

St Mary's College 2017 Annual School Improvement Plan (to be reviewed upon completion of 2017-2020 Strategic Plan)

| LEARNING | Strategic Plan Link (School) | SMART Goals Strategic Plan Link <small>(Specific, Measurable, Achievable, Result Orientated, Timed)</small> | Actions/Strategies (How will we do it?) | Responsibility & Timeline <small>(Who will lead/drive this? When will the action be done?)</small> | Resources & CEWA Involvement | QCS Component link | Success indicators <small>(How we will know we have been successful)</small> |
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| <p>K-12 practice of teachers and students engaged in explicit teaching and learning strategies.</p> <p>Enhance student achievement and wellbeing.</p> <p>Increase student and staff engagement in their own learning and faith formation.</p> | <p>3.1.5 Maintain and extend comprehensive data sets to inform teaching and learning.</p> <p>3.5.1 Use school based and national data sets to inform teacher practice.</p> | <p>Lessons will begin with explicit learning intentions and success criteria.</p> <p>Standardised tests will be conducted for students in Years PP-10 and their performance will be tracked on a continual basis throughout the year.</p> <p>Data collected will be used to determine student levels and identify students learning needs.</p> | <p>Collaborative Learning Project (CLP) Team</p> <ul style="list-style-type: none"> Common language surrounding learning intentions and success criteria will be used. WALT/WILF CLP Team will run two K-12 professional learning days per year K-12. CLP Team will deliver one campus meeting per term ensuring CLP parameters are met. Eg. Case Management. | <p>Principal and Collaborative Learning Project Team</p> <p>English LAC, Pathways Coordinator, HOS and HOP will lead assessment of students.</p> | <p>Professional learning facilitated by Lyn Sharratt and CEWA.</p> | <p>302- Analysis and discussion of data</p> <p>308 – Effective Pedagogical Practices</p> | <p>Lessons will begin with Learning Intentions and Success Criteria and students and staff from K-12 will have a common language and understanding of WALT's and WILF's.</p> <p>All staff will be using data walls to inform and track student data to inform teaching.</p> <p>Staff have a shared ownership and understanding of student data.</p> |
| ENGAGEMENT | Strategic Plan Link | SMART Goals Strategic Plan Link | Actions/Strategies | Responsibility & Timeline | Resources & CEO Involvement | QCS Component link | Success indicators |
| <p>Increase understanding of our individual and collective responsibility for Catholic Education's mission.</p> <p>Develop our people to be leaders in Catholic Education's mission.</p> | <p>3.10.3 Comprehensive review of St Mary's College's approach to behaviour management and provide professional learning program to all staff.</p> | <p>A Positive Behaviour Strategies (PBS) Team on each campus will implement policies and strategies to enhance/support/promote positive behaviour.</p> <p>Staff will have a shared understanding of Trauma and Trauma informed practice and understand the connections between behaviour and trauma.</p> | <p>Positive behaviours are explicitly taught by all teachers.</p> <p>Common language is used around behaviours from K-12 by teachers and students.</p> <p>Teachers will use a range of de-escalation and trauma informed strategies.</p> <p>Primary and Secondary staff participate in action research of Trauma practice with support from Australian Childhood Foundation (ACF).</p> | <p>Head of Primary/Secondary support PBS teams on Primary and Secondary.</p> <p>Principal, HOP and HOS.</p> <p>Student Wellbeing Action Team meetings held regularly.</p> | <p>PBS Coaching from DOE Psychologists – Leah Rooney and Jenna Buckton</p> <p>DOE Psych & ACF to deliver Trauma informed practice PD to all staff from K-12.</p> | <p>402 - Pastoral Care of Students</p> | <p>Behaviour matrix established and used in communication with staff, students and parents.</p> <p>Staff and students exhibit positive behaviours.</p> <p>Decreased escalation behaviours.</p> <p>Common language and appropriate strategies used by staff surrounding students with trauma.</p> |

| ACCOUNTABILITY | Strategic Plan Link | SMART Goals | Actions/Strategies | Responsibility & Timeline | Resources | QCS Component link | Success indicators |
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| <p>Increase understanding of our individual and collective responsibility for Catholic Education's mission.</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission.</p> | <p>3.11.8 Develop an overall attendance/lateness strategy for the College.</p> <p>4.2 Staff Well Being</p> <p>4.2.2 Role clarity developed and documented for all staff.</p> | <p>Target will be set for improved attendance on both campuses and results will be reported each semester to staff/parents/students.</p> <p>Enhancement of staff wellbeing will be a priority throughout 2017.</p> | <p>Regular Case Management Meetings are held for improving attendance.</p> <p>Increased support and presence for staff (e.g. class visits) by Principal/HOP/HOS and leadership team. Principal to meet with all new staff in Term 1. Staff social interaction encouraged and facilitated by leadership. Graduate support facilitated by HOS/HOP. Staff roles clarified through handbooks and policies.</p> | <p>HOP/HOS/Year Coordinators and AHOPS will case manage students with poor attendance. Data reported at end of Semester 1 & 2.</p> <p>College leadership members throughout 2017.</p> | <p>Deadly Sista Girlz, Clontarf Academy, ATAs', Student Services officers and classroom teachers.</p> | <p>402 - Pastoral Care of Students</p> <p>401 - Staff Wellbeing</p> | <p>Increase of number of students achieving above 80% attendance.</p> <p>Increased level of staff wellbeing.</p> |
| DISCIPLESHP | Strategic Plan Link | SMART Goals | Actions/Strategies | Responsibility & Timeline | Resources | QCS Component link | Success indicators |
| <p>Enhance opportunities for personal faith development by staff and students.</p> <p>Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action.</p> | <p>1.2 Evangelisation</p> <p>1.2.3 Review and develop staff and student retreat programs.</p> | <p>To launch the 2017/2018 College Evangelisation Plan at the beginning of Term 1 , 2017.</p> <p>To develop an age appropriate Christian Service Learning Program for K-12.</p> <p>Deliver increased opportunities for staff in Faith Development.</p> | <p>All staff will participate in a PD focusing on Catholic Social Teachings with particular emphasis on Social Justice.</p> <p>Staff input to be sought for age appropriate Christian Service Learning by SMC students.</p> <p>Support and partner in all Diocesan Year of Youth initiatives.</p> | <p>Principal, HOP/HOS, REC, Liturgy Coordinator, Chaplain and CEWA Consultant to work with College leaders to deliver goals.</p> | <p>CEWA RE and Faith Formation Consultant.</p> <p>Community agencies and parish links for service opportunities.</p> | <p>101 – Systematic Evangelisation and Planning</p> <p>102 – Integrating Catholic Faith Life and Culture</p> | <p>Evangelisation Plan completed and communicated to College community beginning of Term 1 2017.</p> <p>Pilot K-12 Christian Service Learning Program developed by the end of 2017 for trail in 2018.</p> |