

St Mary's College 2016 Annual School Improvement Plan

LEARNING	Strategic Plan Link (School)	SMART Goals Strategic Plan Link (Specific, Measurable, Achievable, Result Orientated, Timed)	Actions/Strategies (How will we do it?)	Responsibility & Timeline (Who will lead/drive this? When will the action be done?)	Resources & CEO Involvement	QCS Component link	Success indicators (How we will know we have been successful)
<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>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"> 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>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>Establish a Positive Behaviour Strategies (PBS) Team on each campus.</p> <p>The PBS team 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.</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>Understanding the function of behaviour and trauma.</p> <p>Use of de-escalation strategies</p>	<p>Head of Primary/Secondary establish and support PBS teams on Primary and Secondary.</p> <p>Principal, HOP and HOS.</p> <p>Student Wellbeing Action Team meetings.</p>	<p>PBS Coaching from DOE – Jo Fox and Jenna Buckton</p> <p>CEWA & ACF to deliver PD to Trauma Team. Trauma Teams to guide staff, students and community.</p>	<p>402 - Pastoral Care of Students</p>	<p>Behaviour matrix established and communicated to staff, students and parents.</p> <p>Staff and students exhibit positive behaviours.</p> <p>Noticeable decrease in escalation of behaviours. Common language used by staff surrounding students with trauma.</p>

ACCOUNTABILITY	Strategic Plan Link	SMART Goals	Actions/Strategies	Responsibility & Timeline	Resources	QCS Component link	Success indicators
<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 2016.</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.</p> <p>Principal to meet with all new staff in Term 1.</p> <p>Staff social interaction encouraged and facilitated by leadership.</p> <p>Graduate support facilitated by HOS/HOP.</p> <p>Staff roles clarified through handbooks and policies.</p> <p>Staff Retreat in Term 1.</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 2016.</p>	<p>CEWA attendance officer.</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>Increase in staff wellbeing indicators in QCS survey results.</p>
DISCIPLESHIP	Strategic Plan Link	SMART Goals	Actions/Strategies	Responsibility & Timeline	Resources	QCS Component link	Success indicators
<p>Enhance opportunities for personal faith development.</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>Develop the 2016 – 2018 College Evangelisation Plan. Deliver opportunities for staff in Faith Development.</p> <p>There will be an overt focus on The Year of Mercy and the Golden Jubilee of the Broome Diocese.</p>	<p>Whole school meeting for staff input into 2016-18 plan.</p> <p>REC and Principal to formulate plan.</p> <p>All staff participate in either a Prayer or Service Retreat PL day in Term 1.</p> <p>Support and partner in all Diocesan Year of Mercy Celebrations.</p>	<p>Principal and REC in Term 1.</p> <p>Principal and REC by end of Semester 1.</p> <p>CEWA RE and Faith Formation Consultant to work with Principal.</p> <p>Principal, REC and College Chaplains</p>	<p>CEWA RE and Faith Formation Consultant to work with Principal, REC and Staff.</p> <p>CEWA RE and Faith Formation Consultant to work with Principal.</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 in a timely manner.</p>