

St Joseph's School Improvement Plan 2021



This is the third and final year of the 2019-2021 Strategic Plan. The CIF (Continuous Improvement Framework) is now a secondary resource for reference, thus the plan was based on the Living Learning Leading Standards and have the Balanced Score Card in mind for specific goals.

Living Learning Leading Standard Domain				CATHOLIC IDENTITY				
Goal		<i>All students and staff experience Catholic faith, liturgy, culture, and Tradition in expressions that are contemporary, authentic, and meaningful.</i>						
CIF Domains: 1.1, 1.3, 1.4, 1.5, 3.1, 3.3								
Strategies		<ol style="list-style-type: none"> Revise RE Curriculum to implement Redesigned Crossways Program Develop age-appropriate outreach activities for RE and Pastoral Care programs Facilitate staff engagement in Graduate Certificate and faith formation PD 			<ol style="list-style-type: none"> Increase student participation and leadership of liturgies Implement outcomes of the ECSI (Enhancing Catholic School Identity) Report 			
Responsibility & Timeline		<ol style="list-style-type: none"> APRIM, REC and RE teachers – to complete unit development and implementation by Term 4, 2021 APRIM, REC with PC Leaders, Chaplain and Class Teachers All teachers who need to complete accreditation and PD attendees as appropriate APRIM, REC, Chaplain, PC Leaders, PC Teachers Principal, APRIM, Deputy Principal and staff 			Evidence & Deliverables		<ol style="list-style-type: none"> New sequenced curriculum from R-12 implemented Service to the community and increased engagement in outreach and social justice PD records and completion of Grad Cert for all teachers within specified timeframes Photograph and video evidence of engagement Evidence of adjusted programs, retreats and activities 	
Living Learning Leading Standard Domain				CURRICULUM AND CO-CONSTRUCTED DESIGN				
Goal		<i>The school's curriculum design and assessment practices reflect its vision and mission for Catholic education.</i>						
CIF Domains: 2.1, 3.2, 4.1, 5.1, 5.2, 5.4								
Strategies		<ol style="list-style-type: none"> Finalise and publish 'St Joseph's School Culture of Learning' document (generated from IDEAS Project work) Revise Staff Meeting structure to reflect student-focused approach Develop and trial some integrated units in the Primary and Middle School Years 			<ol style="list-style-type: none"> Key Capabilities are explicitly embedded across the curriculum and Pastoral Care Programs Teachers develop co-constructed learning and assessment opportunities with students 			
Responsibility & Timeline		<ol style="list-style-type: none"> IDEAS Team and staff by end of Semester 1 School Coordinator with Leaders of Learning and Wellbeing and PORs Deputy Principal, Learning and Wellbeing Leaders with Middle Years Learning Team Leaders and teachers Leadership Team, PORs and all teachers Leadership Team, Learning PORs and all teachers 			Evidence & Deliverables		<ol style="list-style-type: none"> Published 'St Joseph's School Culture of Learning' document New meeting structure reflects Leadership Structure and Meeting Structure documents Documented and reviewed integrated units Documented evidence of opportunities for students to develop the LLL Framework Key Capabilities Documented curriculum and assessment showing co-construction etc. 	
Living Learning Leading Standard Domain				STUDENT AGENCY, IDENTITY, LEARNING AND LEADERSHIP				
Goal		<i>Students are able to influence change and collaborate and make decisions about their learning and how it is assessed. The school has established a strong culture of high expectations which promotes inquiry and innovation and contributes to student empowerment and a sense of school pride.</i>						
CIF Domains: 4.1, 5.4								
Strategies		<ol style="list-style-type: none"> Engage students 'St Joseph's School Culture of Learning' document (generated from IDEAS Project work) Students contribute to task design and have choice in assessment modes Form a PLC to develop Student Profiles to track and celebrate learning and development of Key Capabilities Review SRC and develop new student leadership opportunities e.g. social justice initiatives 			<ol style="list-style-type: none"> Implement revised Personal Responsibility Policy to promote high expectations and pride in the school Use Pulse-check data to improve individual and overall student learning and wellbeing outcomes Implement recommendations from the Students With Disability Review 			
Responsibility & Timeline		<ol style="list-style-type: none"> Student leaders with IDEAS Team Students with teachers Volunteer PLC with students Leaders of Learning and Wellbeing with APRIM and Deputy Principal Principal, Deputy Principal with PC Leaders and students Leadership Team, Inclusive Ed Leader, Counsellor, Youth Worker, PORs and all teachers Inclusive Ed Leader, Leadership Team, PORs and all teachers 			Evidence & Deliverables		<ol style="list-style-type: none"> Published 'St Joseph's School Culture of Learning' document Open-ended tasks with evidence of differentiated entry and assessment points Agreed design and tool for Student Profiles Structure and function of SRC documented and specific events, groups or opportunities provided Published new Personal Responsibility Policy Pulse-check data process established and implemented with ongoing trend analysis Recommendations implemented as per CESA directives 	
Living Learning Leading Standard Domain				COMMUNITY ENGAGEMENT				
Goal		<i>The school creates a culture of welcome and inclusion that recognizes difference and diversity and establishes ongoing strategic relationships with the parish, agencies, community groups and businesses to enhance learning opportunities, outcomes, and pathways for students.</i>						
CIF Domains: 4.2, 7.1, 8.1, 8.2								
Strategies		<ol style="list-style-type: none"> Literacy and Numeracy Coaches run parent workshops Further development of the Mentoring Program, increasing number of community mentors 			<ol style="list-style-type: none"> Community service is expanded within the curriculum to support parish relationships Development of Careers Program and other initiatives to include local business and community groups 			
Responsibility & Timeline		<ol style="list-style-type: none"> Literacy and Numeracy Coaches Youth Worker PC Leaders and all teachers VET and Pathways Coordinator 			Evidence & Deliverables		<ol style="list-style-type: none"> Workshop presentations provided Increased list of mentors and connections to students Activities undertaken in the community Sequenced Careers Program linked to local business and community groups 	
Living Learning Leading Standard Domain				INFRASTRUCTURE AND RESOURCES				
Goal		<i>Capital investment is used optimally to improve facilities and resources for students.</i>						
CIF Domains: 3.4, 9.2, 9.3, 9.4								
Strategies		<ol style="list-style-type: none"> The budget aligns to the school's improvement goals with average 10% of revenue committed to capital development Reduce energy costs and environmental impact through installation of solar panels on new primary building Capital investment in: a) Refurbishment of Reception classrooms b) Construction of a new primary school c) Construction, planning and marketing of the pre-school d) Cover structure over the court area 			<ol style="list-style-type: none"> Reduce consumption of consumables by 20% i.e. photocopying, glue sticks, blue tac 			
Responsibility & Timeline		<ol style="list-style-type: none"> Business Manager and Leadership Team Business Manager and Leadership Team Leadership Team, School Board & Marketing Manager Business Manager, Leadership Team and all staff 			Evidence & Deliverables		<ol style="list-style-type: none"> Approved five-year plan and annual budget New primary facilities completed by Term 2, 2022 with solar panels Completed refurbishment of Reception classrooms, cover over courts and preparedness for opening of pre-school Tracked and demonstrated reduction in use of consumables 	