbered list of six activities. To the right, a 'Table of Contents' pane is visible, listing the week's topics.

Notebooks

- Statistics
- Term 3
- Term 4
- Success Program**
- Numeracy Success Pr...
- LAN**
- New Section 1
- Year 7**
- Term 1
- Term 2
- Term 3
- Term 4
- Year 8**
- Term 1
- Term 2**
- Term 3
- Term 4
- LAN Videos
- New Section 1

Term 1 **Term 2** Term 3 Term 4 +

Week 1 - Measurement

Monday, 8 December 2014

- 5 Quick Questions - 5 minutes
- NAPLAN Item Analysis - Q1 - 10 minutes
- NAPLAN Item Analysis - Q2 - 10 minutes
- Deconstructing Problem - 15 minutes
- See Plan Do Check - Q1 - 20 minutes
- See Plan Do Check - Q2 - 20 minutes

+ Add Page

Week 1 - Measurement

- 5 Quick Questions
- NAPLAN Item Analysis
- U2B - NAPLAN Item Analysis
- Deconstructing Problems
- U2B - Deconstructing Problems
- See Plan Do Check
- Week 2 - Measurement, 3D Shapes
- Week 3 - Measurement - 3D Shapes, Volume, Capacity
- Week 4 - 3D Objects
- Week 5 - Scale
- Week 6 - Time, Direction, Ratio and Proportional Reasoning
- Week 7 - Statistics
- Week 8 - Statistics

Example of Content in LAN File

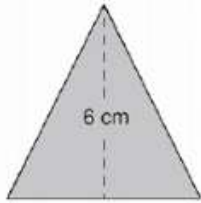
Notebooks

- Term 3
- Term 4
- Success Program**
- Numeracy Success Pr...
- LAN
 - New Section 1
 - Year 7
 - Term 1
 - Term 2
 - Term 3
 - Term 4
 - Year 8
 - Term 1
 - Term 2
 - Term 3
 - Term 4
- LAN Videos
 - New Section 1
- Year 7
 - Term 1
 - Term 2
 - Term 3
 - Term 4
- Year 8
 - Term 1
 - Term 2
 - Term 3
 - Term 4
 - Reports
 - New Section 1
 - New Section 2

NAPLAN Item Analysis

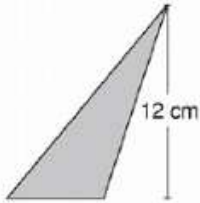
Monday, 8 December 2014 1:40 PM

19 These triangles are not drawn to the same scale.
Which one has an area of 36 square centimetres?



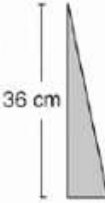
6 cm

6 cm



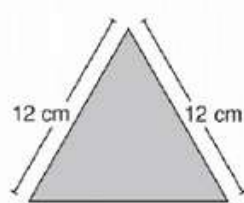
12 cm

6 cm



36 cm

1 cm



12 cm

12 cm

Response	Proportion	Reasoning
A	26.3%	Students selecting this option may have incorrectly calculated the area of this triangle as base times height (6×6), forgetting that the formula required them to divide this by 2.
B	38.4%	Key
C	11.3%	Students selecting this option may have incorrectly calculated the area of this triangle as base times height (36×1), forgetting to divide by two. The fact that this is a familiar orientation of a right-angled triangle may have attracted some students to this option.
D	22.9%	Students selecting this option may have confused perimeter and area and selected it because the perimeter of this triangle is 36 cm.

Success

By exposing students to instant success, through the use of pre and post testing, warmups and problem solving we have empowered the students not only with the strategies and content they need to answer the questions, but with the confidence, enthusiasm, security and the desire to discover the satisfaction that success in mathematics brings.

MOVING TEACHERS FROM:-

**TRANSMISSION to
CONNECTIONIST
ORIENTATIONS**

**by developing growth mind
set interventions in schools.**

(Boaler, 2010)

Barriers to Success

1. Teachers are content driven, and don't necessarily value the time it takes to address some of the misconceptions in prior knowledge required
 - Addressed through student engagement evidence motivated teachers to value tasks
2. Having teachers and students understand that success in maths is attained by work and effort – Growth Mindset
 - Addressed through student success in open ended tasks and working with teachers through Faculty meetings and moderation of tasks
3. Time – Resource Development, Moderation, Time to familiarise teachers with project
 - Support from Administration Team to allow project time to grow and realise its potential

Attaining outcomes

Our belief – maths is accessible by all, maths doesn't end in the classroom

Program mantras

- ⦿ *volunteers*
- ⦿ *staff own it,*
- ⦿ *must build capacity,*
- ⦿ *must be sustainable,*
- ⦿ *No matter how long it takes – just do it properly because teacher attitude and feeling does make a difference,*
- ⦿ *teachers need to have a voice in the actions toward the program – it is their program....*

How ?

Sales

Access to experts - sold to general staff as “you don’t waste \$500 000 when it is offered to you” (4 PEACs at beck and call, 20 days relief for PD, .5 staff member /coach)

Cost

- Minimal to start with – staff didn’t want to lose class time, used spares etc
- Once momentum began, used 20 TRS plus 20 more (6 months)
- *Loss of class time for training/developing resources was biggest impact*
- 2 HODs key agenda
- Strategic Team – PEAC, Performance HOD, Maths HOD, coach, JS DP’s, myself
- Year level team - volunteer teachers work with Rob and HOD, coach

Future Potential Costs

- 0.5 Numeracy Coach
- Growth coaching for Maths team – ensure substantive conversation

Unintended Initial Outcomes

- ◉ *Number of volunteers*
- ◉ *Speed of uptake by staff*
- ◉ *Desire to get the activities right using own time*
- ◉ *Energy within the department, rejuvenation of teachers*
- ◉ *SCI Faculty - jumping on board*
- ◉ *After presentation of warm ups to all staff, pockets of staff in other faculties tried them – for their curriculum areas and have embedded them into their class routines*