

St Mary MacKillop College Annual School Improvement Plan - 2016 – Choose Life with Courage

System Strategic Outcomes (LEAD)	School Strategic Plan Link	SMART Goals	Strategies To Achieve the Goal		Links	Responsibility	CEO Service Delivery	Success Indicators
			School Climate Strategies	Operational Strategies				
WHY	WHY	WHAT	HOW we will work together	HOW we will do what we do		WHO is responsible to deliver and WHEN		Reportable in Annual Report
Learning Enhance student achievement and wellbeing Increase student and staff engagement in their own learning and faith formation	A3. Create an environment which fosters passion in teachers to engage all students in their own love of learning.	From term 1 staff are embedding structures that will allow teacher/teacher feedback to be an integral part of the development of instructional strategies that impact positively on student achievements linked to English and Mathematics.	<ul style="list-style-type: none"> - Organise peer/peer feedback sessions. - Link peer/peer feedback to AITSL - Get an agreement on the particular strategies to be targeted (2015 for 2016). 	Scheduled PLC meetings throughout the year that will focus on co-coaching and student achievement.		- Leadership Team -AHOP's & HOP Commence: Term 1	- Growth coaching materials - AITSL Project Leader SIA & PSA??	Teaching staff to conduct two reviews of this SMART Goal (June and November) linked to the Primary campus curriculum plan.
	A2 Develop a culture where student data drives learning.	Continue with the Collaborative Learning team work which focus on the data from Year 7, 8 & 9 to improve student performance. In particular looking at progress in common assessment within departments and measuring using effect sizes.	<ul style="list-style-type: none"> - Attendance at Lyn Sharratt workshops. - Continue the CLP team. - Build capacity in leadership, assessment and instruction – Instructional Leadership Masters – Heads of Schools will be involved. 	Identify common assessments for baseline data and student tracking		Principal, Collaborative Learning Team (CLT), Sub committees of the CLT	Continue to work Lyn Sharratt & School support consultant	Review work through departments and CLP team (use of data wall) at the end of Term 3 beginning of term 4.
	A3 Create an environment which fosters passion in teachers to engage all students in their own love of learning.	Employment of K-2 AHOP, 3-6 AHOP at the end of 2015 for 2016 - Key priorities will be Pastoral Care and Curriculum. This will link with the Year 7-9 Head of Middle School and Year 10-12 Head of Senior School	AHOP will work with the parents, teachers and student – with the support of the HOP.	Department meetings – focus on pedagogy		CLP, Heads of School, Heads of Department	Student data walls are created to monitor and develop progress of all students in Year 7-9	Student data walls are created to monitor and develop progress of all students in Year 7-9
	A9 Review and refine pastoral support structures in the primary years to better accommodate the pastoral needs of students and establish consistency of approach across the College	Development of the Pastoral Care Policy K-12 and Behaviour management Policy by the end of 2015	Head of Middle and Senior School will work with the parents, teachers and students with the support of the HOY and HOLA's	Use of effect size to monitor progress		Principal and HOP	Pastoral Care structures are established in the primary years	Pastoral Care structures are established in the primary years
	A8 Develop a sequential Pastoral Care Program from Kindergarten – 12 that meets the specific developmental needs of students as they grow from young children to young adults		Leadership members from both primary and secondary created a K-12 policy	Established process that is communicated to parents and staff (flow chart – chain of command)		AHOP and HOMS and HOSS	Pastoral Care Program has been developed and communicated to the wider community	Pastoral Care Program has been developed and communicated to the wider community
	A10 Review and refine the Behaviour Management Policy (BMP) and its implementation to ensure a consistent approach across Kindergarten – Year 12 which upholds the dignity of every individual		Feedback and reviewed by both primary and secondary staff.	Monitor throughout the year the implementation of the policy and behaviour management plan		Leadership from primary and secondary.	BMP has been reviewed and is being implemented consistently	BMP has been reviewed and is being implemented consistently
			At the end of 2015 present and clarify the policy	Continue to develop the work on Kids matter and Mind Matter				
				Start of 2016 use pupil free days at the start of the year for all staff and new staff induction.				
	Engagement Enhance parental engagement in their child's learning and faith formation Develop our people to be leaders in Catholic Education's mission	C5 Develop a systematic Marketing Plan to consistently position the College as the school of choice in the Busselton and surrounding region	Established at the end of 2015 through the support of Image Seven, Marketing Department, and Leadership Team.	The information will be distributed appropriately through the marketing department at the end of 2015 and beginning of 2016.	Nearing the end of 2015 and throughout 2016 through a variety of marketing strategies information of Key messages will be distributed.		Marketing Department, College Leadership Team	Image Seven
C6 Develop and articulate a set of key messages that succinctly describe the benefits and capabilities of the new and unified College				Review at the beginning of term 1 and Term 3 – in particular with enrolments and feedback from the community.				Marketing Plan is established and implemented
								Key messaging strategy is developed and resourced
								90+ enrolment applications for kindergarten are received annually by 2018
								150+ year 7 enrolment applications are received annually by 2020.

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System Strategic Outcomes (LEAD)	School Strategic Plan Link (School Strategic Plan)	SMART Goals (Specific, Measurable, Achievable, Result Orientated, Timed)	Strategies To Achieve the Goal		Links	Responsibility	CEO Service Delivery Support & other Key Resources	Success Indicators Reportable in Annual Report
			School Climate Strategies HOW we will work together	Operational Strategies HOW we will do what we do				
WHY	WHY	WHAT				WHO is responsible to deliver and WHEN		
Accountability Increase understanding of our individual and collective responsibility for Catholic Education's mission Ensure inclusivity, good governance and the resource allocation required to meet our mission	A1 Establish a new College Board, with representation across K -12 appropriately reflecting the make-up of the new College, to undertake the governance of the College for the next five years A2 Resource the Marketing Plan to enable the consistent reinforcement of key messages beyond historical associations A4 Plan for consistent upgrades of College infrastructure such as classrooms, playgrounds, ICT and staff facilities ensuring spaces are contemporary, attractive and conducive to learning	Early Term 4 advertise positions for the new College Board. Gain permission from the Executive Director for Continuing existing terms of office starting from new. Work within the Amalgamation Budget to support the Marketing plan in 2015 - Include this into the 2016 budget Work with the Budget and College Board to address any building programs that are required to be completed by the end of March and planning for 2017 at the end of December	On behalf of the interim board write to Executive Director Advertise in both schools newsletter - positions on the new College Board - throughout term 4 Image Seven - Leadership team and Interim Board and new College Board Work with College Board, Business Manager and Principal	Interim Board - looked at maximizing the size of the board (within constitution) to enable representation from both primary and secondary. Priorities are marketing based on the College resources. Through Board meetings, site meetings		Principals of both schools - 30 th November College Board, Leadership, Business Manager. College Board, Leadership, Business Manager.	Interim Board Chair - PSA	New College Board is established and is functioning well Increased use of community newspaper, events, childcare centres, College website and other media to promote the school New signage is designed, manufactured and erected by January 2016 Ensure that content for website to position the College is in place prior to January 2016 School Master Plan and 5 year Capital Development Plan are produced and receive the necessary CECWA approvals Observe that classroom & playground upgrades have been undertaken
Discipleship Enhance opportunities for personal faith development Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action	M1 Review the school Evangelisation Plan and enact the new plan	Create a new Evangelisation Plan with Leadership Team during Term 1	Leadership team will work with the Parish Priest in developing our plan	Designated meeting time during term 1.		Leadership Team	Parish Priest	Evangelisation Plan is reviewed and updated Students can readily articulate the College story and the FIRST values of the College

QCS COMPONENT REVIEWS during this year
101 Integrating Faith and Life, 201 - Engagement with the School Community, 303 - Learning Culture, 304 - Targeted Use of Resources, 402 - Pastoral Care of students,