



Merici College Annual Improvement Plan 2022

MERICI COLLEGE IMPROVEMENT PLAN 2022

As part of the 2022-2024 Strategic Plan, the Annual Improvement Plan focuses solely on the goals and tasks allocated and/or created for 2022. 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 College empowers women to love life, have hope, be faithful and build futures more wondrous than they dare to dream.

Vision Statement

Merici College endeavours to be a vibrant, faithful learning community that fosters excellence, and takes positive action to build a shared global future.

Purpose Statement

To educate women so that they are empowered to love life, have hope, be faithful and build futures more wondrous than they dare to dream.

Values

Fidelitas
Integritas
Communitas
Spes



In 2022, the College will undergo Registration and this will be a major focus for College Leadership and the Annual Improvement Plan.

Actions as aligned to 2022-2024 Strategic Plan are as follows.

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

Domain: Catholic Identity		
Strategy 1.1: Enrich charism and Catholic culture in the College		
Actions	Enablers	Evidence of Success
<u>Action 1.1.1</u> : Aligning student faith formation experiences to the Pastoral Care Program	Undertaking deep dive as part of Pastoral Care Program audit.	Tell Them From Me (TTFM) survey results and College generated survey feedback.
Strategy 1.3: Increase awareness and usage of prayer rooms		
Actions	Enablers	Evidence of Success
<u>Action 1.3.1</u> : Develop new chapel space to align with the College's Catholic identity and practice.	Creating a sacred chapel space which is available to all.	Qualitative feedback using College generated survey mechanisms.

Domain: Service Learning		
Strategy 1.4: Build understanding and commitment to Social Justice activities.		
Actions	Enablers	Evidence of Success
<u>Action 1.4.1</u> : Develop and implement student and staff reflection processes before, during and after service learning and social justice initiatives, as aligned to IB documentation. <u>Action 1.4.2</u> : Investigate and establish ongoing reciprocal partnership with an indigenous community to enable an immersion program.	Added section on MYP unit planners to track Service as Action opportunities. Formalise relationship with new external provider Embedding reflective activities into class activities and greater focus on indigenous culture during religion classes.	MYP Unit planners include Service as Action section. Indigenous Immersion undertaken and student experience.

Domain: Faith Formation

Strategy 1.5: Formalise Professional Learning and Religious Education Accreditation for Staff.

Actions	Enablers	Key Performance Indicators
<p><u>Action 1.5.1:</u> Further developing staff faith formation program for professional learning regarding the application of Catholic Social Teaching and an understanding of synodality across the curriculum and within other areas of College life.</p>	<p>Designing and implementing the program.</p>	<p>Annual requirement of staff participation in Faith Formation activities is met by a minimum of 95% of staff.</p> <p>A minimum of 1 professional learning opportunity regarding the application of Catholic Social Teaching is conducted annually.</p>

Strategy 1.6: Strengthen Youth Ministry opportunities for the student body

Actions	Enablers	Evidence of Success
<p><u>Action 1.6.2:</u> Consolidate an ongoing Youth Minister position with defined scope of work reviewed annually (Timeline: December 2024).</p>	<p>Promotion of existing programs such as Catholic Schools Youth ministry Australia (CSYMA) and Angela's Angels.</p> <p>Continued min. 1 day/ week with view to expand depending on appropriate resourcing.</p>	<p>Qualitative student feedback using College generated survey mechanisms.</p>

Strategy 1.7: Promote parent engagement in faith formation activities

Actions	Enablers	Evidence of Success
<p><u>Action 1.7.1:</u> Continue to develop and implement father/daughter and mother/daughter reflection opportunities to nurture relationships and strengthen engagement in faith formation.</p>	<p>Continue use of Parent's Day on 1 June as an opportunity for a community event.</p> <p>Partner with the parent community to foster parent faith formation activities.</p>	<p>A minimum of two family events are scheduled annually.</p> <p>Qualitative feedback using College generated survey mechanisms.</p>

Domain: Mission in Curriculum		
Strategy 1.8: Implement contemporary Religious Education practices		
Actions	Enablers	Evidence of Success
<p><u>Action 1.8.1:</u> Further aligning the Christian Service Learning Program cross-curricula and mapping</p> <p><u>Action 1.8.2:</u> Introduce and implement Christian Meditation practices for students and staff</p>	<p>Minimum hours of student service hours per annum could be reintroduced as a vehicle to support new frameworks.</p> <p>Implementation should coincide with the IB Accreditation processes.</p> <p>Staff training and formation in Christian meditation.</p>	<p>Minimum students meeting annual student service hour's requirement is 90% and feedback through TTFM survey.</p> <p>Implementation of Christian Meditation and it is established practice.</p>

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

Domain: Learning Frameworks		
Strategy 2.1: Refine the International Baccalaureate for MYP and DP Programs		
Actions	Enablers	Evidence of Success
<p><u>Action 2.1.1:</u> Refine the 3-year Teacher Professional Development Program that includes MYP and DP curriculum requirements for design and delivery, approaches for teaching and learning and Middle Leader program.</p> <p><u>Action 2.1.2:</u> Develop visible IB MYP and DP strategies in all classrooms throughout the school.</p>	<p>Consider skills and training relevant to the International Baccalaureate available in existing staff and in future recruitment processes.</p> <p>Develop a formalised classroom observation program to celebrate and share IB MYP and DP strategies across the school.</p>	<ul style="list-style-type: none"> • Upskilling and training staff in identified areas in published PD program document. • Implementation of IB training as part of new staff induction process. • Documented sharing of IB MYP and DP practices at faculty, IB and staff meetings. • Students understand and use IB language in classrooms.

Strategy 2.2: Train staff in and embed practices in Catalyst Program and SEQTA

Actions	Enablers	Evidence of Success
<p><u>Action 2.2.1:</u> Train first, second and third wave teachers in Catalyst HTP</p> <p><u>Action 2.2.2:</u> Implement SEQTA as the chosen LMS across the school, including: SEQTA Teach, SEQTA Learn and SEQTA Engage.</p> <p><u>Action 2.2.3:</u> Use SEQTA to record and report on student achievement.</p> <p><u>Action 2.2.4:</u> Implement MacLit and Writing Revolution programs.</p>	<p>Enrol and complete the Catalyst HTP program. Train all staff in the use of SEQTA for teaching, learning and wellbeing.</p> <p>Report template designed by Executive with SEQTA. Record all student academic results in SEQTA and send all student reports out to parents through SEQTA.</p> <p>Train identified staff members in MacLit and Writing Revolution programs.</p> <p>Create MacLit intervention program schedule.</p>	<p>First, second and third wave teachers graduate the Catalyst HTP program.</p> <p>HTP strategies are evident in every classroom.</p> <p>Student surveys indicate the impact of HTP strategies on learning.</p> <p>SEQTA PD units completed by all teaching staff. SEQTA is used by all teachers in all classrooms.</p> <p>Reports designed and used by teachers and communicated to parents at the end of Semester 1 2023.</p> <p>Students graduate MacLit program with improved reading skills.</p> <p>Writing Revolution strategy evident in all classrooms.</p>

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

Domain: Student Engagement and Wellbeing		
Strategy 3.2: Promote student engagement and support mechanisms		
Actions	Enablers	Evidence of Success
<p><u>Action 3.2.1:</u> Develop scope & sequence of the pastoral program.</p> <p><u>Action 3.2.2:</u> Embed the use of SEQTA to track and inform decision making related to student well-being.</p> <p><u>Action 3.2.3:</u> Develop and Implement a community-based Indigenous Reconciliation Action Plan (RAP)</p>	<p>Review existing programs, audit of resources and content.</p> <p>House Coordinators & staff to complete training in mental health and selected pastoral topics such as school refusal and e-Safe.</p> <p>Parent/student review and feedback.</p> <p>Review reporting capabilities of SEQTA and align to student needs. Use of SEQTA as a platform for pastoral lessons.</p> <p>Clarify role and function of Indigenous Contact Teacher and Narragunnawali Group.</p> <p>Develop RAP: connect with experts and Indigenous experts in the process.</p>	<p>Successful accreditation of e-Safe School. Scope & Sequence Document that details Year Level & Whole School lessons & programs.</p> <p>Document use of IB language.</p> <p>Focus group creation and/or survey.</p> <p>Successful development of agreed practice document of SEQTA use.</p> <p>RAP completed, implemented and reviewed by December 2024.</p>
Domain: Parent and Community Engagement		
Strategy 3.3: Establish mechanisms to increase parent engagement, involvement and consultation across the school		
Actions	Enablers	Evidence of Success
<p><u>Action 3.3.1:</u> Continue to 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 SEQTA and consider trialling new methods (eg Online forum for ongoing feedback or teacher/parent communication).</p>	<p>Dissemination of communication. Facilitation of Parent and Friends Committee.</p> <p>Date measures over 80% of parents engaging in SEQTA usage.</p>

Strategy 3.4: Expand engagement of the Alumni in current school activities.		
Actions	Enablers	Evidence of Success
<p><u>Action 3.4.1:</u> Embed opportunities to engage College Alumni in the current school community, through:</p> <ul style="list-style-type: none"> • Sponsorship of student scholarships • Maintain and further develop communication systems with Alumni 	<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> <p>Build a networking platform for ex-students and ex-staff.</p>	<p>Communication with Alumni established. Increase Alumni communications and participation.</p>
Strategy 3.5: Build on connections with single-sex boys schools		
Actions	Enablers	Evidence of Success
<p><u>Action 3.5.1:</u> Explore opportunities to engage the Marist and St Edmunds student community to work together with Merici students in leadership, sport, social justice and productions.</p>	<p>School and House Captains could promote social and academic activities.</p> <p>Facilitation of joint activities and events for the purpose of faith formation and student wellbeing</p>	<p>Facilitation and organisation of inter school events and programs.</p> <p>Increased participation of Merici students in organised activities.</p>

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

Domain: Marketing and Communication		
Strategy 4.1: Embed a communications approach to sustain the College's reputation, enrolment target and diversity.		
Actions	Enablers	Evidence of Success
<p><u>Action 4.1.1:</u> Maintain and implement a comprehensive communications strategy and plan that includes a social media strategy, consideration of other media promotions, engages the College community in positive messaging to both internal and external stakeholders. This is</p>	<p>Promote the activities of the College.</p> <p>Promote co-curricular opportunities.</p> <p>Promote student academic achievements.</p> <p>Provide the activities of the IB.</p>	<p>Expand visibility of the College within the school and wider communities, enhancing the prospects of enrolments.</p> <p>Up-to-date websites.</p> <p>Organisation of Open Day Enrolling Now campaign events.</p>

line with the Strategic Marketing and Implementation Plan.	Educate the parent community on the value and components of the IB. Establish contact with prospective families through the organisation of Open Day Enrolling Now events. Update marketing/promotional written, visual and video materials	
Domain: Facilities and Infrastructure		
Strategy 4.2: Maintain and improve facilities and supporting resources to enable best practice in teaching and learning.		
Actions	Enablers	Evidence of Success
<u>Action 4.2.1:</u> Continue facility upgrade program, including refurbishment of classrooms, reception area, inclusive education space, Year 12 common room, chapel, quadrangle. Also consider establishing a bus shelter.	Maximise funding and financial opportunities. Consultation with college community and design agencies.	The following staff and parent survey measures remain at or above; "Our school is well maintained" The following parent survey measure remains at: "I am happy with the school's facilities"
Domain: Financial Sustainability		
Strategy 4.3: Ensure financial status sustains the desired educational offering.		
Actions	Enablers	Evidence of Success
<u>Action 4.3.1:</u> Investigate and assess financial resourcing including Gov and CE funding, maximising existing revenue streams and exploring new ones for the College, including: <ul style="list-style-type: none"> Continue lobbying CE for financial assistance in College's transition to reduced funding levels as a result of Gonski 2.0. 	Existing financial management practices actively assess College financial status and estimate future operating revenues and costs to inform the need for fee increases to sustain desired educational offerings. Communication Strategy developed in Action 4.1.1 could direct promotional opportunities for the College to increase revenue streams.	Maintain per student income at current levels. Achieve operating surpluses of around \$500 per student to build cash reserves to pay down debt and develop site and facilities. Uniform Shop: Achieve sales of \$200,000+ p.a. with an average gross mark-up of 35% on cost of goods sold, and a net profit contribution to the college of \$35,000.

- Model funding and revenue scenarios towards a 3 Year plan for school fees to address shortfalls in light of Gonski 2.0 funding and help position the college in the ACT market.
- Develop Venue hire to ensure effective utilisation of facilities/grounds and maximise return on capital investment
- Embed Uniform Shop trading activities on campus.
- Investigate additional opportunities for restaurant and catering.

Action 4.3.3: Compass and Tech 1.

Consolidate portfolio of venue hirers with a full calendar of bookings.

Infographic showing placement in market based on school fees for promotional purpose.

Re-establish tomato sale - generating much goodwill in the community.

All school financial reports - for CE, Executive and College Board are derived directly from Tech1.