

St. Columba's Annual Improvement Plan 2019



Strong Catholic Identity

Goal: To improve the classroom teaching of Religious Education through effective teaching practice, including the monitoring of student progress and enhancing teacher knowledge of the Catholic Story.

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: Continue the commitment to Benedictine Values and Good Samaritan ethos via RE planning opportunities, PD days and twilights

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 run professional development sessions. * A re-evaluation of scope and sequence in line with strategic planning.

Activities:

Promote and encourage attendance at BCE run professional learning sessions	By end of Term 4	All staff
Invite Stephen Locke (EO RE) to discuss with staff at staff meeting, the 'moral imperative' of the teaching of RE in Catholic Schools	By end of Term 1	EO RE, APRE, Teaching Staff

Goal: Introduce the BCE Relationships and Sexuality Education guidelines

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: Relationships and Sexuality Education (RSE)

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 RSE guidelines to begin implementation by 2020.

Activities:

Selected staff members as the nominated RSE team, to attend the Orientation to school wide RSE implementation facilitated by BCE on 23 rd July	By end of Term 4	Andrew Esposito, Melinda Ross, Helen Lucey, Lucinda Rogers, Nicole La Rosa, Owen Beaven
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Building a Sustainable Future

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: * Greater awareness in school community of sustainable practices.. * Build on the achievements of the 2018 Annual Operations Plan.

Success Markers: * 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:

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	Ricardo Bonasia, All staff and students
Student based Environment committee working in partnership with the initiatives of the P&F Sustainability committee	By the end of Term 4	Senior Teachers and students, P & F committee
Continue use of in-class recycling	By the end of Term 4	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	All staff

Goal: By the end of 2019 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:

Continue the consulting committee in the process of developing the school's Master Plan		
Endorsement of School Master Plan by the school Board	By the end of Term 4	Committee and school Board

Excellent Learning and Teaching

Goal: LITERACY TARGETS 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
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 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
School wide targeted instruction practices, including engaging in regular, timetabled high yield strategies (Review and Response, Walks and Talks) to enhance excellent learning and teaching. In 2019, Leadership will look for direct links between review and response and walks and talks.	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 review and discuss the St. Columba's school Mission Statement

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: * Consultation with the school Board * Engagement with the wider community.

Success Markers: Indicators of success will include: * A recontextualised school mission statement in consultation with the school community.

Activities:

Draft revised mission statement to school community	By the end of Term 1	School Board project team, school leadership team
School Board to consider feedback from school community	By the end of Term 2	School Board project team, school leadership team
Recontextualised school mission statement to be launched at the 2019 (for 2020) Prep Orientation sessions	By the end of Term 4	Leadership team.

Goal: To maximise learning by embedding the ICT capability, to support the transformation of pedagogy through the use of digital technologies

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: * All teaching staff to have a deeper understanding of, and engagement with Microsoft "Teams"

- All teaching staff to be in-serviced about the BCE digital strategy and suite of online tools.

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:

4 staff meetings to be devoted to the in-servicing of teaching staff in relation to the digital strategy and online tools (Facilitated by Sue Suter BCE)	By the end of Term 3	All teaching staff
During short term planning cycles, staff will be encouraged to trial (or further embed) digital strategies to maximise student learning.	By the end of Term 4	All teaching staff and PLL
Development of a new device usage plan in the school, commencing in 2020, to support student learning and the use of ICLT's at St. Columba's.	By the end of Term 4	Leadership team, School Board

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