

St. Columba's Annual Improvement Plan 2018



Strong Catholic Identity

Goal: Continue to strengthen school and parish partnership

Related to Strategic Plan objective: To encourage and enhance the presence of Strong Catholic Identity in the teaching and learning of Religious Education

Related to Strategic Plan strategies: More frequent invitations to Parish representatives (e.g., Parish Priest) to visit / interact with students thus assisting the teaching and learning of Religious Education, as well as enhancing school / parish partnership

Capability building required: Deepening staff understanding of the moral purpose of Catholic educators

Success Markers: Indicators of success will include: * Increased attendance of classes at weekly Parish masses on Tuesday and Thursday mornings * Increased knowledge of parish activities among the staff, students and families of St. Columba's * A more frequent presence of parish staff as valued resources in our school

Activities:

Providing links (regularly) to parish newsletter via school newsletter and school Facebook page, as well as providing links to the school newsletter to the Parish office to enhance the school / parish partnership	By end of Term 4	Leadership and Administrative Teams
Invite parish staff to school events	By end of Term 4	All staff (school and parish)
Designated time at staff meeting for APRE to facilitate discussions that deepen staff understanding of the moral purpose of Catholic educators	By end of Term 1	All staff

Goal: Continue staff formation and promote and deepen staff personal spirituality

Related to Strategic Plan objective: Strengthen capacity to lead, engage and teach, with a recontextualised Catholic world view within each school and office community

Related to Strategic Plan strategies: Continued participation of staff in BCE's staff formation programme: Catching Fire

Capability building required: A re-clarification of our moral purpose as Catholic Educators * Greater knowledge and understanding of our Benedictine tradition and Good Samaritan history

Success Markers: Indicators of success include: * Increased participation in staff prayer * Staff willingness to share their faith story * Increased staff commitment to the liturgical life of the school

Activities:

The 3 Catching Fire teams within the school will meet to share their journey so far, and to discuss how their experience can contribute to strengthening Catholic Identity in the school	By end of Term 1	Catching Fire participants
Staff will experience a spirituality day on the first day of Term 2 (Pupil Free Day) to strengthen the development of staff personal spirituality	By end of Term 2	All Staff
Staff meeting designated to sharing the knowledge and understanding of our Benedictine tradition and Good Samaritan history	By end of Term 2	All Staff

Building a Sustainable Future

Goal: Undertake a review of device usage across the school

Related to Strategic Plan objective: Ensure the stewardship of resources with transparency, accountability and compliance

Related to Strategic Plan strategies: Commitment to a review and update of device usage throughout the school (students and staff)

Capability building required: Community knowledge and understanding of device usage throughout the school, as well as best practice research / recommendations

Success Markers: Indicators of success will include: * A review / evaluation of device usage for students in all year levels will be undertaken by the end of 2018 to inform future planning and implementation in this area * Appropriate changes to be made (or not) as a result of consultation, and a thorough review of device usage, processes and practices

Activities:

Committee will undertake review and consult with school Leadership team and key stakeholders, to inform future school directions in this area	By the end of Term 4	Committee members, School board, Leadership team
Committee will communicate any decisions to change programs (or not) to the wider school community	By the end of Term 4	School Leadership team, Committee members
A committee will be formed to commence a review of device usage throughout the school	By the end of Term 2	All staff (specifically ICT co-ordinator)

Goal: Promoting continued awareness of sustainability practices across all areas of school operations

Related to Strategic Plan objective: Ensure the stewardship of resources with transparency, accountability and compliance

Related to Strategic Plan strategies: Implement the ERM Energy Audit plan by 2022

Capability building required: * Statistical evidence of current power usage shared with all staff

Success Markers: * A reduction in power usage by 2% per year * Heightened awareness and a shift in mindset about the use of power (and paper) in the school community * A reduction in the amount of rubbish in our school

Activities:

Re-establish sustainability focus as part of the student council projects (e.g., War on Waste, Nude Food Days)	By the end of Term 4	Student Councillors and Leadership team
Introduce 'energy-aware' signage throughout the school to heighten community awareness of energy usage in the school	By the end of Term 1	All staff
Implement as many recommendations as manageable, as outlined in the school's ERM Management Plan	By the end of Term 4	All staff
Deliver messages more frequently to the school community about energy usage at school, via assemblies, newsletters (whole school and year level), school website and on school Facebook page	By the end of Term 4	All staff

Goal: By the end of 2018 the school will have a new capital and facilities Master Plan

Related to Strategic Plan objective: Ensure the stewardship of resources with transparency, accountability and compliance

Related to Strategic plan strategies: Development of a Master Plan of all school facilities

Capability building required: Knowledge of all the current facilities and their use within the school * Articulate a clear vision for learning and teaching at St. Columba's

Success Markers: * A new school Master Plan will be developed that reflects and supports 21st century teaching and learning

Activities:

Set up a consultative committee made of school leadership, school board members, and the school's architect	By the end of Term 1	Principal and BCE representative
Endorsement of School Master Plan by the school Board	By the end of Term 4	Committee and school Board
Creation of a draft Master Plan in readiness for community consultation	By the end of Term 3	Committee members

Excellent Learning and Teaching

Goal: Undertake a review of the school's Homework Policy

Related to Strategic Plan objective: To continue to grow the engagement, progress, achievement and wellbeing for each student

Related to Strategic Plan strategies: Review of school mission, vision for teaching and learning, and of related policies that support excellent teaching and learning at St. Columba's

Capability building required: Understanding of research that supports best practice in the development of a homework policy that reflects 21st century education

Success Markers: Indicators of success will include: * A new homework policy and associated procedures that reflects contemporary teaching balanced with community expectations

Activities:

Writing of a new school homework policy by the end of 2018	By end of Term 4	School Leadership team
Consultation with key stakeholders (staff, community, school board representatives, students)	By end of Term 4	All staff, students, community

Goal: LITERACY SMART GOAL (Appendix 1)

Related to Strategic Plan objective: To build confidence and competency for the application of life-long Literacy skills by growing the engagement, progress, achievement and wellbeing of each student in English

Related to Strategic Plan strategies:

School will provide regular professional learning opportunities during Pupil Free days, twilights, and staff meetings as appropriate
Staff will engage fully with the BCE recommended Literacy monitoring tools, as per the BCE schedule
Staff will fully engage with the BCE Expected and Effective practices, including High Yield Strategies, as per the Excellent Learning and Teaching Moving Forward Strategy

Capability building required: * All staff to deepen their knowledge and understanding of system key messages and requirements relating to improving student outcomes in Literacy

Success Markers: Indicators of success as outlined in the Smart Goal (individual Year level targets)

Activities:

Staff to work closely with PLL during short term planning cycles and funded planning days using monitoring tool data to inform teaching and learning cycles	By end of Term 4	All staff
Introduction of a 2 hour block of PPCT (planning, preparation and correction time) to support teachers in their ability to co-plan, co-teach, and co-debrief on a regular basis to move student learning forward	By end of Term 4	All staff
Engage in regular, timetabled, high yield strategies (Review and Response, Walks and Talks) to enhance excellent learning and teaching	By end of Term 4	All staff
All staff to engage in targeted professional learning around BCE's expected and effective practices in Literacy (Twilights, Staff meetings, planning sessions, BCE Professional learning days, CTJ)	By end of Term 4	All staff

Goal: NUMERACY SMART GOAL (Appendix 2)

Related to Strategic Plan objective: To build confidence and competency for the application of life-long Numeracy skills by growing the engagement, progress, achievement and wellbeing of each student in Mathematics

Related to Strategic Plan strategies:

In consultation with the PLL and the school's Leadership team, staff will respond to data, through engagement with the BCE recommended high yield strategies (Review and Response, Walks and Talks). Teachers will implement targeted teaching strategies to move student learning forward.
School will provide regular professional learning opportunities during Pupil Free days, twilights, and staff meetings as appropriate
Staff will fully engage with the BCE recommended monitoring tools according to the BCE schedule as appropriate

Capability building required: * All new staff to be in-serviced in the area of Numeracy * Continue to build on knowledge and skills required, from previous year's focus * Awareness of the important role data plays in informing planning (i.e., use of BI Tool and data walls)

Success Markers: Indicators of success as outlined in the Smart Goal (individual Year level targets)

Activities:

Staff to work closely with the PLL during short term planning cycles and funded planning days using monitoring tool data to inform the teaching and learning cycle	By end of Term 4	All staff
New staff are released for a day to work with PLL in developing knowledge and understanding of the school's work in Numeracy	By end of Term 1	New staff + PLL
Introduction of a 2 hour block of PPCT (planning, preparation and correction time) to support teachers in their ability to co-plan, co-teach and co-debrief on a regular basis to move student learning forward	By end of Term 4	All staff
Engage in regular, timetabled high yield strategies (Review and Response, Walks and Talks) to enhance excellent learning and teaching	By end of Term 4	All staff

Goal: Undertake a review of the school's Behaviour Support Plan

Related to Strategic Plan objective: To continue to grow the engagement, progress, achievement and wellbeing for each student

Related to Strategic Plan strategies: Review of school mission, vision for teaching and learning, and of related policies that support excellent teaching and learning at St. Columba's

Capability building required: Understanding of research that supports best practice in the development of a behaviour support plan that reflects 21st century education

Success Markers: Indicators of success will include: * A new behaviour support plan and associated procedures that reflects contemporary teaching balanced with community expectations

Activities:

Writing of a new school behaviour support plan by the end of 2018	By end of Term 4	School Leadership team
Consultation with key stakeholders (staff, community, school board representatives, students)	By end of Term 4	All staff, students, community

Collaborative Practice

Goal: Development of a school Communication policy (including Grievance and Social Media guidelines)

Related to Strategic Plan objective: To continue to grow the engagement, progress, achievement and wellbeing for each student

Related to Strategic Plan strategies: Review of school mission, vision for teaching and learning, and of related policies that support excellent teaching and learning at St. Columba's

Capability building required: * Building community awareness outlining the need for policy changes in this area, and what currently exists * Staff and community knowledge and understanding of the impact to daily operations that such a policy will have (expectations of teachers, families etc...)

Success Markers: Indicators of success will include: * A formal policy (by the end of the year) that clearly outlines the school's and community's expectations for effective communication between home and school, in support of excellent learning and teaching at St. Columba's * A policy that will include how to act in matters of grievance and when using social media (official school page)

Activities:

Form a committee of interested parties / key stakeholders to undertake a review of current practice at St. Columba's	By end of Term 1	School Board, Leadership team, staff representatives
Development of a new communication policy	By end of Term 4	School Board, Leadership team, staff representatives
Communication of the new policy to the wider school community	By end of Term 4	Leadership team

