



St. Mary's Swan Hill School Improvement Annual Action Plan, 2010

Vision & Mission (Key Elements)

Vision

Preparing today's children spiritually, socially and intellectually to **shine** in tomorrow's world.

Mission

St. Mary's has developed a strong academic tradition where each child is encouraged to take responsibility for their own learning in an environment that values knowledge and commitment. We strive for the development of the whole person integrating spiritual development, academic success, social and cultural awareness in the context of the Catholic tradition. The St. Mary's community is based on family. This extended family of students, teachers and parents, forms a community that is wholeheartedly committed to the Christian education of our children.

We encourage our students to pursue the truth, to discern a meaning and purpose for their existence and to enrich their spiritual lives. Respect, truth, freedom, justice, humility, love and commitment are the guiding principles of all relationships and social activities. St. Mary's students are actively encouraged to develop an awareness of and empathy with people in the wider community.

Strategic Direction (Two to Four Years)

Over the next two to four years, we aim to:

- Build a shared sense of moral purpose that aligns with the St Mary's vision and mission statement
- Strategically guide teachers to strengthen their pedagogy using data, action research and effective coaching, mentoring and modelling to effect improvement in the key areas of literacy, numeracy and Inquiry Learning.
- Improve student engagement and learning within the classroom by teachers making a more consistent use of information and communication technologies.
- Create more opportunities and more explicit connections between social justice initiatives taken by the school and how this relates to our Catholic values and traditions.
- Strengthen the understanding and practice of Restorative Justice across our school.
- Develop a model of student leadership that is effective and provides the children with opportunities to act as role models to their peers and influence the school and its social justice and community initiatives.
- Create Professional Learning Teams that promote collegial discussions, inspire action research and imbed PLT's as effective learning meetings.

Plan Design and Authorisation

Review and Accountability

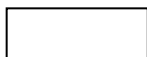
Date: ____ / ____ / 2009

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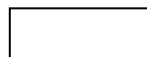
Principal: _____

With the support of the
Educational Consultant: _____

Key:



Completed Actions



Commenced, but needing further action

Key Aspect: :

Catholic School Culture

*Context, Vision and Mission
Catholic Life and Culture
Outreach and Service
Quality Relationships*

Focus Areas

Overall Improvement Goal:

1. To increase the importance of our Catholic Culture in the lives of the students, staff and parents
2. That teachers strengthen explicit Christian Praxis in their teaching

Focus & Strategies	Key Performance Indicators	When & By Whom	CEO
<ol style="list-style-type: none">1. To increase the importance of our Catholic Culture in the lives of the staff, students and parents.<ul style="list-style-type: none">• That teachers and students are making explicit connections between Catholic School Culture in what we believe and what we do in everyday life experiences.2. To improve teacher efficacy of Shared Christian Praxis.<ul style="list-style-type: none">• Explore the Core Document "Awakenings" making links to other curriculum areas to engage students• That teachers strengthen their understanding and use of explicit Christian Praxis in their teaching and the children's learning.• Teachers explicitly identify opportunities to include ICT in Religious Education	<p>The children display connections between their life and the life of Jesus in the way they are treating one another.</p> <p>Teachers have used "Awakenings" to engage children and have made explicit links to other curriculum area.</p> <p>Teachers have used the components of Christian Praxis to further develop children's knowledge and understanding of the Catholic Faith</p> <p>Teachers and students have used ICT as tool to further develop their understanding of Religious Education.</p>		**

** Consultant and Advisor Support:

- CEO Religious Education Team

Key Aspect: :

Learning and Teaching

Religious Education
VELS: Physical, Personal and Social Learning
VELS: Discipline-based Learning
VELS: Interdisciplinary Learning Pedagogy (PoLT)
Assessment
Reporting Student Achievement

Focus Areas

Overall Improvement Goal:

1. To strengthen Teaching & Learning knowledge, understanding and practice with particular emphasis on Literacy and Numeracy Prep - 6
2. To enrich the classroom environment and teacher practice to improve stimulating learning
3. To ensure there are clear links between Inquiry learning and Shared Christian Praxis

Focus & Strategies	Key Performance Indicators	When & By Whom	CEO
<ol style="list-style-type: none"> 1. Raising student achievement in Literacy and Numeracy. <ul style="list-style-type: none"> • Appoint Junior and Senior school Leaders. • Provide Core Professional Learning in Literacy and Numeracy to improve classroom teacher practice/teacher efficacy. • Engage Professional Learning Teams to plan, deliver and support initiatives in Literacy and Numeracy. • To train key personnel in effective coaching techniques to improve teacher efficacy. • To provide staff with professional learning opportunities and participate in ongoing training. • To have a greater focus on assessment data to assist in planning, delivering and evaluating the curriculum. 2. Strengthen Teaching and Learning in Inquiry through: developing a shared understanding of the philosophy and characteristics of Inquiry Learning. 	<p>Junior and Senior School Leaders are appointed and responsible for Raising Student Achievement.</p> <p>Classroom Teachers have developed their knowledge and understanding of children's stages of learning in relation to the different areas of the English and Mathematics curriculum.</p> <p>Classroom Teachers have actively participated in Core Professional Learning Meetings; led by the Junior and Senior School Leaders supported by a Professional Learning Team made up of Year Group Leaders..</p> <p>Classroom Teachers and the Junior and Senior School Leaders have actively participated in an on-going program of coaching and mentoring aimed to strengthen teaching and learning practices.</p> <p>Assessment Data informs the development of programs to support and challenge student achievement.</p> <p>Classroom Teachers have actively participated in professional Development facilitated by the Inquiry Leader</p> <p>Classroom teachers have developed knowledge of what teaching and thinking strategies are appropriate at particular stages of the Inquiry Process</p>		

** Consultant and Advisor Support:

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Key Aspect: :

Student Well-being

*Pastoral Care
Student Connectedness
Rights and Responsibilities
Inclusive Practice*

Focus Areas

Overall Improvement Goal:

1. That students see themselves as behaving more positively in the classroom
2. That students are more confident and resilient
3. That students are more involved in decision making across the school

Focus & Strategies	Key Performance Indicators	When & By Whom	CEO
<ol style="list-style-type: none"> 1. To develop a whole school approach towards wellbeing and safety through explicit programs <ul style="list-style-type: none"> • Using the Health Promoting Schools Framework together with Friendly Schools and Families. 2. That students are more confident and resilient. <ul style="list-style-type: none"> • Implementation of SEL program; Bounce Back. 3. That students are more involved in decision making and leadership across the school. <ul style="list-style-type: none"> • Continue with PALS program and implement Student Leadership program. (Pam Mathieson book) 	<p>Jac Van Velson will work with staff on developing a whole school approach towards wellbeing and safety through explicit programs.</p> <p>Staff have received further training in bullying interventions and circle time with Jac Van Velson and applying these.</p> <p>Students are behaving more positively in the classroom and bullying is reduced through the annual bullying survey.</p> <p>Students are displaying in class and in the yard improved confidence and resiliency towards each other.</p> <p>Students and teachers are working collaboratively in the classroom towards each other.</p> <p>Students are working collaboratively with staff in making decisions.</p> <p>Students are displaying improved leadership skills through being involved in more fundraising, organising lunch time events and seeing themselves as role models for others.</p> <p>Leadership has identified opportunities for Student Leadership.</p> <p>Jac Van Velson will work with Yr 6 teachers & students on Student Leadership skills.</p>		<p>**</p> <p>**</p>

** Consultant and Advisor Support:

- Jac Van Velson

Key Aspect: :

Leadership & Management

*Planning For Improvement
 Innovation, Development And Change
 Staff Management and Welfare
 (Recruitment, Selection And Retention Of Staff)
 Professional Learning
 Financial Management
 Use Of Resources And Space
 ICT Resources
 Overall compliance
 Local School Procedures and Regulations*

Focus Areas

Overall Improvement Goal:

1. To establish effective teams that operate across the school
2. To ensure leadership is supportive and facilitative for teacher learning and empowerment
3. To make certain teachers are committed to and involved in powerful professional learning

Focus & Strategies	Key Performance Indicators	When & By Whom	CEO
<ol style="list-style-type: none"> 1. Build a shared sense of moral purpose that aligns with the St Mary's vision and mission statement <ul style="list-style-type: none"> • The school Leadership Team conducts workshops with Key Stakeholders to explore our Moral Purpose. 2. Commit to improving teacher efficacy and student learning – thorough and explicit pedagogy leading to deeper teacher understandings <ul style="list-style-type: none"> • The school Leadership Team facilitate systems and structures to enable the improvement of teacher efficacy. 3. Create a whole school approach to shared leadership with particular attention to middle leadership <ul style="list-style-type: none"> • Create a Professional Learning Team of Year Group Leaders and provide CPL for them in Educational Leadership. 4. Develop a shared understanding and valuing of the use of data to monitor, plan and direct student learning 	<p>St. Mary's staff have worked together in Professional Development sessions to create a shared sense of moral purpose that aligns with the St Mary's vision and mission statement</p> <p>School structure and systems enabled staff to participate in professional development that improves teacher efficacy. Core Professional Development has improved teacher's pedagogy and led to deeper understandings The school has create a shared understanding of the purpose and use of assessment FOR, AS and OF learning Recent and engaging Information and Communication Technologies are embed as an effective learning and teaching tool.</p> <p>We have explored shared leadership and our Year Group Leaders now play a significant role in our leadership structure.</p> <p>The leadership team has raised the profile and use of data throughout the school to monitor progress and inform our teaching and learning practice. There is a sense of ownership of achievement and results by all staff. We have explored On Demand Testing.</p>		<p>**</p>

<ul style="list-style-type: none">• Provide a series of workshops/meetings to develop essential agreements and shared understandings around the importance of assessment data <p>5. Leadership Team continue to monitor the progress of the construction of the school gymnasium and ensure provision for its successful use.</p>	<p>The gymnasium is open and fully functional by the beginning of Term 4 2010</p>		
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<p>** Consultant and Advisor Support:</p> <ul style="list-style-type: none">• BER – Brad Carr
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<p>Key Aspect: : School Community</p>	<p><i>Parent Involvement School Board Partnerships With The Wider Community Reporting To The Community Environmental Stewardship School Marketing And Promotion</i></p>			
<p>Overall Improvement Goal:</p> <ol style="list-style-type: none"> 1. To strengthen involvement by parents in student learning and faith development. 2. To improve School/Parish/Community partnerships particularly through CESH. 				
<p>Focus & Strategies</p>	<p>Key Performance Indicators</p>	<p>When & By Whom</p>	<p>CEO</p>	

<ol style="list-style-type: none"> 1. Explore new ways that parents and the wider community can feel more connected to the school and have opportunities to have input into the school. <ul style="list-style-type: none"> • Parents surveyed on how they would like to be involved • Promoting Parents/Friends as both fundraising and social committee. • Provide Information Nights for parents to attend especially with Literacy and Numeracy and how this is taught in the classroom. 2. Work more closely with MacKillop College to ensure shared values, aspirations and belief <ul style="list-style-type: none"> • Regular meetings between Year 6 & Year 7 teachers and relevant staff. • Attending Core Professional Learning when relevant – that is focussed on Middle Years. 3. Identify more ways of improving all areas of transition for students to MacKillop College <ul style="list-style-type: none"> • Regular meetings between Year 6 & Year 7 teachers and relevant staff • Continue the provision of interaction with MacKillop/St. Mary's students in sporting and classroom programs. 4. Explicitly develop programs across all year levels that provide opportunities for involvement in community services <ul style="list-style-type: none"> • Each Year Level responsible for an "Out Reach" service to be undertaken each Term e.g. Year 1 - Alcheringha 	<p>A high attendance of parents at classroom information sessions conducted in February each year. Class Liturgies welcoming parents to share and participate Classroom newsletters available on the website indicating areas of learning and topics being focused on throughout the term. Curriculum newsletter on website and this to be continually update. Parents and children attending Numeracy and Literacy Information sessions.</p> <p>Staff from both campuses working together to have a shared understanding of Teaching and Learning Practices-possibly through Core PD</p> <p>A higher percentage of children enrolled in MacKillop College from St Mary's. An annual shared celebration of the Mass with MacKillop and St Mary's students and staff</p> <p>A Scope and Sequence chart developed that enables all levels to have a community based involvement project.</p>		**
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**** Consultant and Advisor Support:**

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