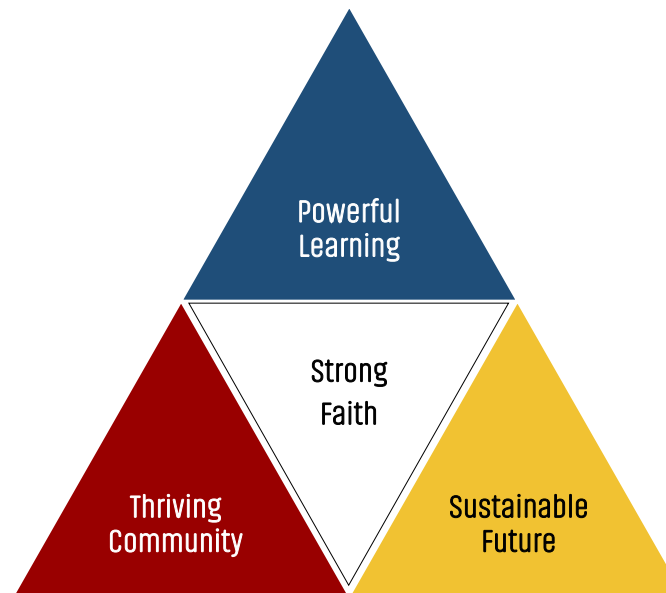


IMPROVEMENT PLAN 2021

As part of the 2019-2021 Strategic Plan, the Improvement Plan focuses solely on the goals and tasks allocated and/or created for 2021. This plan will ensure a continued commitment to providing a positive and nurturing learning environment that supports our school's mission and vision for the future. During 2021 planning for 2022 and beyond will need to commence and preparation for Registration in 2022 will need to be a priority.

Mission Statement

"Merici challenges you to love life, have hope, be faithful and build futures more wondrous than you dare to dream."



1. STRONG FAITH - ASPIRATION: TO BUILD A STRONG AND POSITIVE CATHOLIC IDENTITY, WHERE FAITH IS NURTURED AND ALL ARE EMPOWERED TO SERVE OTHERS.

Domain: Service Learning		
Strategy 1.4: Build understanding and commitment to Social Justice activities.		
Actions	Enablers	Key Performance Indicators
<u>Action 1.4.2</u> : Investigate opportunities for an ongoing, reciprocal partnership with an indigenous community to enable an immersion program.	Embedding reflective activities into class activities and greater focus on indigenous culture during religion classes.	<ul style="list-style-type: none"> The following student survey measure remains at or above an average of 1.8: "I am encouraged to care for others".

Domain: Faith Formation		
Strategy 1.5: Formalise Professional Learning and Religious Education Accreditation for Staff.		
Actions	Enablers	Key Performance Indicators
<u>Action 1.5.1</u> : Provide training opportunities to staff to enable attainment of Staff Religious Education Accreditation. (Timing December 2021).	Flexible options for training are provided (E.g. After-hours courses, e-learning options).	<ul style="list-style-type: none"> All permanent staff will have achieved Accreditation A for Support Staff and B for Teaching Staff, All Leaderships positions should be working towards Accreditation C by December 2021.

Strategy 1.7: Promote parent engagement in faith formation activities		
Actions	Enablers	Key Performance Indicators
<u>Action 1.7.1</u> : Implement father/daughter and mother/daughter reflection opportunities to nurture relationships and strengthen engagement in faith formation.	Use Parent's Day on 1 June as an opportunity for family activities at the school or additional reflection mass.	<ul style="list-style-type: none"> A minimum of two family events are scheduled annually.

Domain: Religious Education		
Strategy 1.8: Implement contemporary religious education practices		
Actions	Enablers	Key Performance Indicators
Action 1.8.2: Further integrate the Christian Service Learning Program within RE and across IB CAS and personal projects.	Implementation should coincide with the IB Accreditation.	<ul style="list-style-type: none"> Minimum students meeting annual student service hour's requirement is 90%.

2. **POWERFUL LEARNING** - ASPIRATION: AN EDUCATIONAL ENVIRONMENT THAT INSPIRES LIFE-LONG LEARNING, ENABLING EVERYONE TO ACHIEVE INDIVIDUAL EXCELLENCE.

Domain: Learning Frameworks		
Strategy 2.1: Develop and implement the International Baccalaureate for MYP and DP Programs		
Actions	Enablers	Key Performance Indicators
Action 2.1.2: Formalise a Teacher Professional Development Program that includes MYP and DP curriculum requirements for design and delivery, Approaches for Teaching and Learning (ATL).	Consider skills and attributes relevant to the International Baccalaureate available in existing staff and in future recruitment processes to identify specialist teachers for the Program.	<ul style="list-style-type: none"> Publish a Teacher Professional Development Program Inclusion of ATL Skills in the Year 7-10 Reports

Domain: Reflective Practices		
Strategy 2.5: Create and trial innovative feedback techniques for teachers and students.		
Actions	Enablers	Key Performance Indicators
Action 2.5.1: Develop a self-assessment framework to support student reflections on their learning style and abilities.	Teachers develop a clear understanding on the nature of effective feedback through the Teaching and Learning Core Document and Feedback Policy.	<ul style="list-style-type: none"> Teachers develop skills in integrating feedback into their classroom practice. The following student survey measures remain at or above an average of 1.8

<p><u>Action 2.5.2:</u> Train and trial the use of a new Learning Management System that allows for formative and summative feedback.</p>		<p>“My teacher/s help me to set learning goals” “My teachers suggests ways to improve my learning” “I receive feedback from my teacher/s to improve my learning”</p>
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Strategy 2.6: High Impact Teaching Practice is visible in every classroom		
Actions	Enablers	Key Performance Indicators
<p><u>Action 2.6.1:</u> Over three years (commencing 2021) all teachers will have the opportunity to participate in the Catalyst / High Impact Teach Practice Program</p>	<p>Catalyst Program provides face to face workshops, coaching and online units to support improvement in teaching practice</p>	<ul style="list-style-type: none"> • Staff complete the four face-to-face professional learning sessions • Staff identify what HIT practices they are developing in their classroom during their PLP meetings

Strategy 2.7: Expand Inclusive and Cultural practices		
Actions	Enablers	Key Performance Indicators
<p><u>Action 2.7.1:</u> Consolidate NCCD plan and process timeline and model <u>Action 2.7.2:</u> Update and Implement a community-based Indigenous Reconciliation Action Plan.</p>	<p>NCCD Reflection and Planning Sheet detailed document Embed more Indigenous cross-curricular perspectives.</p>	<ul style="list-style-type: none"> • Accurately complete and submit the Personalised Plan and NCCD data collection • Engage with Ben Wilson from University of Canberra for Teacher Professional Learning

3. **THRIVING COMMUNITY** - ASPIRATION: A CONNECTED COMMUNITY THAT CULTIVATES COMPASSIONATE RELATIONSHIPS, WELLBEING AND THE WHOLE PERSON

Domain: Staff Wellbeing		
Strategy 3.1: Develop a systemic response to staff wellbeing and support		
Actions	Enablers	Key Performance Indicators
<u>Action 3.1.2</u> : Re-establish a Staff Wellbeing Committee.	Seek volunteers to organise special events.	<ul style="list-style-type: none"> The following staff survey measure remains at or above an average of 2.1: "School leaders at our school know me as a person and support my wellbeing".

Domain: Student Engagement and Wellbeing		
Strategy 3.2: Promote student engagement and support mechanisms		
Actions	Enablers	Key Performance Indicators
<u>Action 3.2.1</u> : Seek feedback from Year 7 and other new students on opportunities to improve student induction and orientation. <u>Action 3.2.2</u> : Review student data reporting systems, ensuring clear behavioural and medical information is available and communicated to teachers.	Raise awareness of leadership opportunities across Years 7- 10 and consider expanding voting for student leadership positions to Year 9. Consider formalising a buddy program for new students in Years 8 – 12.	<ul style="list-style-type: none"> The following student survey measure remains at or above an average of 1.5: "I feel safe at our school" The following staff survey measures remain at or above an average of 2.1: "Our school manages behaviour incidents well". "The Pastoral Care Policy and behaviour management processes are known and followed consistently".

Domain: Parental and Community Engagement		
Strategy 3.3: Establish mechanisms to increase parent engagement, involvement and consultation across the school		
Actions	Enablers	Key Performance Indicators
<p><u>Action 3.3.1:</u> Develop opportunities for parental volunteers and systems to support transparency of voluntary activities and to advertise other community engagement activities.</p>	<p>Review current communication options and transparency of key information for parents on Moodle and consider trialling new methods (eg. Online forum for ongoing feedback or teacher/parent communication).</p>	<ul style="list-style-type: none"> The following parent survey measures remain at or above an average of 2.1: <ul style="list-style-type: none"> “Communication between the home and school is effective”. “I can make contact with my child’s teacher or other staff easily”. “Our school responds quickly to my concerns”.

4. **SUSTAINABLE FUTURE** - ASPIRATION: ETHICAL PRACTICES ENSURE SHARED RESPONSIBILITY FOR THE STEWARDSHIP OF ALL RESOURCES.

Domain: Marketing and Communications		
Strategy 4.1: Develop a communications approach to sustain the College’s reputation, enrolment target and diversity.		
Actions	Enablers	Key Performance Indicators
<p><u>Action 4.1.1:</u> Develop a comprehensive communications strategy and plan that includes a social media strategy, consideration of other media promotions (eg. Radio) and engages the College community in positive messaging to both internal and external stakeholders.</p>	<p>The introduction of the International Baccalaureate provides opportunity to generate interest in the College to support the recruitment of highly qualified staff, increase enrolments and introduce a more diverse student body.</p>	<ul style="list-style-type: none"> Student target enrolments are met each year (currently minimum 125 students in years 7-10).

Domain: Facilities and Infrastructure

Strategy 4.2: Maintain and improve facilities and supporting resources to enable best practice in teaching and learning.

Actions	Enablers	Key Performance Indicators
<p><u>Action 4.2.1:</u> Continue facility upgrade program, including refurbishment of general learning classrooms and Food Technology class. Planning to commence for reception area, chapel, art rooms, fitness centre and quadrangles for future years.</p> <p><u>Action 4.2.2:</u> Identify a Building Management System that meets the College's needs.</p>	<p>Ongoing review and integration of ICT systems will ensure optimum continuity of College activity.</p> <p>Existing governance and risk management practices address compliance, facility management, risk mitigation, work health and safety and data security issues.</p>	<ul style="list-style-type: none"> • The following staff and parent survey measures remain at or above an average of 2.1: <ul style="list-style-type: none"> “Our school is well maintained” • The following parent survey measure remains at or above an average of 2.1: <ul style="list-style-type: none"> “I am happy with the school's facilities”

Domain: Financial Sustainability

Strategy 4.3: Ensure financial status sustains the desired educational offering.

Actions	Enablers	Key Performance Indicators
<p><u>Action 4.3.1:</u> Investigate and assess alternative revenue streams for the College including developing:</p> <ul style="list-style-type: none"> • Venue hire to ensure effective utilisation of facilities/grounds and maximise return on capital investment; 	<p>Existing financial management practices actively assess College financial status and estimate future operating costs to inform the need for fee increases to sustain desired educational offering.</p>	<ul style="list-style-type: none"> • Return to surplus budget by 2021.