



STRATEGIC DIRECTION 2014 - 2016

LEADing in a flourishing Catholic Education system

FOCUS AREA	INTENT	OUTCOMES
LEARNING (Education)	LEARNING is what we do – We are committed to learning at every level.	<ul style="list-style-type: none">› Enhance student achievement and wellbeing› Increase student and staff engagement in their own learning and faith formation
ENGAGEMENT (Community)	ENGAGEMENT is essential – We are committed to Catholic Education's mission through relationships with all.	<ul style="list-style-type: none">› Enhance parental engagement in their child's learning and faith formation› Develop our people to be leaders in Catholic Education's mission
ACCOUNTABILITY (Stewardship)	ACCOUNTABILITY is not optional – We have personal and collective responsibility for our system's success.	<ul style="list-style-type: none">› Increase understanding of our individual and collective responsibility for Catholic Education's mission› Ensure inclusivity, good governance and the resource allocation required to meet our mission
DISCIPLESHIP (Catholic Identity)	DISCIPLESHIP is our calling – We are committed to deepening our relationship with Jesus.	<ul style="list-style-type: none">› Enhance opportunities for personal faith development› Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action

Annual School Improvement Plan

System Strategic Outcomes(LEAD)	Strategic Plan Link (School)	Key Goals	Actions/ Strategies (How will we do it?)	Responsibility & Timeline (Who will lead/drive this? When will the action be done?)	Resources (How will we utilize our human & financial resources)	QCS Component link	Success indicators (How we will know we have been successful)
Learning	2014 QCS LINK: (i) Professional Learning (ii) Student Learning						
<p>Enhance student achievement and wellbeing</p> <p>Increase student and staff engagement in their own learning and faith formation</p>	<ul style="list-style-type: none"> ✂ We will maintain a highly effective teaching environment, which fosters stimulating and challenging learning experiences that are evidence-based, innovative and informed by current research. ✂ We will ensure professional learning will be well planned and linked to current practice and research. Regular and focused feedback will be provided to individuals with an aim to improve teacher quality and student outcomes. 	<ol style="list-style-type: none"> 1. To develop a systematic approach to the teaching & learning across Kindergarten to Year 6 2. To develop a Teacher Reflective Practice process to be implement within 12 months 3. Develop and maintain learning resources and environments conducive to 21st Century Learning and current research & practice 	<ul style="list-style-type: none"> • ICT improvement plan • Teacher Reflective Practice process • Pedagogical approach of Explicit Teaching across the school • Staff TRBWA Maintenance and record keeping • Action Research Groups 	<p>ACTION PLAN:</p> <ul style="list-style-type: none"> • Develop and initiate a new process for managing Teacher growth and performance • Implement this new “Teacher Reflective Practice” policy in 2015. • Introduce Explicit Teaching across the school with supported coaching from Dr. Lorraine Hammond (10 staff members over 12 months) • Research and survey staff regarding whole school programs and approaches to Literacy and Numeracy teaching. Implementation of: <ul style="list-style-type: none"> ○ Cars & Stars 1 – 6 ○ Spelling Mastery 1 – 6 ○ Stepping Stones PP- 6 ○ Let’s Decode K-2 • Support Research team in investigating use of authentic and reliable whole school assessments • Review Computer Lab and use of digital technologies. Upgrade Wi-Fi and infrastructure. Put proposal forward for new computers and an upgraded “learning hub” 	<ul style="list-style-type: none"> • Leadership team to work on this and put to staff for consultation • Work with Dr. Lorraine Hammond, plan coaching sessions over 4 terms • Cluster Team leaders to plan and review PLC meetings • Tania & Meagan to put together proposal for new Computer Lab upgrade 	Education	<ul style="list-style-type: none"> • Measure the Effect Size (John Hattie) of newly initiated resources and programs e.g. Let’s Decode, Stepping Stones, Cars & Stars, pedagogies- e.g. explicit teaching • Measure the frequency of computer lab use and the variety of strategies • OLOM Assessment matrix • Class room assessments • NAPLAN results • Review of staff AiTSL goals within professional conversations twice yearly
Engagement	2014 QCS LINK: (i) Student Wellbeing and Pastoral Care						
<p>Enhance parental engagement in their child’s learning and faith formation</p> <p>Develop our people to be leaders in Catholic Education’s mission</p>	<ul style="list-style-type: none"> ✂ Through the promotion of the Mercy values and traditions, we will enhance parent engagement in our school and wider community by seeking parent’s active participation in their child’s learning journey and faith formation. 	<ol style="list-style-type: none"> 1. To foster parent engagement in an open, welcoming and inclusive school & parish environment 2. To develop new avenues for engagement between the P&F, parish and wider school community 3. To encourage the use of parent’s expertise in the school curriculum and extra-curricula programs 	<ul style="list-style-type: none"> • P&F Fundraising Protocol • Class Representatives • New parent engagement • Support-a-reader • Communications Day 	<p>ACTION PLAN:</p> <ul style="list-style-type: none"> • Introduce classroom parent representatives for every class (Kindergarten through to Year 6). Actively promote this at Parent Teacher Information Night in March. • Continue with Support-A-Reader Program. Encourage parents on P&F and school board to drive this initiative. • Ask a parent to speak about Support-A-Reader at Communications Day • Ask School P&F President to speak about P&F at Communications day • Send home a parent questionnaire upon enrolment, which asks which annual events they will be able to help out at. • Initiate a consistent approach to school fundraising with an appropriate protocol for all members of the OLOM community to follow • Introduce Homework diaries to ensure open communication between home & school • Actively promote and support work done by the 40th anniversary committee • Suggestion Box • Feedback on Annual school events to be gained within a week 	<ul style="list-style-type: none"> • Drew to liaise with P&F and School board to provide them with strategies, processes and protocols for welcoming in new families and maintaining parent contributions. • Tania to set up online form for staff to submit feedback on school events 	Community	<ul style="list-style-type: none"> • P&F to record new parents active in school fund-raisers and events • Record Support-A-Reader Participation • Survey parents at Communications Day • Gain feedback from P&F protocols • Review of 40th Anniversary

System Strategic Outcomes LEAD	Strategic Plan Link (School)	Key Goals	Actions/Strategies (How will we do it?)	Responsibility & Timeline (Who will lead/drive this? When will the action be done?)	Resources (How will we utilize our human & financial resources)	QCS Component link	Success indicators (How we will know we have been successful)
<p>Accountability</p> <p>Increase understanding of our individual and collective responsibility for Catholic Education's mission</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission</p>	2014 QCS LINK: (i) Finance and Facilities						
	<p>✂ We will make optimal use of school funds and assets in order to facilitate quality teaching and learning. We will ensure quality care and maintenance of classroom, playground and school resources, with an aim to enable best practice.</p>	<ol style="list-style-type: none"> To establish whole school protocol on feedback and assessment with an aim to use have all teachers using data effectively to improve teaching and learning programs To develop a whole school Quality Improvement Plan (QIP) to satisfy NQS standards To seek ways to make the management and use of finances and resources transparent and equitable to all members of staff 	<ul style="list-style-type: none"> Review of data & assessment schedule Processes for managing and accessing school resources School maintenance plans Instructional Walks Data Walls Maintenance of school playground and furniture (K-PP particularly) 	<p>ACTION PLAN:</p> <ul style="list-style-type: none"> Train staff to read & interpret whole school data (e.g. Appraise Data & Data Wall) <ul style="list-style-type: none"> Regularly engage in professional dialogue during cluster meetings regarding student achievement & establish supportive strategies All staff to be trained measuring effectiveness of teaching & learning programs <ul style="list-style-type: none"> Hattie: Effect Size Data teams Analysis Develop processes for providing quality feedback to staff with an aim for professional improvement <ul style="list-style-type: none"> Instructional walks Teacher Reflective Practice with professional partners Review of reporting process to parents <ul style="list-style-type: none"> Support Action Research Team in their investigations consider their recommendations for 2016 review and establish reporting procedures for Pre-Primary review and establish assessment collection in Pre-Primary & Kindergarten Review proposal for maintenance and upgrade of ECE playground Implement new process for managing school resources and finances (Finance & Resource Coordinator) Finalise Q.I.P. Ensure teachers are using their Professional Practice files (TRBWA) 	<ul style="list-style-type: none"> Cluster leaders to train staff in use of Effect Size and data teams analysis Cluster leaders to help initiate data wall set up and maintain professional conversations around this Action Research Team recommendations to be considered by leadership team ECE Teachers to put forward a proposal for playground upgrade and maintenance Vanessa Pullella to be appointed finance and resources coordinator Tania & ECE Team to finalise QIP Principal to touch base with staff at professional conversation time regarding TRBWA & other system requirements 	Stewardship	<ul style="list-style-type: none"> Understandings from teachers of data walls at professional Conversations View Teachers Professional Practice files Gain feedback of resource officer QCS Component evaluations Record insights and frequency of data analysis
<p>Discipleship</p> <p>Enhance opportunities for personal faith development</p> <p>Increase enrolment of the vulnerable, poor and marginalized as a visible sign of our faith in action</p>	2014 QCS LINK: (i) Vision and Mission						
	<p>✂ We will foster positive relationships throughout the school by maintaining strong links with the Parish and wider community. School policies and pastoral care processes will be widely communicated and the implementation of these will be a core part of Our Lady of Mercy's vision and mission.</p>	<ol style="list-style-type: none"> To develop and maintain a Pastoral Care and Welfare Policies which encompass process for restorative practice and parent involvement Seek new ways to promote the Mercy Spirit and provide educational plans that assist in educating students and the community on the Mercy traditions. To develop a whole school culture which is Christ centred and focused on the B.R.I.D.G.E. values 	<ul style="list-style-type: none"> Student Pastoral Care and Welfare policy Mercy Day protocol changes (more detailed and education aligned, lead up all week to that day) Plan & execute a timetable of lead up events for Mercy Day. A Mercy history & values Curriculum (scope & sequence) Implement B.R.I.D.G.E. with the student body Staff committees 	<p>ACTION PLAN:</p> <ul style="list-style-type: none"> Establish a Mercy group to research and develop resources for our students and teachers in promoting the Mercy traditions (check with Research Group and 40th Anniversary Committee) Make Mercy Day a 'week lead up' event with each class partaking in different educational activities that teach students about the Mercy values and traditions. Implement the new Pastoral Care and Welfare Policy Provide PD for teachers to understand how to make referrals and mandatory reports Revise Faith Story and Witness policy Introduce B.R.I.D.G.E. to the P&F and School Board. Brainstorm ways to get this information to parents and the community Introduce B.R.I.D.G.E. to the students, brainstorm and plan ways to get this message into all classrooms Support the recommendations of the "Godspeak" Action Research group 	<ul style="list-style-type: none"> APRE to establish and lead Mercy group with consultation from 40th Anniversary committee AP to implement new Pastoral Care & welfare policy – ask for staff feedback Term 2. Provide teachers with a protocol / cheat sheet for making referrals to outside agencies Principal to lead implantation of B.R.I.D.G.E. into school community Action Research Team recommendations to be considered by leadership team 	Catholic Identity	<ul style="list-style-type: none"> Evaluate the research team goals-Mercy Group Send out information & activities to parents on the culture of BRIDGE. Students to be versed on BRIDGE- like actions Test knowledge of Mercy Sister history of OLOM