

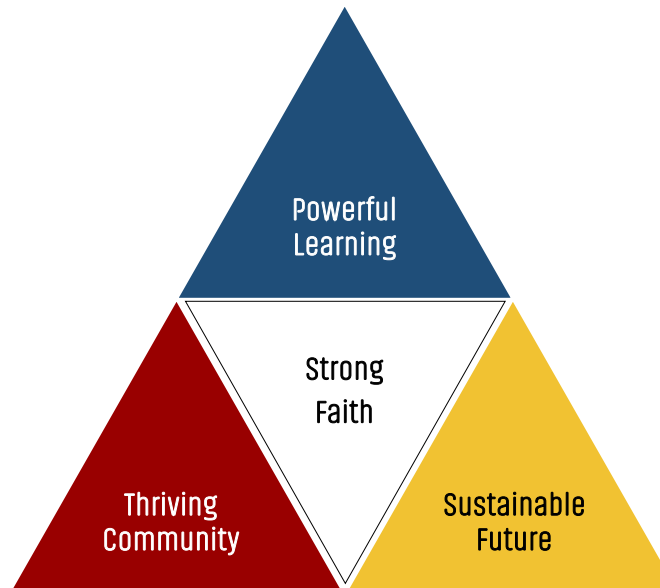
## IMPROVEMENT PLAN 2019

As part of the 2019-2021 Strategic Plan, the Improvement Plan focuses solely on the goals and tasks allocated to 2019. 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.



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

<b>Domain: Catholic Culture</b>		
<b>Strategy 1.1: Align founding charisms to College culture</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<p><u>Action 1.1.1:</u> Embed founding charisms into the 2019 Pastoral Care Program</p>	<p>Encourage student attendance to Pastoral Care in mornings.</p>	<ul style="list-style-type: none"> <li>The following student survey measures remains at or above an average of 1.8: "Our school helps me to be more involved in prayer".</li> </ul>
<b>Strategy 1.2: Increase visibility of Catholic signs and symbols throughout the College</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<p><u>Action 1.2.2:</u> Commission artwork that celebrates the founding religious orders to celebrate 60th Anniversary Celebrations. Timing: May 2019.</p>	<p>Engaging students in development of artwork to further support the 60<sup>th</sup> Anniversary celebrations will increase volume of signs and symbols through active engagement of the school community.</p>	<ul style="list-style-type: none"> <li>The following staff and parent survey measures remain at or above an average of 2.1: "Catholic religious identify is a strong focus in our school".</li> </ul>

<b>Domain: Religious Education</b>		
<b>Strategy 1.8: Implement contemporary religious education practices</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<p><u>Action 1.8.2:</u> Further integrate the Christian Service Learning Program within RE and across IB CAS and personal projects.</p>	<p>Minimum hours of student service hours per annum could be reintroduced as a vehicle to support new frameworks.</p>	<ul style="list-style-type: none"> <li>Minimum annual student service hours requirement in Year 7-10 is 75%.</li> </ul>

	Implementation should coincide with the IB Accreditation processes.	
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## 2. **POWERFUL LEARNING** - AN EDUCATIONAL ENVIRONMENT THAT INSPIRES LIFE-LONG LEARNING, ENABLING EVERYONE TO ACHIEVE INDIVIDUAL EXCELLENCE.

<b>Domain: Learning Frameworks</b>		
<b>Strategy 2.1: Develop and implement the International Baccalaureate for MYP and DP Programs</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<p><u>Action 2.1.1</u>: Complete unit development, timetable and authorisation requirements required to trial the Year 7 &amp; 8 MYP. (Timeline: Trial 2019, Registration 2020).</p> <p><u>Action 2.1.2</u>: Establish a 3-year Teacher Professional Development Program that includes Inquiry learning, MYP and DP curriculum requirements for design and delivery, approaches for teaching and learning and Data literacy.</p>	<p>Promote the International Baccalaureate Program to the Merici and external community.</p> <p>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.</p>	<ul style="list-style-type: none"> <li>• Trial of MYP and DP completed in 2019 with Year 7/8 cohort.</li> <li>• Implementation of full International Baccalaureate Program in 2020.</li> </ul>
<b>Strategy 2.2: Embed inquiry learning across all curriculum areas</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<p><u>Action 2.2.1</u>: Explore and implement a research-based approach to inquiry learning as a whole school approach to curriculum delivery.</p>	<p>A whole-school research-based approach to inquiry learning that is inherently engaging and authentic, together with high impact learning and teaching practices, then student engagement will improve.</p>	<ul style="list-style-type: none"> <li>• Lines of Inquiry have been identified and planned with students to be highly engaging and relevant.</li> <li>• Teachers plan for the inclusion of higher order thinking skills into their classroom practice.</li> </ul>

### 3. THRIVING COMMUNITY - 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
<p>Action 3.1.1: Establish early career teaching mentoring program.</p>	<p>Review Staff Wellness Policy and staff induction processes for new and returning staff to ensure the policies are aligned with contemporary approaches to staff wellbeing.</p> <p>Consider local application of Early Career Teaching programs utilised in other jurisdictions.</p>	<ul style="list-style-type: none"> <li>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".</li> </ul>

Domain: Student Engagement and Wellbeing		
Strategy 3.2: Promote student engagement and support mechanisms		
Actions	Enablers	Key Performance Indicators
<p>Action 3.2.2: Review student data reporting systems, ensuring clear behavioural and medical information is available and communicated to teachers.</p>	<p>Clear instructions at the beginning of year for staff in using GPA and BPA data and increasing use of MOLE.</p>	<ul style="list-style-type: none"> <li>The following staff survey measures remain at or above an average of 2.1: "Our school manages behaviour incidents well".</li> <li>"The Pastoral Care Policy and behaviour management processes are known and followed consistently".</li> </ul>

**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>Action 3.3.2: Develop and Implement a community-based Indigenous Reconciliation Action Plan.</p>	<p>Indigenous Contact Officer rolls out Action Plan provided by Catholic Education.</p>	<ul style="list-style-type: none"> <li>The following student survey measures remain at or above an average of 1.8: "Our school encourages me to be a good community member".</li> </ul>

**Strategy 3.4: Expand engagement of the Alumni in current school activities.**

Actions	Enablers	Key Performance Indicators
<p>Action 3.4.1: Explore opportunities to engage College Alumni in the current school community, through:</p> <ul style="list-style-type: none"> <li>Organising and/or participating in 60<sup>th</sup> Anniversary celebrations; and</li> <li>Establishing communication systems with Alumni.</li> </ul>	<p>Promote Alumni achievements on the college web and social media sites and scan all yearbooks onto the College website could increase awareness of Alumni to the College community.</p>	<ul style="list-style-type: none"> <li>Attendance at Merici Day in August and Mass and Dinner reach 100 persons.</li> <li>Increase Alumni database by 100 in 2019.</li> <li>Increase followers on Instagram and Facebook by 100 by end of 2019.</li> </ul>

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

**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>Action 4.2.1: Continue facility upgrade program, including roof restoration and refurbishment of Tullow classrooms, Inclusive Education space, Year 12 common room, and Stage 2 AV fit-out in Auditorium, bus shelter and Uniform Shop.</p>	<p>Formalise Capital Works program start and finish dates Secure funds for Tullow roof and corridor.</p>	<ul style="list-style-type: none"> <li>The following staff and parent survey measures remain at or above an average of 2.1: "Our school is well maintained"</li> </ul>

		<ul style="list-style-type: none"> <li>The following parent survey measure remains at or above an average of 2.1: "I am happy with the school's facilities"</li> </ul>
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<b>Domain: Financial Sustainability</b>		
<b>Strategy 4.3: Ensure financial status sustains the desired educational offering.</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<u>Action 4.3.1:</u> Investigate and assess alternative revenue streams for the College including developing: <ul style="list-style-type: none"> <li>Operating a Uniform Shop on campus (2019)</li> <li>Venue hire to ensure effective utilisation of facilities/grounds and maximise return on capital investment</li> </ul>	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.	<ul style="list-style-type: none"> <li>Maintain a cash surplus budget</li> </ul>

<b>Domain: Stewardship and Environmental Sustainability</b>		
<b>Strategy 4.4: Strengthen college participation in sustainable practises.</b>		
<b>Actions</b>	<b>Enablers</b>	<b>Key Performance Indicators</b>
<u>Action 4.4.2:</u> Work towards new energy targets through attaining accreditation from SMART Schools ACT and installing solar panels.	Awareness training for staff, parents and students and a regular food waste audit each term could support greater uptake of the initiatives.	<ul style="list-style-type: none"> <li>SMART accreditation obtained in final two areas of Energy and Water.</li> </ul>