

# SCHOOL IMPROVEMENT PLAN (SIP) 2019

SYSTEM STRATEGIC OUTCOMES (LEAD)	STRATEGIC PLAN LINK (SCHOOL)	SMART GOALS (SPECIFIC, MEASURABLE, ACHIEVABLE, RESULTS, TIMED)	QCS COMPONENT LINK	GOALS LINKED TO THE COLLEGE STRATEGIC PLAN	SUCCESS INDICATORS	ACHIEVED/COMMENTS
<p><b>LEARNING</b></p>	<p>Expand use of problem-solving strategies and critical thinking techniques in the Year 7 to 9 learning program.</p>	<p>Work with the College community to develop a Vision for Learning</p>	<p>301 An Explicit Improvement Agenda</p> <p>302 Analysis and Discussion of Data</p> <p>303 A Culture that Promotes Learning</p> <p>308 Effective Pedagogical Practices</p>	<p>A culture of academic rigour and challenge</p> <p>Higher levels of student Achievement</p> <p>Increased student engagement in their own learning</p>	<p>Data will be collected from stakeholders (staff, parents and students) to identify current strengths and areas for development with regard to Teaching and Learning at the College</p> <p>Working with stakeholders and informed by data a Vision for Learning will be developed</p> <p>This Vision will inform the pedagogical practices to be developed at the College</p>	<p>DiSA survey completed and data used to identify areas for development</p> <p>NAPLAN data is interrogated, and results are improving</p> <p>Vision for Learning is a work in progress</p> <p>IDEAs team has been formed. This has been a positive development this year</p>
	<p>Increase the opportunities for collaboration and creative thought in the Year 7 to 9 learning program.</p>	<p>Develop the use of technology to enhance Teaching and Learning (Data from CEWA survey shows areas for development in the use of technology-specifically around thinking and learning)</p>			<p>Develop a clear vision for technology integration in the classroom, which ensures technology is used to enhance Teaching and Learning and is not used as a tool for substitution</p> <p>Support staff use of technology to enhance Teaching and Learning by providing appropriate PL opportunities</p>	<p>No clear vision developed for technology integration</p> <p>More PL needed eg SEQTA</p> <p>Creation of ICT champions has occurred</p>

	<p>Establish intervention programs to meet individual student need – support programs for students experiencing difficulty and extension programs for high achieving students.</p>	<p>Develop a Gifted and Talented program to enhance the achievement of academically able students</p>			<p>The Learning Excellence Coordinator will:</p> <ul style="list-style-type: none"><li>• use data to identify the most academically able students</li><li>• develop programs/opportunities that challenge and develops these students</li><li>• track students' academic achievement</li><li>• engage and collaborate with HOLAs</li></ul>	<p>Role has not been developed fully due to staffing changed at the beginning of the year</p> <p>Tracking will continue in 2020 by HOYs, HOLAs and Director of Learning</p>
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<b>ENGAGEMENT</b>	<p>Provide time and structured opportunities for teaching staff to evaluate the effectiveness of their teaching, receive constructive feedback and use this feedback to make adjustments to practice</p> <p>Enable and support increased opportunities for the professional growth of staff</p>	Develop a culture of staff Performance and Development	<p>301 An Explicit Improvement Agenda</p> <p>305 An Expert Teaching Team</p> <p>308 Effective Pedagogical Practices</p>	Increased teaching quality and consistency	<p>Each teacher has one/two professional goals (as indicated on their Professional Growth Plan) per semester, developed through conversations with their HOLA and shared with their HOLA</p> <p>Professional Growth Plans become the first stage in a broader context of Staff Performance and Development</p> <p>HOLAs participate in targeted training regarding goal setting and coaching conversations</p> <p>HOLAs visit classrooms and provide feedback to teachers regarding their specific goals</p> <p>Professional Growth Plans enable ELT to target broad and specific areas of focus for</p>	<p>Professional Growth Plans (PGPs) launched at the beginning of the year</p> <p>Partial achievement. Needs to be developed further and needs consistency across all Learning Areas</p> <p>No accountability</p> <p>HOLA follow-up is varied and patchy</p> <p>Suitability of some goals questionable Not all HOLAs have been visiting classrooms and providing feedback to teachers</p> <p>Good practice is not being shared in many</p>

					<p>Professional Learning across the College</p> <p>The sharing of good practice is explicitly in place. That is, on the Agenda at Staff Meetings and teams led by members of ELT</p>	<p>Learning areas. Could also be shared at staff meetings</p> <p>HOLAs and ELT need to work more closely on this goal</p>
<b>ENGAGEMENT</b>	<p>Establish intervention programs to meet individual student needs support programs for students experiencing difficulty and extension programs for high achieving students</p>	<p>Increase the retention of Aboriginal Students to the end of Year 12 with achievement of WACE</p>	<p>303 A culture that promotes learning</p>		<p>Numbers of Aboriginal students continue to grow</p> <p>Mentoring and counselling of students as necessary</p> <p>Increased engagement of indigenous students in the learning process including more effective identification of pathways Participation in the AIME Program</p> <p>The creation of Personal Learning Plans</p> <p>ALO and Mentor available to staff for classroom involvement to assist with teaching and learning.</p>	<p>Achieved</p> <p>Ongoing-Information needs to be shared more effectively and more/clearer information is needed on SEQTA</p> <p>Commenced but not consistent</p> <p>Achieved and ongoing</p> <p>Not achieved</p> <p>Achieved and ongoing. Role of ALO will be reviewed and clarified.</p>

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<b>ACCOUNTABILITY (STEWARDSHIP)</b>	Develop a plan to increase Community knowledge of the strengths and achievements of the College.	Review enrolment processes to ensure prospective students are enrolled in a timely fashion	201 Engagement with the School Community  304 Targeted Use of School Resources	Strong enrolment of new students and retention of existing students  Good governance and resource allocation to advance our mission	Investigate and implement strategies to increase enrolments at Year 7 entry level  Streamline the enrolment process  Investigate and evaluate digital enrolment packages  A digital staff handbook that can be accessed by all  All relevant policies are included, and staff know where to access them  Process for reviewing, updating and sharing policies	Ongoing. Media and marketing of the College has improved significantly  Ongoing. Process for sibling enrolments has been streamlined. Transition interviews replaced by more robust initial enrolment interview  Achieved  Achieved  Achieved  Achieved

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<b>DISCIPLESHIP</b>	<p>Review and enact the College Evangelisation Plan</p> <p>(This was completed in 2018. However, due to new Principal will be reviewed again in 2019)</p>	Develop a new College Evangelisation Plan for introduction in 2020	<p>101 Systematic Evangelisation Planning</p> <p>102 Integrating Catholic Faith, Life and Culture</p> <p>201 Engagement with the School Community</p> <p>202 Wider Community Partnerships</p>	<p>Ongoing support for personal faith development</p> <p>Understanding of the College Mission and Guiding Lights</p> <p>Passion and commitment to serve those less fortunate</p>	<p>Evangelisation Plan which includes Mission &amp; Guiding Lights</p> <p>New Plan ready for presentation in 2019 and implementation in 2020</p> <p>Approval of new Evangelisation Plan by College Board and Catholic Education Western Australia</p> <p>The review and launch of a new Evangelisation Plan</p>	<p>Achieved</p> <p>Achieved. Needs further PL with staff to raise awareness</p> <p>Achieved</p> <p>Ongoing</p>

<b>DISCIPLESHIP</b>	Continue to develop opportunities for students, staff and parents to meet the needs of those in the Community through Christian Service	Develop authentic relationships with wider community groups to build community and develop a genuine definition of Christian Service Learning	401 Staff Wellbeing	Ongoing support for personal faith development	The appointment of a Christian Service-Learning Coordinator	Achieved
			402 Pastoral Care of Students	Understanding of the College Mission and Guiding Lights	A reviewed and reflective restructure of the Christian Service-Learning Coordinator Job role.	Ongoing
				Passion and commitment to serve those less fortunate	A program of sequential, meaningful and genuine Christian Service Learning for all Year groups	Ongoing. Checking hours was not robust in 2019
					An initial plan for Staff Service and Retreat	Not achieved