

St Mary MacKillop College

Swan Hill

2017 - 2020

School Improvement Strategic Plan

Our Vision

St Mary MacKillop College is a Catholic Co-Educational Years 7-12 School. It is an educating community with Jesus Christ as our inspiration.

Our Mission is to:

- Celebrate our Catholic identity.
- Work with our families and the local, parish, diocesan and global communities.
- Share in the Mission of the Church.
- Provide a challenging and stimulating curriculum.
- Nurture the development of the whole person by empowering our students to make a positive contribution in the world.
- Respect the unique dignity and faith of each person.
- Strive to achieve the best possible outcome for each individual student.

Principal: _____

Date: _____

Priority One

Priority as identified in the School Improvement Plan	In order for teachers to know their students and what they know, how they learn, what they need to learn next and what teaching will support that learning, we will develop relevant curriculum and meaningful assessment practices.
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Strategies & Actions
<p>- Provide targeted professional development opportunities.</p> <p>Actions</p> <ul style="list-style-type: none"> - Professional Learning Plans as part of the ARM process which will provide valuable information to Curriculum Leaders and the Staff Professional Learning Coordinator for future planning. - Implementation of a Staff Professional Learning Coordinator to be a part of the Teaching and Learning Team. - Development of a committee to review Professional Development opportunities.
<p>- Involve and engage parents in their student's learning.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Continue to explore options through PAM for parent interaction with Staff. - Update College website. - Establish Parent Focus Groups in order to review current and possible processes such as Parent/Teacher Interview and Information Sessions, Subject Counselling and understanding of day to day procedures.
<p>- Teams work collaboratively and independently to achieve effective teaching and learning.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Establishment of norms that are applicable for all teams / groups working together across the school. - Teams set measurable goals that may be short or long term.
<p>- Teachers develop a shared understanding of the purpose and nature of meaningful formative and summative assessments.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Research and develop a supportive professional program of feedback to improve teaching practice which may include classroom observations, team teaching, coaching partnerships and constructive feedback processes. - Promote opportunities for staff to advocate, participate in and lead strategies to support high-quality professional learning opportunities for colleagues that focus on improved student learning (AITSL 6.4). - Engage in reflective practices which support professional growth in teaching practice.
<p>- Develop and grow students that are critical and independent thinkers.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Develop a culture of high expectations for all students by modelling and setting challenging learning goals.(AITSL 3.1) - Support colleagues to select and apply effective teaching strategies to develop knowledge, skills, problem solving and critical and creative thinking. (AITSL 3.3) - Establish strategies that assist students to reflect and improve on their own learning.

Priority Two

Priority as identified in the School Improvement Plan	In order for all staff to take personal and collective responsibility for improving student learning and wellbeing we will build positive relationships between all staff.
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Strategies & Actions
<p>- Respectfully challenge and build leadership capability of all.</p> <p>Actions</p> <ul style="list-style-type: none"> - Identify the types of leaders needed in the College and what determines good leadership. - Identify capabilities of staff and collaboratively build vocational pathways. - Provide access to leadership programs at varying levels and encourage staff to participate.
<p>- All staff will have a comprehensive professional learning plan which is linked to the vision and strategic direction of the school and is carefully monitored.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Creation of POL position dedicated to staff professional learning and a member of the teaching and learning team. - Discussion of staff professional learning plan and goals at ARMs. - Discussion and development of professional learning goals for teachers at domain level with support from the Staff Professional Learning POL.
<p>- Strengthen role clarity.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Re-write the role description of a teacher at St Mary MacKillop College. - Update policy and procedural documents for consistency and transparency.
<p>- Effective communication will be strengthened.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Create a culture where all voices can be heard and are valued and respected. - Through streamlined communication channels, ensure that all staff receive clear explanation of the decisions that impact on their work environment.. - The opportunity for all staff to have input into strategic planning. - Short outline of agenda and planning discussed at Leadership meeting to be included in regular memos from Principal.
<p>- More open discussion at staff meetings and opportunities for staff voice.</p> <p>Actions:</p> <ul style="list-style-type: none"> - A forum to discuss issues that impact on staff. - Use formal processes ie Staff Consultative Representatives and IEU Representatives to initiate further discussion and resolution of issues.

Priority Three

Priority as identified in the School Improvement Plan	In order to strengthen the Catholic school identity we will engage staff in formation that enables them to understand and support the mission of the church.
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Strategies & Actions
<p>- Re-awaken the Vision and Mission statements of the College.</p>
<p>- Ensure that the Catholic Identity of the College is promoted, maintained and enhanced through active participation.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Form a Catholic Identity Team that is inclusive of all members of the school community. - Empower the Student Liturgy Committee to have a voice in building a contemporary vision of Catholic Identity in the college. - Further develop opportunities for active student participation and involvement in Reflection Days and Retreats - Explore ways of promoting the religious traditions of the College through the naming of buildings and the presence of religious symbols and artworks that reflect a recontextualised understanding of the Gospel story. - Ensure an ardent focus on the gospels and teaching of Jesus Christ as transmitted in the Catholic tradition within curriculum and co-curricular programs.
<p>- Encourage and support teachers of RE to be witnesses to their faith, striving for expertise in theological knowledge and understanding of Catholic and other faith traditions.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Review our RE curriculum documentation to reflect the changes in the CEO Ballarat Awakenings document. - Utilise support from the CEOB Religious Education Secondary Consultant in updating current Awakenings Curriculum documentation.
<p>- Develop skills to engage in dialogue around faith traditions</p> <p>Actions:</p> <ul style="list-style-type: none"> - Invite 'expert' speakers and mission teams to assemblies, classrooms and Reflection Days and Retreat to broaden student and staff exposure to contemporary evangelisation. - Provide opportunities for all staff to access further learning in order to more deeply understand the Catholic context in which we work.
<p>- Ensure that we stand with the marginalised both within and beyond our community.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Build and strengthen connections with organisations and missions with a focus on contemporary faith in action. - Identify and respond to the needs of our college community in line with our understanding of Gospel values. - Include opportunities for exploration of Catholic Social Teaching in curriculum and wider aspects of school life.