



# ST MARY MACKILLOP - ANNUAL IMPROVEMENT PLAN 2018

## KEY STRATEGIC INTENTION – CATHOLIC IDENTITY

<b>KEY Strategic Intention:</b>  <b>Working party:</b>  <b>1. To effectively express and witness our Catholic identity by bringing faith, life and culture together.</b>				<b>Key Areas in Domain:</b>  <ul style="list-style-type: none"> <li>- Catholic Social Teaching (1.2)</li> <li>- Prayer and Liturgy (1.3)</li> <li>- Faith Formation (1.5)</li> </ul>		
Goals:	Actions:	Responsibility:	By When?	Resources:	Success Indicators:	Evidence:
(What are we trying to achieve?)	(What actions will we take to achieve our goals and targets?)	(Who will lead this?)		(What human and financial resources will we need?)	(How will we know we have been successful?)	What data will we need to measure achievement of our goals?)
<b>1.2.</b> Identify and engage in practices which support staff, students and the community in their spiritual wellbeing, deepening appreciation of Catholic faith and their growing capacity for witness to the Gospel.	Provide professional learning and formation for staff in key areas of: <ul style="list-style-type: none"> <li>- Catholic Social teaching</li> <li>- Prayer</li> <li>- Faith formation</li> </ul>	James and Bernie	Term 2 focus – Catholic Social teaching – tied to Cath Ed Week  Ongoing focus - prayer  Term 3 – Faith	Guest presenters – R.E. team including Helen McKeough  Bernie – Action research project	Knowledge of and delivery of ‘Staff’ prayer and classroom prayers will have changed and improved.  Staff would have a deeper understanding and knowledge of Catholic Social teaching	

			formation – Spiritual retreat			
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# STRATEGIC INTENTION: High Quality Teaching and Learning

<b>Strategic Intention 3:</b>  <b>2. To provide high quality teaching and learning</b> (This Strategic Intention focuses on <b>Domain 5: High Quality Teaching and Learning</b> )				<b>Key areas of the Domain covered:</b>  - Curriculum (5.1) - Quality teaching (5.2) - Student engagement in learning (5.4) - Professional learning (5.5)		
<b>Goals:</b>  (What are we trying to achieve?)	<b>Actions:</b>  (What actions will we take to achieve our goals and targets?)	<b>Responsibility:</b>  (Who will lead this?)	<b>By When?</b>	<b>Resources:</b>  (What human and financial resources will we need?)	<b>Success Indicators:</b>  (How will we know we have been successful?)	<b>Evidence:</b>  What data will we need to measure achievement of our goals?)
<b>3. a</b> To develop a common and agreed understanding of effective teaching, learning, assessment and pedagogical practices.	Whole staff and school focus in the use of and meaning of General Capabilities in our programming and planning.	Whole staff.  Project leaders:  James  Annette	End of the year	Staff meeting and professional learning days – Time  TRT time  Others as requested through project work – See OneNote folder	Staff will have an improved and more cohesive view of the General Capabilities and their use in the development of Student learners . Changed practice.	

	<p>Whole staff professional learning in key areas of:</p> <ul style="list-style-type: none"> <li>- Literacy - Dyslexia</li> <li>- General Capabilities</li> <li>- Maths/ Numeracy</li> <li>- STEM</li> <li>- ICT and Digital Tech</li> </ul>	<p>James</p> <p>Lisa H</p> <p>Fran and Annette(Dyslexia)</p> <p>Lisa B, Ali and Jane (Numeracy)</p>	<p>End of the Year</p>	<p>Staff meeting professional learning time</p> <p>POR appointments</p>	<p>More common and agreed understanding and knowledge of key areas for practice in the classroom – ESO work as well</p>	<p>Improved NAPLAN results in key areas of work over the last few years – Spelling and Grammar and Punctuation</p>
	<p>Completion and launch of whole school “Vision for Teaching and learning</p>	<p>Working Party 3</p>	<p>Semester 2</p>	<p>Time for Working Party 3 to meet and complete the Vision statement.</p>	<p>A Vision Statement would have been completed and launched to the community.</p>	

# STRATEGIC INTENTION: Focussed Vision and Goals

<b>Strategic Intention 1:</b> <b>1. To establish and implement an effective shared strategic plan</b> (This Strategic Intention focuses on <b>Domain 2: Focused Vision and Goals</b> )				<b>Key areas of the Domain to be addresses:</b> <ul style="list-style-type: none"> <li>• <b>2.1 – Strategic Directions</b></li> <li>• <b>2.2 – Strategic Planning</b></li> <li>• <b>2.4 - Monitoring</b></li> </ul>		
<b>Goals:</b> (What are we trying to achieve?)	<b>Actions:</b> (What actions will we take to achieve our goals and targets?)	<b>Responsibility:</b> (Who will lead this?)	<b>By When?</b>	<b>Resources:</b> (What human and financial resources will we need?)	<b>Success Indicators:</b> (How will we know we have been successful?)	<b>Evidence:</b> (What data will we need to measure achievement of our goals?)
<b>1.a</b> To make the schools mission, values and vision a constant point of reference in the life of the school.	Use Vision, Mission and Values as a constant reference during the year – particularly at Staff days at the beginning of the year and in Admin meetings – agenda item  All classes to complete activities during Social-Emotional learning weeks regarding school Vision and Values – Yr 6/7 to create videos on ‘How to win a Values award’.  Complete regular Newsletter articles which refer to the M,V and V	All staff  All Classes  Year 6/7 class	Beginning of year		PowerPoint  Activities and planning for the classes  Year 6/7 Videos – to be used as a reference throughout the year and on website	James’ PowerPoint and explanation  Student knowledge of Vision, Values and Vision – possible survey?

<b>1.b</b> To write, implement and monitor Annual Improvement plans to achieve each strategic goal and regularly communicate progress towards improvement to staff, students and parents.	Complete Annual Improvement Plans for all 5 key priority areas of 2017.	Working parties	Term 1 2018	Time	Annual Improvement plans completed and on staff drive	
	Complete an External Validation process during 2018	All staff – James to coordinate and drive	Term 2 2017	Workshops on process – approach a Principal to Chair process – organise through the office and with Helen Lambert support	External Validation completed	External Validation reports
<b>1.c (2018 GOAL)</b> To develop, in collaboration with staff, students, school board and parents a 2018 – 2021 Strategic plan	Complete consultations through surveys, pop-up conversations and workshops regarding strategic directions and goal setting for a new Strategic plan for 2018-2021.	James to lead – involves all staff	Term 3 2018	Advice from other schools who have recently completed this process.  Support from Terissa Shepherd (PC) regarding the process.	New Strategic Plan completed	Strategic Plan completed

# STRATEGIC INTENTION: Strong Leadership

Strategic Intention 2:				Areas of the Domain to be focused on:		
<b>2. To build leadership capacity across the school community</b> (This Strategic Intention focuses on <b>Domain 3: Strong Leadership</b> )				- <b>Setting directions (3.2)</b> - <b>Building Leadership capacity (3.3)</b>		
Goals:	Actions:	Responsibility:	By When?	Resources:	Success Indicators:	Evidence:
(What are we trying to achieve?)	(What actions will we take to achieve our goals and targets?)	(Who will lead this?)		(What human and financial resources will we need?)	(How will we know we have been successful?)	What data will we need to measure achievement of our goals?)
<b>2.a</b> To establish innovative and contemporary leadership structures to enhance positive learning environment	Review and implement new Student Leadership model for 2018.	James, Bernie, Luke and all staff	Beginning of the year	Staff – support Year 6/7 leaders Budget for each leadership group	Increase in Student led activities and involvement in groups	Review conducted, new Model implemented – see attached sheet.
	Implement new Positions of Responsibility: - Admin - Innovation and Engagement	James  Fran Tully	Beginning of the year	POR allowances	Improvement in Leadership model within the school	
	Implement new Leadership Team model	James (support from Terissa)	Term 2	Possible allowances for meeting time	Improvement in ‘feel and culture’ of the school	

<p><b>2.b</b> To <u><b>review</b></u> <u><b>strategies</b></u> used for staff development;</p> <p>staff induction;</p> <p>succession planning;</p> <p>professional learning;</p> <p>faith formation;</p> <p>leadership development and performance review</p> <p>make appropriate policy adjustments</p> <p>.</p>	<p>Completed during 2017</p>					
	<p>Make Policy adjustments based on review during 2017</p>	<p>Bernie, James and the Leadership Team</p>	<p>End of 2018</p>	<p>Time for Leadership team meetings and work to be completed</p>	<p>Policy adjustments made and ratified by School Board</p>	<p>New Policies complete and ratified</p>



## STRATEGIC INTENTION 4: Orderly and safe Learning Environments:

Strategic Intention 4:				Key Areas of the Domain:		
<b>3. To create orderly and safe learning environments</b> (This Strategic Intention focuses on <b>Domain 7: Orderly and Safe Learning Environments</b> )				<ul style="list-style-type: none"> <li>- Relationships (7.1)</li> <li>- Positive Behaviours (7.2)</li> <li>- Identifying and responding to issues (7.3)</li> <li>- School Policies and Practices (7.4)</li> </ul>		
Goals:	Actions:	Responsibility:	By When?	Resources:	Success Indicators:	Evidence:
(What are we trying to achieve?)	(What actions will we take to achieve our goals and targets?)	(Who will lead this?)		(What human and financial resources will we need?)	(How will we know we have been successful?)	What data will we need to measure achievement of our goals?)
<b>4.a</b> To ensure that consistent practices to encourage positive behaviour exist within classrooms and across the school.	Continued conversation regarding the use of the Behaviour management policy through staff days at the beginning of the year.	James	Jan 2018	All staff – no financial resources	Conversation completed	
	James to lead a discussion around 'Protective practices' document and Code of Conduct for staff in Catholic schools.	James	Jan 2018		Teachers and staff using consistent language when supporting student behaviour  Conversation completed	

4.c To provide professional learning for staff that supports positive student behaviours and wellbeing.	Professional Learning for staff in supporting students with Autism Spectrum Disorder.	James	Term 2	Financial – support for both individual staff wanting to attend PD and whole staff training with Autism SA – Erika Handley	More consistent and better practice in terms of strategies and support put in place for students on the spectrum	
	Whole Staff Well-Being Tool kit project involvement	Terissa Sheperd and JJJ schools	All year	Staff meetings, Staff pupil free days	Improved 'Well-Being' with staff leading to further improvement in Well-being activities within the classroom	
	Circle Time training for staff wanting further professional learning in this area	James – driven by staff interested.	All year	Bill Hansberry	Circle Time used more effectively and readily in classes	

# STRATEGIC INTENTION 5: Effective Administration and Resourcing

<b>Strategic Intention 5:</b>  <b>Working party:</b>  <b>4. To effectively and equitably administer the school resources.</b> (This Strategic Intention focuses on				<b>Targets</b>  By the end of 2018:  •		
<b>Goals:</b>  (What are we trying to achieve?)	<b>Actions:</b>  (What actions will we take to achieve our goals and targets?)	<b>Responsibility:</b>  (Who will lead this?)	<b>By When?</b>	<b>Resources:</b>  (What human and financial resources will we need?)	<b>Success Indicators:</b>  (How will we know we have been successful?)	<b>Evidence:</b>  What data will we need to measure achievement of our goals?)
<b>5.a</b> To align resources to the school improvement goals	Working Party 5 to lead the achievement of this goal. Establish clear Finance Committee structures and add this to the agenda of each meeting	James and WP 5 – Julia A and Finance committee with School Board support	2018	All Strategic Intention Annual Improvement plans  Involve schools Finance committee and School Board in discussions  Support from John Darmody CESA Financial consultant	The Working party will have met together and the Finance Committee will report to School Board monthly.	

