# St Michael's College Annual Improvement Plan 2018

### **Catholic Identity**

### **OBJECTIVE:**

- **1.** Grow the holistic and inclusive formation of students and staff.
- 2. Grow authentic contemporary expressions of Catholic identity.

Annual goal	Success markers	Strategies	
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1. Assess the College's Catholic Identity through	90% of staff & students complete the survey.	1.0 PD on the Dialogue schools project.	
engaging the Dialogue Schools Project	50% of parent body complete the survey.	1.1 Staff complete survey during a staff meeting.	
		1.2 Students complete survey during RE lessons.	
		1.3 Market survey through College newsletter, parent evenings, P&F and new parent's	
		afternoon.	
		1.4 Advertise on Parent Portal.	
2. Strengthen the spiritual formation of staff and	Staff engage in the Lenten Program.	2.0 Two twilights offered to staff in 2018 with a focus on spiritual formation.	
students	Twilight Programs developed.	2.1 Offer an afternoon Lenten program to staff.	
Students	Formation plan published.	2.3 When addressing students at YLA or assemblies a connection back to Jesus and	
		teachings will be made.	
		2.4 Singing practice for students.	
		2.5 Review Liturgies and Mass and explore opportunities to further involve and engage	
		students.	
		2.6 Explore with Parish the opportunity to offer Sacramental program to students.	
3. Rename College Buildings with a Catholic Focus	College buildings renamed by the end of the year.	3.0 Form a committee to engage staff, parents and students in the discussion of	
		renaming buildings. Develop a timeline.	
		3.1 Develop criteria to which the buildings will be named.	
		3.2 Proposals to be shared with staff, wider community and parents at YLA, WSA and	
		newsletter.	
		3.3 Vote and present naming of new buildings to the community.	

# **St Michael's College Annual Improvement Plan 2018**

#### **Excellent Learning and Teaching**

#### Objective:

- 1. Advance student learning progress and outcomes through the use of highly effective evidence-based teaching strategies
- 2. Establishing a culture of Professional Excellence.

Annual goal	Success markers	Strategies		
1.Focus on "Knowing thy student"	<ul> <li>By the end of 2018 100% of staff will be confident in using BI data (Behaviour, attendance &amp; academic) to begin profiling learning needs and strengths of individual students within their classes.</li> <li>95% of staff walking around classroom checking on student's productivity and understanding.</li> <li>By the end of 2018 70% of students in 7-9 will achieve in the 20-24 band range in the literacy and monitoring tool.</li> <li>Develop a Data Plan.</li> </ul>	<ol> <li>1.0 PD delivered to staff on using BI Tool.</li> <li>1.1 PD for CLT, Middle Leaders and staff on focused use of BI.</li> <li>1.2 CLT &amp; Middle Leaders Observations.</li> <li>1.3 Set dates for data to be gathered. Place in calendar and inform staff.</li> <li>1.4 Two departments in each year level will be responsible for gathering evidence and marking.</li> <li>1.5 Results recorded in database.</li> <li>1.6 By Term 3 staff entering data.</li> <li>1.7 PD literacy monitoring tool marking refresher for staff who will be marking papers.</li> <li>1.8 Term 1 reports for Senior school (10-12) will contain levels of achievement.</li> <li>1.9 Timetable – same classes if possible to be given to staff member.</li> <li>Example 7.1 science &amp; 7.1 Math.</li> </ol>		
2. Focus on Explicit Teaching	<ul> <li>Reduction in referral of boys to the RBR during class time.</li> <li>Improve pedagogical practice of teachers in the development of teaching process verbs in 7-9 and cognitive verbs year 10 in preparation for new senior system.</li> <li>Yr 9 Writing &lt;20% upper 2 bands, &gt;15% lower 2 bands.</li> <li>Yr 9 Numeracy &lt;30% upper 2 bands, &gt;15% lower 2 bands.</li> <li>Yr 9 Reading &lt;28% upper 2 bands &gt;10% lower 2 bands.</li> </ul>	<ul> <li>2.0 PD for staff on explicit classroom strategies to improve student writing capabilities.</li> <li>2.1 Workshops on engaging boys.</li> <li>2.2 Workshops on Differentiation.</li> <li>2.3 PD for Staff. Faculty Leaders to continue upskilling staff within their departments.</li> <li>2.4 Every staff meeting to have a minimum of 20 minutes devoted to staff PD.</li> <li>2.5 Provide staff with targeted professional learning in new Senior System QCAA.</li> <li>2.6 Dedicated Lesson for Year 10's on cognitive verbs.</li> <li>2.7 Professional Learning on Cognitive Verbs (Mighty Minds).</li> <li>2.8 Focused professional Learning on Feedback.</li> <li>2.9 Further development for staff on Learning Intentions and success criteria.</li> <li>2.10 Conduct a review of LEAP and decide whether it continues.</li> </ul>		

# **St Michael's College Annual Improvement Plan 2018**

#### **Building a Sustainable Future**

#### **OBJECTIVE:**

- 1. Create sustainability through building capacity of all staff.
- 2. Stewardship of resources with transparency, accountability and compliance

nnual goal	Success markers	Strategies	
1. Improve staff use of ICLTs	By the end of 2018 70% of staff will be utilising OneNote as part of their teaching practice.  All staff to be using office OneDrive.	1.0 Provide staff with targeted professional learning in One Note & OneDrive. 1.2 Provide ongoing staff in-service in regard to use of ICLT in the classroom. 1.3 Provide ongoing support for staff with new HP device.	
2. Strengthen SMC Collaborative Learning Culture	30% uptake of staff to be involved in Shared Practice program. All staff engaged in annual goal setting and meet with their HOD to discuss goals. All teachers participate in collaborative planning to develop class programs and assessment tasks. Collaborative workspaces evident for staff. Students use Learning Hub.	2.0 Re-instate opportunity for staff to be involved in a "Shared Practice" program. 2.1 Introduce homework club 3 days per week using past scholars to support students. 2.2 Provide collaborative work & meeting spaces for staff. 2.3 Provide release time for department teams to work on units for the new system as well as opportunity for review. 2.4Continue to develop Year 12 mentor program. 2.5 Introduce mentor program for Year 11 students.	
3. Move towards more sustainable environmental practices within the College	50% reduction in printing in 2018 compared with 2017. ICT Audit recommendations published and ICT Plan published. Maintenance Plan published. WHS process published. Marketing Plan published.	<ul> <li>2.6 PD staff on the use of collaborative classroom space.</li> <li>2.7 Revitalise learning spaces into collaborative learning spaces where applicable.</li> <li>2.8 Provide professional development opportunities for teacher aides and support officers.</li> <li>3.0 Conduct an audit on environmental sustainable practices. This will inform whole school practices to be implemented.</li> <li>31. CLT to reduce printing for all meetings. Email agenda's, information sheets etc.</li> <li>3.2 Develop a 5 Year maintenance plan.</li> <li>3.3 Assessment to be handed in digitally where applicable.</li> <li>3.4 Worksheets completed online instead of printed.</li> <li>3.5 Develop a WHS Plan.</li> </ul>	