



ANNUAL PLAN

Mission and Religious Education

Goal

Embracing, exploring and enhancing our Catholic Identity within the St Mary's community in our Jubilee Year of Mercy.

Strategies

- Partner with Parish and School Community in the Jubilee Year of Mercy: Jubilee Year of Mercy candle for MJR, special liturgies, creation of Garden Mosaic in 2016, Blessing and Opening of new Building.
- Engaging in the recommendations of the Leuven Project. Focusing on the recontextualisation of the Gospel message; MJR assemblies linking scripture to contemporary stories.
- Social justice activities linked in with the Year of Mercy – Project Compassion, Mercy Care.
- Development of Spiritual Formation plan the begins with the staff pilgrimage to *Santa Teresa* in October – Mosaic Art Project for staff formation.

Goal

Validation of a Religious Education curriculum that is contemporary and promotes knowledge, deep understanding and skills about our rich Catholic Christian tradition.

Strategies

- Continuation of RE Curriculum and Validation Team – progression of meetings to develop Scope & Sequence.
- Engage with EO:RE and cluster leadership teams to present validation format prior to validation day.
- Clear link with DELT and Visible Learning strategies in the planning of the delivery of the RE curriculum.
- Ongoing Professional Development in the *Worlds of the Text*: Early Years focus.

Learning & Teaching

Goal

Engage in the Delivering Excellent Learning and Teaching (DELT) Strategy as a framework to inspire high expectations for learning; to maximise student engagement, progress and achievement for each of our learners.

Strategies

- Evidenced based use of the three 'High Yield Strategies' to evaluate the impact of teaching and leadership on learning progress for each student. These strategies are: Using Data to Lead Learning (BI Tool and Data Walls); Review and Response; Learning Walks and Talks.
- Professional learning and development on targeted components of the Making Learning Visible Collaborative: Teacher Clarity: Using learning intentions; Relevance; Examples and Modelling; Success Criteria; Checking for Understanding and their application in the classroom in making learning visible to students.
- Whole school participation in the Mindframes Survey. Use of this data as reflective tool to monitor shifts in conceptual understanding and formation of ongoing professional development.
- Engagement with Senior BCE staff and Education Officers in ongoing professional renewal in Visible Learning from a systems viewpoint i.e. Business Intelligence tool, Monitoring Tools.
- Allocation of significant staffing schedule & GTG resources to establish the Primary Learning Leader role and DELT team as a staff resource to lead, monitor, develop and refine Visible Learning practices.

Goal

Targeted strategies/processes that support the identification, monitoring and improved educational/emotional outcomes for our diverse range of learners.

Strategies

- Introduce a review of Student Support program / processes to identify and establish strengths/areas for growth. This comes from a strength based approach building on expertise of current team members and BCE role holders; BCE Inclusive Education Team, SEO IE.
- Use of the system initiatives i.e. Business Intelligence Tool to monitor the learning progressions / well-being of students. This then leads / flows to adjustments in learning and specialised teaching programs.
- Use of targeted programs / processes that positions parents/carers as critical companions in the educational support planning for diverse learners i.e. EASP (Enrolment Application Support Processes) and links with BCE role holders.
- Continuation of BCE 'Molum Sabe' strategy and our Reconciliation Action Plan (RAP) to further the educational / well-being aspirations of our indigenous and Torres Strait Islander current / potential learners. Engage with BCE role holders and clustering BCE school communities.

Professional Practice & Collaborative Relationships

Goal

The use of a variety of strategic approaches such as 'Coaching Model' and 'Appraisal Processes' to progress well defined and effectively implemented processes that increase the educational impact of teaching and non-teaching staff.

Strategies

- Term 2: Teaching staff meet with their nominated 'coaches' with the establishment of goals based on DELT initiatives (Professional Standards) and 2016 School Priorities. Share goals with Leadership Team Term 3: Review and refine strategies / progression towards goals Term 4: Review of Goals with coaches & Leadership
- Engage with School Officer and Administration staff in Collective Learning Conversations (CLC) as a process of professional growth / renewal underpinned by principles of distributed / parallel leadership.
- Engage with BCEO role holders and external Professional Consultants as 'touchstones' for growth and renewal i.e. Emeritus Professor Frank Crowther.
- Formation of School Teams to progress priorities and initiatives underpinned by principles of distributed / parallel teacher leadership.
- Principal and Assistant Principal undertake BCEO Performance Appraisal processes as required by the system, founded in the principles of a growth mindset, to enhance the impact of the leadership on the school community.

Goal

With the development of the 'St Mary's Leadership / Parish Team' and in working with the appointed Principal of 'McAuley College', Parish, school and community partnerships (Centacare) are strengthened for the shared mission of the Church, and marketed to the broader community accordingly.

Strategies

- Partnerships formed with foundation Principal to align St Mary's delivery of learning and teaching programs to compliment McAuley College's vision for learning and teaching.
- Strong working partnership established with School Administration staff and supported by BCE endorsed web host provider to enhance our website using contemporary platform. (P&F supported)

Strategic Resourcing

Goal

Development of 'IT Strategic Plan' both short / long term for the sustainable delivery of 'Information Technology' as a contemporary resource to enhance curriculum driven learning, teaching, assessment and reporting programs / processes.

Strategies

- Enter into a supported consultative process of renewal for an IT service provider that encompasses all aspects of the BCE Digital Strategy Map (2012 - 2016).
- Renewal of learning space near Year 5 and Year 6 classroom and create a contemporary learning hub. Engage leadership of senior students in this process underpinned with principles of student voice i.e. virtual excursion space.
- Formation of an e-Learning Leaders Team to work with Leadership, IT service provider and BCEO IT staff in the development of the 'Strategic IT Plan'.
- Monitor ongoing educational trends such as NAPLAN on-line and ensure St Mary's learners are well positioned to engage. Assess needs for upgrades in technology to meet pending on line curriculum and assessment demands.
- Explore possibilities for ongoing recurrent funding for the procurement of IT equipment to enhance learning and teaching programs. (P&F supported)

Goal

Sustainable prioritisation and allocation of school resources / personnel to enhance the facilities, learning and teaching environments of the school community.

Strategies

- Induction and employment for 2016 of school Groundsperson for maintenance and upgrading of buildings, facilities and school grounds. Development of maintenance plan i.e. air conditioners.
- Allocate resources for the upgrade of the early learning spaces in line with contemporary planning and design features. (P&F supported)
- Additional allocation of financial resources to increase / enhance the cleaning program of the school.



p (07) 5541 2005

f (07) 5541 2155

e pbeadesert@bne.catholic.edu.au

a Bromelton Street BEAUDESERT QLD
4285

www.stmarysbeadesert.qld.edu.au