

Stella Maris School, MAROOCHYDORE

Annual Improvement Plan (2018)

Strong Catholic identity

Goal 1 Community members bring love, understanding and kindness, rather than judgement, to challenging or difficult situations.

Related to strategic plan objective/s:

- The school community focusses on building a learning culture built upon inclusive, respectful, trusting and supportive relationships.

Related to strategic plan strategy/s

- Discuss and model honouring the dignity of every student, parent and staff member at every opportunity.

Success Markers:

Anecdotal evidence from conversations and mediation between staff, students and parents.

Capability Building Required:

Ongoing enculturation of parents, staff and students in Presentation Charism, Stella Maris 5 Core Values and Learner Dispositions.

Activities	When	Who
Deepen knowledge and understanding of the Stella Maris behaviour matrix through ongoing professional learning opportunities for staff and engagement of parents at Assemblies, in newsletters, blogs, Facebook, group emails and personal encounters and through enrolment and orientation activities.	Term 2	Administration Team and PB4L Universal Team

Goal 2 By the end of Term 4, there will be a significant increase in parent engagement in classroom learning and support of whole school events.

Related to strategic plan objective/s:

- The school community focusses on building a learning culture built upon inclusive, respectful, trusting and supportive relationships.

Related to strategic plan strategy/s

- Discuss and model honouring the dignity of every student, parent and staff member at every opportunity.

Success Markers:

Increase in volunteer register numbers and daily sign in procedures

Capability Building Required:

Teaching and administration staff progressing their digital core skills professional learning in order to improve home/school communication.

Activities	When	Who
Use of a wide variety of forms of communication to inform and invite parent/teacher partnership and parent engagement in student learning.	Term 2	All teaching and administration staff
Survey parents to ascertain Why people select our school? What do they most expect? Where does our school achieve beyond expectations in the student experience? What is the level of recommendation from parents about the school (0-10 scale)? What is the main	Term 3	Administration Team

reputation of the school as seen by others? Where does our school reputation sit in relation to other schools?		
Subscribe to SchoolTV to provide parents with reliable and up-to-date information in support of their children's well-being and social participation.	Term 2	Glenda Morgan and Nicole de Vries
Online forms are developed to inform and obtain permission effectively and efficiently.	Term 2	Matt Hannah and Nicole deVries
Launch interactive, online newsletter platform.	Term 3	Administration Team (Nicole deVries and Donna Rapmund)

Goal 3 By the end of Term 4, students absence data (including late arrival and early departures) will show a 50% reduction.

Related to strategic plan objective/s:

- The school community focusses on building a learning culture built upon inclusive, respectful, trusting and supportive relationships.

Related to strategic plan strategy/s

- Raise parental awareness around attendance and impact upon learning and wellbeing.

Success Markers:

Decrease in weekly averages of student absence as well as late arrivals and early departures.

Capability Building Required:

Nil

Activities	When	Who
Track and publish weekly attendance data.	Term 2	Glenda Morgan and Office Staff
Provide information to parents re the impact of attendance upon student learning and well being.	Term 2	Glenda Morgan

Goal 4 By the end of Term 4, commitment to the ideals of the school's Presentation charism will have been demonstrated through participation in several Social Justice Projects.

Related to strategic plan objective/s:

- The school community focuses on the relevance and inseparable nature of faith, life and learning in the re-contextualised Church.

Related to strategic plan strategy/s

- Plan for and increase opportunities for authentic dialogue about matters of faith and life, in RE lessons and the everyday events.
- Teach the importance of symbol and story in meaning making and linking past and present.
- Teach the relevance and transformative nature of the Presentation Charism and the life of Nano Nagle to life in Australia today.

Success Markers:

Communication of Social Justice Projects outcomes e.g. fundraising, actions, awareness raising School community participation in the school run Parish Mass each term.

Capability Building Required:

APRE and Parish Priest deepening teachers' Liturgical understandings through professional learning opportunities.

Activities	When	Who
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Teach and reinforce the Presentation foundational story and symbols, including how these inform our Stella Maris story today and into the future.	Term 1	All staff
Implement a school-run, Sunday Parish Mass each term.	Term 3	Helen Freshwater
Design and install Charism screen and wording as school entry focal point.	Term 2	Glenda Morgan
Commitment to social justice projects e.g. St. Vincent de Paul, Project Compassion, Parish BBQ for homeless, Catholic Missions.	Term 4	Helen Freshwater

Goal 5 By the end of 2018, curriculum teaching will increasingly reflect a Catholic perspective with particular focus in the areas of Health and The Arts.

Related to strategic plan objective/s:

- The school community focuses on connecting with our world; collaborating, making meaning and contributing in faith, hope and love.

Related to strategic plan strategy/s

- Integrate and embed a re-contextualised Catholic perspective across all learning areas.

Success Markers:

Completion of the implementation plan, 2018. Planning and preparation documentation showing evidence of learning and teaching undertaken. Parent attendance at information sessions.

Capability Building Required:

Staff professional development on a regular basis as identified in the Relationships & Sexual Education implementation plan.

Relationships & Sexual Education team attendance at implementation meetings once per semester with BCE personnel.

Activities	When	Who
Teacher attendance at The Arts, a Catholic perspective professional development.	Term 2	Inez Durrer and Melanie Peters
RSE Team attending the Relationship and Sexual Education Implementation meeting	Term 2	RSE Team
RSE Team attending the Relationship and Sexual Education Implementation meeting	Term 3	RSE Team
Professional development staff meeting: Identifying the expected characteristics, knowledge and skills and Catholic perspective required for a learner to develop maturity in Relationships and Sexuality.	Term 3	RSE Team
Professional development staff meeting: Using the 'Shape Paper' to identify the relationship between the appendix of the RSE and the content in the Health curriculum.	Term 4	RSE Team
Professional development-pupil free day: Whole school orientation in Relationships and Sexual Education	Term 1	Kerry Bird
Professional Development - staff meeting: Making	Term 2	RSE Team

connections between Line of Sight documents, the Health curriculum, the five learner dispositions, characteristics of a learner and the relationships and sexuality with a Catholic perspective.		
Parent information sessions	Term 3	RSE Team
Parent communication through a variety of mediums e.g. parent portal, facebook, newsletter, class blogs	Term 3	RSE Team and class teachers

Goal 6 By end of year, we will increase opportunities for, and staff participation in, faith formation activities.

Related to strategic plan objective/s:

- The school community focuses on its Catholic identity through formation processes that support the individual's (staff, parent and student) spiritual journey in ways which are holistic, inclusive and personally meaningful.

Related to strategic plan strategy/s

- Multiple and diverse opportunities for reflection and connection through retreats, prayer, discussion groups..

Success Markers:

Increased attendance at staff prayer, liturgy, staff mass each term and discussion groups (eg Lenten Program) Staff survey, 2018, indicates at least a 4.2 score for questions "Gathering for prayer, liturgy and religious celebrations are important parts of the culture." 'Staff support each other's spiritual growth or faith development.' and 'Staff are encouraged to participate in faith formation activities and experiences.' Staff move from Interim Accreditation to Teach RE to full accreditation.

Capability Building Required:

Nil

Activities	When	Who
Staff Retreat in January	Term 1	Helen Freshwater and all staff
Staff Lenten Program Prayer and Discussion group.	Term 1	Helen Freshwater
Share and promote formation and study opportunities sponsored by BCE.	Term 2	Helen Freshwater
Promote Parish workshops, renewal and sacramental programs, liturgies.	Term 1	Helen Freshwater

Excellent learning and teaching

Goal 1

Through systematic preparation, the conscious use of effective teaching practices and targeted instruction, 92% of students in P-2 and 85% of students in Years 3-6 will have reached BCE Reading Benchmark and Writing Criteria targets, respectively.

Related to strategic plan objective/s:

- The school community focuses on the conscious use of effective teaching practices, systematic planning, preparation, assessment and monitoring to inform targeted instruction in order to ensure the success of all learners.

Related to strategic plan strategy/s

- The High Yield Strategies are operationalised.
- The Model of Pedagogy practices and Stella Maris Learning Process are used to plan, prepare, delivery, assess and evaluate learning and teaching.

Success Markers:

At least 92% of Prep-Year 2 students achieve BCE Benchmark reading targets. At least 85% of Year 3-6 students achieve BCE Writing targets using Writing Criteria. Active Yammer groups (Stella Spellers and Grammar Yammers)

Capability Building Required:

English subject knowledge.

Activities	When	Who
Short Cycle English planning occurring weekly.	Term 2	PLL
Model, co-teach and provide feedback .	Term 4	PLL, LPT and all staff
Develop preparation templates.	Term 2	PLL and Learning Partnership Team

Develop differentiated Success Criteria to support ongoing cycles of English planning.	Term 4	PLL, LPT and teachers
Cohort Review and Response, in 6 week cycles.	Term 4	PLL, LPT and all staff

Goal 2 By the end of 2018, we will have a strategic approach to the collection, analysis and interpretation of data.

Related to strategic plan objective/s:

- The school community focuses on collection, analysis and interpretation of data in order to position, communicate and improve learning and teaching.

Related to strategic plan strategy/s

- To develop and implement a whole school data plan.

Success Markers:

A data plan has been developed, shared ready for operation in 2019.

Capability Building Required:

Nil

Activities	When	Who
Review the existing data collection and assess the validity of this to monitor and inform student learning progress, achievement and well being.	Term 3	Learning & Teaching Team
Identify existing data collection	Term 2	Donita Sullivan
Document and share the data plan with staff and parents.	Term 4	Learning & Teaching Team

Goal 3 By the end of 2018, parents will be clear about the improvement agenda articulated in the strategic plan and identify ways they can partner in this work.

Related to strategic plan objective/s:

- The school community focuses on a strong improvement agenda to grow student engagement, progress, achievement and well-being, honouring staff, student and parent partnerships.

Related to strategic plan strategy/s

- Grow parent curriculum and pedagogical understandings in order to improve authentic learning partnerships.

Success Markers:

School Annual Improvement Plan published on school website and portal
 School Road map published on school website and portal
 Improved parent participation in student learning
 Learning communication strategy published on school website and portal

Capability Building Required:

Nil

Activities	When	Who
Publishing our Annual Improvement Plan	Term 2	Administration
Publish the Annual Achievements document	Term 4	Administration
Parent Partnership Evening and Parent Information	Term 1	Whole staff
Investigate and establish a communication strategy that supports parent partnership in the learning agenda.	Term 4	Administration
Creating and publishing a digital version of the School Road Map	Term 2	Administration Team

Goal 4 By the end of 2018, a culture of reflective practice will be evident in the daily life of the school.

Related to strategic plan objective/s:

- The school community focuses on the conscious use of effective teaching practices, systematic planning, preparation, assessment and monitoring to inform targeted instruction in order to ensure the success of all learners.

Related to strategic plan strategy/s

- Effective teaching practices are shared through multiple forums.
- Staff and students seek, receive, act upon and provide feedback.
- Students set, review and achieve their learning goals - monitoring, tracking and reflecting on their learning across the curriculum.

Success Markers:

Learning Walks and Talks are operational. Regular use of Feedback form for Learning Walks and Talks. Teachers have identified learning goals, seek feedback and monitor progress. Student learning goals are evident for all students. Success criteria are use to provide specific feedback to students. Increased use of Office 365 tools to share classroom practice. A range of staff sharing practice in staff meetings. Staff open classrooms for observation.

Capability Building Required:

Professional learning - Levels of Feedback.

Activities	When	Who
Twilight professional learning on feedback.	Term 3	PLL
School staff contribute to BCE Vision Beyond 2020 planning.	Term 2	Principal
Revisit and operationalise the Capacity-building side of the Roadmap	Term 3	Administration Team

Operationalise learning walks and talks.	Term 3	Administration Team
Further development of differentiated success criteria.	Term 3	PLL and LPT
Establish a routine in staff meetings for sharing of effective practices.	Term 3	PLT

Building a sustainable future

Goal 1 By the end of the year, improved professional well being is recognised through heightened staff understandings of Recognition, Capability and Development, Innovation and Leadership Opportunities.

Related to strategic plan objective/s:

- The school focuses on developing and retaining highly competent and confident teaching professionals who accept shared responsibility for student success and building a culture of continuous improvement.

Related to strategic plan strategy/s

- Leadership is recognised as everyone's business, promoting staff contributions and ongoing study.
- The Stella Maris capacity building processes support staff development and professional well being.

Success Markers:

Staff survey results indicate at least 4.3 average on questions relating to Recognition, Capability and Development, Innovation and Leadership Opportunities. A highly successful school musical production of 'Beauty and the Beast.' Staff will recognise, accept and create opportunities to demonstrate leadership across all areas of school life. Collaborative problem-solving is evident. All teachers actively contribute to discussion in staff meetings and other forums. 80% of teaching professionals and 50% of ancillary staff will have volunteered to lead and/or support new and existing school activities and commitments.

Capability Building Required:

Literacy development through Staff Professional Learning Cycle and cycles of cohort Review and Response. Staff self-identified professional learning needs as per Teacher Professional Learning Plan.

Activities	When	Who
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Revisit the capacity building process to support individual goal setting in preparation for 2019 implementation.	Term 4	Administration Team
Produce School Musical, 'Beauty and the Beast.'	Term 4	Inez Durrer and staff
Modify and improve school processes to document adjustments implemented to meet identified student needs and thus advance implementation of the NCCD Framework.	Term 4	Administration and Support Team
Cohort teams meet regularly with PLL to advance literacy learning and English planning and preparation.	Term 4	PLL
Cohort and individual Review and Response cycles	Term 4	PLL, Admin Team, All teachers
Staff contribute to BCE Vision Beyond 2020 through consultative staff meeting.	Term 2	Admin and staff

Goal 2 By end of 2018, learning environments will support effective pedagogical practices and improved student learning outcomes.

Related to strategic plan objective/s:

- The school community demonstrates responsible stewardship of human, financial and material resources to maintain, develop and improve the school physical and learning environment.

Related to strategic plan strategy/s

- Budget and Staffing Schedule prioritise identified goals.

- Contemporary pedagogical practices result in flexible learning environments.

Success Markers:

Prep and Year 5 learning environments are flexible in design, collaborative in practice and connected to community. Reduction of noise reverberation in prep classrooms. Completion of Stage 3 of Master-Plan. Teaching teams exhibit embedded collaborative practices of planning, review and response and moderation.

Capability Building Required:

Exploration of flexible learning as a pedagogical approach.

Activities	When	Who
Use Good to Great funding to provide additional specialist staffing (Arts teacher P-6 + Health teacher in Years 3 and 5 who have five classes) to allow simultaneous release of all year level teachers to enhance collaborative decision-making.	Term 1	Glenda Morgan
Reduce sound reverberation in Prep classrooms by softening furniture, flooring and wall covering.	Term 3	Prep teachers
Prep and Year 5 students and staff investigate flexible learning and furniture for associated spaces, through project learning focussed upon sustainability. (Learning Spaces Revitalisation Project: \$58 795 grant)	Term 3	Prep and Year 5 teachers and students
NAPLAN online readiness plan is developed by implementation team. Plan	Term 2	Learning Team

includes device infrastructure and the teaching of the ICT General Capability.		
Modify existing ramp access to rear of A block to meet standard.	Term 4	Glenda Morgan
Increase school officer hours across the school to support student learning.	Term 1	Admin Team
Construct new four classroom block using BGA Grant.	Term 4	Glenda Morgan
Provide parallel or inclusive school officer professional learning to enhance collegial partnerships in support of student learning and well-being.	Term 4	Learning Team