

St Mary MacKillop Primary School, BIRKDALE

Annual Improvement Plan (2018)

Strong Catholic identity

Goal 1 By the end of each semester 2018 the staff will have met to review student SRS cohort data to ensure accurate recording of student results.

Related to strategic plan objective/s:

- Strengthen Catholic Identity within the life of the school through enhanced teaching and learning practices and teacher knowledge of the Catholic story.

Related to strategic plan strategy/s

- 3.1 A biennial critique of SRS data; reflecting upon student learning growth and provision of time for future planning. Additional Moderation of student work samples.

Capability Building Required:

Staff utilization of SRS Cohort Data (how to access) and use of the BI Tool

Success Markers:

Improved SRS data (lower numbers in the bottom quarter)

Activities	When	Who
Staff review student cohort data for their year level to ensure accurate and consistent allocation of student results.	Term 4	APRE, PLL and Year level teachers
Quarterly moderation of student work samples	Term 4	APRE and Year level teachers

Goal 2 By the end of 2018, teachers identify and embed Catholic perspectives to the teaching of Relationships and Sexuality Education across the curriculum.

Related to strategic plan objective/s:

- Strengthen Catholic Identity within the life of the school through enhanced teaching and learning practices and teacher knowledge of the Catholic story.

Related to strategic plan strategy/s

- 3.3 Embed a Catholic perspective to the teaching of Relationships and Sexuality Education across the curriculum.

Capability Building Required:

....Staff refresher professional learning on RSE and Catholic perspective in Health/HASS. ...Work with the RE Validation team from our school to ensure the recommendations are implemented.

Success Markers:

Teacher 'Unit Plans' include a Catholic perspective.

Activities	When	Who
RSE Team to attend implementation team days 1 & 2	Term 2	APRE, PLL and APA
Planning with staff and writing of units which include a template with a Catholic perspective. RSE team to report progress to staff twice per term.	Term 4	APRE, BCE EORE
Complete whole school plan of action for RSE	Term 2	PLL, APRE, RSE staff members

Goal 3 By the end of 2018 the school Leadership team will work with staff to develop a plan to implement the

recommendations from the Catholic Identity project.

Related to strategic plan objective/s:

- Our school culture is an expression of our core beliefs, values and traditions.

Related to strategic plan strategy/s

- 4.1 Implement Recommendations from the Catholic Identity Project.

Capability Building Required:

...Results from the meeting will need to be fed back to staff in Week 3 of Term 2. ...Seek staff input into the planning process and keeping them up to date on progress.

Success Markers:

The school articulates and communicates the Jesus vision in relation to Catholic social teaching.

Activities	When	Who
School Leadership to meet with members from BCE Catholic Identity Project team (IMARE) to deepen our understanding of the recommendations	Term 2	IMARE Team, School Leadership team and Fr Frank?
Catholic identity team to then develop a plan moving forward to put into place for recommendation from the project.	Term 2	Leadership team; School Catholic Identity/RLOS Team

Goal 4

By the end of 2018 the School leadership team will have reviewed and planned for the implementation of the 2016 RE Validation recommendations.

Related to strategic plan objective/s:

- Strengthen Catholic Identity within the life of the school through enhanced teaching and learning practices and teacher knowledge of the Catholic story.

Related to strategic plan strategy/s

- 3.2 School Leadership to review and plan for Validation recommendations.

Capability Building Required:

Provide staff professional learning around the recommendations.

Success Markers:

The school's RE Validation recommendations in relation to Religious Education are being addressed to improve the learning and teaching of Religion.

Activities	When	Who
Leadership team to review and plan for the implementation of Validation recommendations	Term 2	Leadership team
APRE to implement recommendations in consultation with associated staff.	Term 2	APRE and Teaching staff

Goal 5

By December 2018 the school community will have a deeper understanding and appreciation of the value/virtue of 'Empathy' as espoused by Saint Mary Mackillop

Related to strategic plan objective/s:

- Our school will develop a shared language and common understanding of our mission, values and charism.

Related to strategic plan strategy/s

- 1.2 Develop school policies and processes that align with our Mission to Reach Out; Embrace and Achieve.

Capability Building Required:

Staff spiritual formation in the value of empathy.

Success Markers:

Staff and students can articulate what 'Empathy' means to them.

Classroom covenants are reflective of this virtue/value. Students can articulate what was special about St Mary MacKillop

Activities	When	Who
....Launch of this virtue/value with Staff on 17 JanuaryStudents exposed to this virtue/value at first Assembly for the year.Opening whole of school mass with links to this virtue/valueMake links between the person of Mary MacKillop and empathyStaff Spirituality Day	Term 4	All Staff

Excellent learning and teaching

Goal 1 Throughout the 2018 school year the social skills program entitled 'Program Achieve' will be reinvigorated within the life of the school.

Related to strategic plan objective/s:

- The well-being of each student in the school is the priority to providing a safe, nurturing and academically successful environment.

Related to strategic plan strategy/s

- 1.2 Student well-being programs are used school wide and further smaller focus groups are used when required for specific need.

Capability Building Required:

Knowledge and resources and program.

Success Markers:

Evidence of a common language used throughout the school around the 'keys to success' and 'habits of the mind'.

Activities	When	Who
To actively promote the concepts and themes from the program into regular Cluster Assemblies	Term 4	All Staff
Follow up staff meeting to gain feedback from teachers about program effectiveness and to link with the Personal and Social Capabilities from the Australian Curriculum.	Term 1	Teaching staff
Engage presenter from 'You Can Do It' to educate teaching staff regarding the program and available resources.	Term 1	Teaching staff; Leadership

Goal 2 By the end of Term 2 the school will have created a School Data Plan.

Related to strategic plan objective/s:

- Evidence based practices are used school wide by all staff to ensure continual learning progress for all students.

Related to strategic plan strategy/s

- 1.1 Develop a school-wide plan for the implementation of the High-Yield strategies including time lines/dates for discussions and classroom visits.
- 1.3 Regular Data Dialogues within year levels and across the school.

Capability Building Required:

Check on current System expectations and updates.

Success Markers:

...A plan is created which specifies clear and consistent expectations for data gathering and use.

Activities	When	Who
Leadership team to create and disseminate plan	Term 2	Leadership team

Goal 3 By the end of 2018, Review and Response meetings and Learning Walk and Talks will be embedded practice.

Related to strategic plan objective/s:

- Evidence based practices are used school wide by all staff to ensure continual learning progress for all students.

Related to strategic plan strategy/s

- 1.1 Develop a school-wide plan for the implementation of the High-Yield strategies including time lines/dates for discussions and classroom visits.
- 1.4 Professional learning and peer coaching to build teacher capacity with supporting all learners.

Capability Building Required:

Education of staff regarding Review & Response meeting protocols.
Review with staff and students the expectations regarding Learning Walks & Talks.

Success Markers:

Consistent and effective use of the High Yield strategies.

Activities	When	Who
Time during Leadership team meetings to discuss trends evidenced during Learning Walks & Talks.	Term 4	Leadership team
Time allocated during Staff meetings to discuss and share trends and celebrate successes.	Term 4	All teaching staff
Review and Response meetings to be introduced at Staff meetings and become a regularly scheduled occurrence.	Term 4	All staff
Learning Walks and Talks to be prioritised in the calendars of all Leadership team members.	Term 4	Leadership team

Goal 4 By the end of 2018 student writing data will improve by fifteen (15) percentage points across Years 3-6.

Related to strategic plan objective/s:

- Each student achieves their potential through effectively embedded literacy strategies.

Related to strategic plan strategy/s

- 1.1 Maintaining and utilising Data Walls to monitor student progress and inform next teaching steps.

Capability Building Required:

Teacher capacity to effectively teach writing.

Success Markers:

Monitoring of student writing samples each term to gauge improvement standards.

Activities	When	Who
Follow up staff meetings to analyse student writing samples in the light of the 'Seven Steps' strategies.	Term 4	All staff
Engage BCE Education Officer in professional learning session using the BCE Writing Tool.	Term 2	Year 3-6
At commencement of school year, engage staff in professional development day facilitated by 'Seven Steps to Writing' personnel and follow through with use of the on-line resources.	Term 1	All staff

Goal 5 By the end of 2018 all teachers will have an increased capacity to plan using shorter planning cycles to respond to their learners.

Related to strategic plan objective/s:

- Evidence based practices are used school wide by all staff to ensure continual learning progress for all students.

Related to strategic plan strategy/s

- 1.2 Explicit expectations with curriculum planning including short term planning cycles, learning intentions and success criteria, varied assessment tools and techniques and adjustments for learners.

Capability Building Required:

....Professional learning about the BCE 'Model of Pedagogy'.

....Knowledge building around the Australian Curriculum.

Success Markers:

Short Planning cycle units created and implemented across all year levels.

Activities	When	Who
Staff to work with PLL to guide through purpose and process of short term planning cycles.	Term 4	PLL; T/L; Classroom teachers

Building a sustainable future

Goal 1 Throughout 2018 our school will embrace current and emerging technologies to assist learning and teaching.

Related to strategic plan objective/s:

- Technology is optimised to support teaching, learning, collaboration and decision making.

Related to strategic plan strategy/s

- 1.1 Conduct on-going ICLT professional learning and sharing of best practice to equip students with the necessary skills to problem-solve and think creatively in an ever changing world.
- 1.2 The school ICLT committee will strategise the technology needs within the life of the school.

Capability Building Required:

Up-skilling staff technology skills

Success Markers:

Reliable and efficient school network Teachers making good use of technology to collaborate and create

Activities	When	Who
Professional Learning around the ICT General Capabilities.	Term 4	Teaching staff
Implement plan for the replacement of classroom interactive data projectors.	Term 4	ICLT Committee; Principal
Establish ICLT Committee within the school to plan for school technology needs and resourcing.	Term 1	ICLT Committee
Continually review school network needs to enhance access for all.	Term 4	IT Consultant; ICLT Committee

Goal 2 School to continue with implementation of the Master Plan 2020.

Related to strategic plan objective/s:

- Collaborative and sustainable environmental practices enhance the culture of well-being and stewardship in the school community.

Related to strategic plan strategy/s

- 1.3 School to bring about improvements in keeping with the Master 2020 Plan.

Capability Building Required:

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Success Markers:

Upgraded facilities and resources 2018 Budget to reflect minor capital improvement projects

Activities	When	Who
Replacement of significant number of shade sails around the school.	Term 1	Leadership
Ongoing provision for school maintenance involving plan for carpet replacement in Hall and Year 4	Term 1	Leadership
Make application to School Development Committee for self-funded projects involving - Year 5 & 6 classroom joinery upgrades and Tuckshop redevelopment project.	Term 4	Leadership; P&F; Board

