

# St. Columba's Annual Improvement Plan 2020



## Strong Catholic Identity

**Goal: To maintain and strengthen the school's Catholic Identity through a recontextualised world view.**

**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 formation programmes

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

**Success Markers:** Indicators of success will include: \* increased staff involvement to the liturgical life of the school. \* Increased attendance at BCE and school run professional development sessions.

### Activities:

|  |                  |                                   |
|--|------------------|-----------------------------------|
| Revisit and present the findings and recommendations from the school's Leuven Survey   | By end of Term 1 | APRE supported by Leadership team |
| All staff to participate in a community module as part of BCE's Strong Catholic Identity Strategy around Formation for Mission | By end of Term 1 | All                               |

**Goal: To embed the BCE Relationships and Sexuality Education guidelines (RSE) into formal planning cycles.**

**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 formation programmes

**Capability building required:** \* Staff Professional Development facilitated by BCE and Leadership team

**Success Markers:** Indicators of success include: \* All staff will be implementing the BCE RSE guidelines in all curriculum planning

### Activities:

|   |                  |   |
|---|------------------|---|
| Key staff on the RSE team, will continue to act as advocates and messengers to staff, in close liaison with the APRE  | By end of Term 4 | APRE + PLL + PE teachers, Lucinda Rogers, Nicole La Rosa, Owen Beaven |
| APRE to attend planning meetings and assist PLL to embed RSE guidelines into teaching and learning opportunities throughout the school  | By end of Term 4 | APRE, PLL + teaching staff  |
| APRE to liaise with the BCE Education Officer for Religious Education (EORE – Stephen Locke) to plan and conduct a twilight professional learning opportunity for staff around successful implementation of RSE | By end of Term 1 | EORE, APRE, PLL, All teaching staff                                   |

**Goal: To establish a school Reconciliation Plan (RAP) that strives to improve and strengthen the relationships and respect between Aboriginal and Torres Strait Islander peoples and other Australians that may be in the St. Columba's and local communities.**

**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 formation programmes

**Capability building required:** \* Staff Professional Development facilitated by BCE and Leadership team

**Success Markers:** Indicators of success include: \* All staff will have an awareness and knowledge of the BCE RAP initiative ready for implementation as necessary from 2021

### Activities:

|  |                  |                               |
|--|------------------|-------------------------------|
| Leadership team to make contact and meet with relevant Education Officer to establish steps involved in creating a school-wide plan  | By end of Term 1 | Leadership Team               |
| Use "Reconciliation Australia's" resource Narragunnawali: Reconciliation in Education Program to assist in the development of a school-wide plan   | By end of Term 4 | Leadership Team and key staff |
| Once a school-wide plan is created, promote the use of professional learning and curriculum resources to all staff to support the implementation of reconciliation initiatives from 2021 | By end of Term 4 | Leadership Team and key staff |

## Building a Sustainable Future

**Goal: Review and renew the school's vision for learning and teaching in line with the school's new mission statement and complementary to BCE's new Vision and Strategy.**

**Related to Strategic Plan objective:** To engage in a process of continued improvement

**Related to Strategic Plan strategies:** Regular reviews, updates and reporting of the school's annual plans through the P & F, School Board and Staff meetings as well as BCE reporting requirements

**Capability building required:** \*Familiarise staff with new BCE Vision and Strategy. \* Articulate a clear vision for what teaching and learning needs to look like at St. Columba's

**Success Markers:** \*A new school vision for learning and teaching is created, endorsed and presented to the school community by the end of the 2020 year.

### Activities:

|  |                      |                                  |
|--|----------------------|----------------------------------|
| Developing a team of school and parent representatives to form a consultative project team   | By the end of Term 1 | Leadership team and School Board |
| Complete a draft vision for learning and teaching  | By the end of Term 3 | Project team                     |
| Have a renewed vision for learning and teaching completed, that drives learning forward into 2021 and beyond, endorsed and ready to share with the community | By the end of Term 4 | Project team                     |

**Goal: To participate in an internal school review as part of the BCE school improvement strategy.**

**Related to Strategic Plan objective:** To engage in a process of continued improvement

**Related to Strategic plan strategies:** Regular reviews, updates and reporting of the school's annual plans through the P & F, School Board and Staff meetings as well as BCE reporting requirements

**Capability building required:** \* Familiarisation of the requirements of Internal School review process

**Success Markers:** \* School will have completed an internal school review in compliance with the BCE School improvement framework

### Activities:

|  |                      |  |
|--|----------------------|--|
| Leadership team to attend a BCE professional learning opportunity around the requirements for schools in an Internal Review year                 | By the end of Term 1 | Leadership Team                        |
| School to engage in the process of internal school review in close liaison with the BCE representatives on the School Improvement Framework team | By the end of Term 4 | Leadership Team and BCE relevant staff |

**Goal: To continue to embed environmentally sustainable practices throughout the school.**

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

**Related to Strategic plan strategies:** Responsible environmental sustainability practices to be introduced and embedded throughout the school

**Capability building required:** \*Build on the achievements from 2019 and wider promotion of practices throughout the school

**Success Markers:** \* More year levels participating in recycling and composting \* Further reduction in rubbish and waste removal practices \* Continued reduction and cost in energy / electricity usage throughout the school

### Activities:

|   |                          |   |
|---|--------------------------|---|
| Continue "Containers for Change" as a sustainable practice, but also as a way of strengthening partnership between parish and school  | By the end of Term 4     | All staff, students                                       |
| Student based Environment committee working in partnership with the initiatives of the P&F Sustainability committee   | By the middle of Term 1  | Leadership team, key staff, Sustainability team, students |
| Continue use of in-class recycling  | From the start of Term 1 | All staff and students                                    |
| Continue to deliver messages 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     | Committee and school Board                                |

## Excellent Learning and Teaching

### Goal: LITERACY TARGETS GOAL:

By the end of 2020,

- 80% of all Prep students will have achieved the BCE recommended PM Benchmark in Reading
- 88% of all Year 1 students will have achieved the BCE recommended PM Benchmark in Reading
- 90% of all Year 2 students will have achieved the BCE recommended PM Benchmark in Reading
- 75% of all Year 3 students will have achieved the BCE recommended benchmarks using the Writing Analysis tool
- 80% of all Year 4 students will have achieved the BCE recommended benchmarks using the Writing Analysis tool
- 75% of all Year 5 students will have achieved the BCE recommended benchmarks using the Writing Analysis tool
- 70% of all Year 6 students will have achieved the BCE recommended benchmarks using the Writing Analysis tool

**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 |
| 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 (Pupil Free Days, Twilights, Staff meetings, planning sessions, BCE Professional Learning days, CTJ etc...) | By end of Term 4 | All staff |

### Goal: NUMERACY SMART GOAL

By the end of 2020,

- 95% of Year 1 students will be achieving full scores in **Trust the Count Tools** 1.1, 1.2, and 1.3 by the end of Term 2 (mid Year 1)
- 95% of Year 2 students will be achieving full scores in Place Value Tool 2.1, 2.2, 2.3 and 2.4. (Renaming MAB Materials) by the end of Year 2 and a score of 1 in Tool 2.4 (Renaming and Counting Card Task)
- 92% of Year 3 students will be achieving full scores in **Place Value Tool** 2.4 by the end of Term 2 (mid Year 3)
- 88% of Year 4 students will be achieving the following scores in Multiplicative Thinking Tools by the end of Year 4 – Full scores in 3.1, 3.2, 3.3, 3.4, 3.5, and 3.6
- 65% of students will be achieving LAF Zone 5 or above by the end of Year 5
- 70% of students will be achieving LAF Zone 6 or above by the end of Year 6

**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 half 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 |
| 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       |
| Teachers will walk and talk in classrooms to observe modelled teaching of Mathematics.   | By end of Term 4 | All staff       |

### Goal: To consolidate the student attendance rate at St. Columba's at or above 90%

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

**Related to Strategic Plan strategies:** To engage fully with the BCE Learning Growth plan process..

#### Capability building required: \*

**Success Markers:** Indicators of success will include: \* Increased awareness of the BCE digital strategy, including the suite of tools available. \* Device usage at St. Columba's is reviewed.

#### Activities:

|  |                      |                             |
|--|----------------------|-----------------------------|
| Attendance data will be monitored monthly by the leadership team             | By the end of Term 4 | Leadership Team             |
| Continuation of the promotion of the BCE initiative that 'Every day counts'. | By the end of Term 4 | Leadership Team and A staff |

## Collaborative Practice

### Goal: Development of a school Communication policy (including Grievance and Social Media guidelines) and review Year 6 awards.

**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                                      |

Our Vision is enlivened by:

