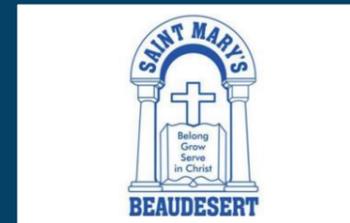


St Mary's Primary School

2022 ANNUAL IMPROVEMENT PLAN



Vision

To inspire future generations to lead hope filled lives of influence as witnesses to the Good News of Jesus Christ.

Mission

The community of St Mary's, inspired by the Mercy tradition, believes in an education that nurtures a child's academic and personal growth. We are a welcoming community that encourages service to others through living the gospel values of Jesus.
'We Belong, Grow and Serve in Christ'

Values

EXCELLENCE:
Inspired by our Catholic tradition and Mercy formation, we strive to be our best selves.

INTEGRITY:
As witnesses to the Good News, we are called to love one another in the image of God.

JUSTICE:
As people of faith, we foster respectful relationships, advocating and empathising with those at the margins.

HOPE:
Empowered by the spirit, we embrace the future with confidence and hope.

Strategic Priority	Goal (Improvement Area)	Success Measures	Strategies for Improvement	Timeline	Responsibility
Catholic Identity	To re-interpret our understanding of the Catholic faith in a contemporary, diverse and changing world	<ul style="list-style-type: none"> Recontextualise mandated texts in each year level 	<ul style="list-style-type: none"> Professional Development - Recontextualising Scripture 	Continuous development throughout 2022	Renay Condon Diane McClure Catherine O'Brien
Learning and Teaching	Develop a school pedagogical framework that aligns with the BCE Model of Pedagogy and the BCE Effective and Expected Practices.	<ul style="list-style-type: none"> BI tool data included in planning Clear and visible Learning Intentions and Success Criteria Improved student learning outcomes Judgements aligned to the achievement standard (mix of summative and formative) Signature pedagogy can be named throughout the school. 	<ul style="list-style-type: none"> Use consistent planning proforma Consistent teaching practices for delivering the AC Explicit and direct teaching Implement moderation processes Provide students with feedback Learning Walks and Talks 	January 2022 Twice a term	Catherine O'Brien Diane McClure Renay Condon
	Strengthen leaders and teachers' data literacy skills by improving our collection and analysis of data by developing a school-wide approach.	<ul style="list-style-type: none"> Timelines incorporated in the school wide data plan Learner centred units planned and differentiated in response to analysis of data 	<ul style="list-style-type: none"> Professional Development around data literacy enabling staff to analyse student achievement Staff share practices around how they use data to inform teaching - share, chair Share data plan with staff 	Staff meeting Term 1 Staff meetings Term 1 2022 January Professional Development	Catherine O'Brien Diane McClure Renay Condon
Wellbeing	Develop and Implement Positive Behaviour for Learning (PB4L) Response cycle linked to the Behaviour Matrix	<ul style="list-style-type: none"> A visible PB4L response cycle Improved use of Engage 	<ul style="list-style-type: none"> Committee to create St Mary's PB4L response cycle Link the response cycle to the behaviour matrix involving teacher and student voice Examine Engage data to respond to behavioural needs 	PB4L – Semester 1 2022 Engage - check every 5 weeks – staff report after every check	Diane McClure Renay Condon Raelene Campbell
Our People	To collaboratively build capacity of teachers through a whole school approach in order to move towards consistent practices for the teaching of reading based on research.	<ul style="list-style-type: none"> Teachers share a common understanding – '<i>Shared Vision of Reading</i>'. A document outlining our shared vision of reading. All staff will have set, monitor, and review professional goal. 	<ul style="list-style-type: none"> Develop a Professional Development Learning Plan to improve or student literacy outcomes Staff develop a personal learning goal in alignment with this Professional Development Plan 	January 2022 End of Term 1 2022 Goal: Set - February 2022, Monitor- August 2022 Reviewed - November 2022	Catherine O'Brien Renay Condon
Diversity and Inclusion	For teachers to plan engaging, challenging unit plans for all learners.	<ul style="list-style-type: none"> Improved learning outcomes Evidence of activity -specific differentiation in unit planning 	<ul style="list-style-type: none"> Chair, Share - differentiation of curriculum with a view to extending student achievement Collaborative planning with colleagues and the learning support team Create a scope and sequence document that shows horizontal and vertical alignment to Australian Curriculum 	Every staff meeting – see staff meeting agenda Short term planning cycles each term Scope and Sequence HASS and Science - Term 1 2022 English - Term 2 2022 Maths - Term 3 2022 Religion - Term 4 2022	Renay Condon Diane McClure Catherine O'Brien Anita Mugridge Raelene Campbell
Organisational Effectiveness	To develop, monitor and share our Explicit Improvement Agenda (EIA) with staff, parents, and students.	<ul style="list-style-type: none"> Explicit Improvement Agenda is embedded in the school Annual Plan. 	<ul style="list-style-type: none"> Staff work collaboratively on the process of developing the School Annual Plan Short term cycle of School Annual Plan Review (twice a term) Create staff EIA teams to develop, monitor and share desired outcomes with staff, students, and parents. 	Term 4 2021 Term 1, 2, 3, 4 2022 January Professional Development - 2022	Renay Condon Diane McClure