

St Patrick's College Gympie

2023 ANNUAL IMPROVEMENT PLAN



Vision

Finding our way, Inquiring into our world, Christ and Church as our guide.

Mission

St Patrick's College aspires to be a community based on Gospel values of love, forgiveness, compassion, respect, sensitivity and justice, expressed through the Catholic tradition.

Values

foster a deepening personal commitment to God

witness to Gospel values and the Christian way of life in our dealings with each other and the wider community

promote spiritual, intellectual, emotional, social and physical development

recognise and foster the talents and potential of each member of our College community

Strategic priority	Goal ¹ : Goals that inspire and set your school's direction <i>"Where do we need to go?"</i>	Targets: Measurable targets to track progress towards your school's objectives <i>"How do we know we are getting there?"</i>	Actions: Actions required to drive progress of key results <i>"What will we do to get there?"</i>	Timeline: <i>"When do we want to get there by?"</i>	Responsibilities & Accountabilities: <i>"Who is responsible for ensuring it happens?"</i>
Catholic identity	To deepen the spiritual and theological capacity of our staff <ul style="list-style-type: none"> Embed the College charism across all aspects of College life Increase understanding of Laudato Si and its relevance to our College community 	Develop a cohesive understanding and application of our charism. Staff can articulate an understanding of Laudato Si and propose initiatives for our community.	Providing staff professional development around our foundation charisms with a special focus on the Celtic traditions. Development of Catholic Identify Team including student voice. APRE and Campus Minister develop a staff and student formation plan with a focus on Laudato Si. Providing staff professional development on Laudato Si and gather teacher voice to inform the formation plan.	Term 1 and ongoing - Catholic Identity Day to begin process of defining goals with staff. <ul style="list-style-type: none"> Charisms and values of the College defined and displayed in key staff areas. Embed within daily homeroom prayer Term 2 – professional learning <ul style="list-style-type: none"> Gather teacher voice to inform formation plan Communicate with College community the refined charism Term 3 improve visibility of charism <ul style="list-style-type: none"> Assembly liturgy Signage College focus on walking in the footsteps of our founders Term 4 Development of Lighthouse Program for 2024	CLT, Campus Minister and Catholic Identity Team (including SRC members).
Learning and teaching	Please complete EIA (page 2)				

Explicit Improvement Agenda

St Patrick's College Gympie

Date: 9 / 1 /2023 Author: Mark Newton and St Patrick's CLT

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Wellbeing	<p>To continue nurturing staff wellbeing, investigate staff feedback from the BCE Listens Survey to identify areas of strength and build on areas for further development.</p> <p>Continue to refine staff ways of working with TAs in classroom practice.</p> <p>To provide the community with a "Parent Code of Conduct" that identifies behaviour and communication guidelines and to work alongside the St Pat's Way document.</p> <p>Review of Student Behaviour Matrix to meet community changes</p>	<p>Identify and implement key actions in response to survey data.</p> <p>Identify online resources that outline ways of working (for TAs and teachers)</p> <p>Parent Code of Conduct</p> <p>Review of Behaviour Matrix</p>	<p>CLT to action survey data.</p> <p>Consult with staff and review best practice to develop team protocols.</p> <p>Provide staff with PD and support regarding implementation of processes, with a focus on St Pat's Way document</p> <p>Engagement with external facilitator to develop parent code of conduct</p> <p>Pastoral Team to lead review of Behaviour Matrix</p>	<p>Term 1 Wk 5 – CLT to identify actions from survey data. Update this plan.</p> <p>Term 2</p> <ul style="list-style-type: none"> Staff meeting focus - review of TA processes Update induction processes for all staff (teachers, TAs, support) Draft of Parent Code of Conduct <p>Term 3 Behaviour Matrix review – Start of Semester 2.</p>	<p>AP, DP</p> <p>ML – Pastoral</p>
Our people	<p>Focus on College teams and their ways of working, specifically targeting processes, meeting protocols and workflows to support the changing needs and expectations of staff, students and parents.</p>	<p>Team formation of new CLT, Coaching focus for ML, whole staff team building</p> <p>Implement a development program for emerging leaders</p> <p>Source and implement review process for existing ML leading into ML consultative committee</p> <p>ECT mentor focus</p> <p>Monitor College teams to ensure agreed processes are implemented in everyday practice.</p>	<p>Whole staff team building</p> <p>St Pat's Way document revisited at staff meetings</p> <p>Focused planning time</p>	<p>Term 1 Start up day PD – Jodie Davey</p> <p>Whole year Focus on St Pats way and planning time</p>	<p>CLT, ML</p> <p>External provider for ML structure</p>
Diversity and inclusion	<p>Enacting Reconciliation Action Plan (RAP) throughout College processes and practices.</p>	<p>Staff are conversant in RAP</p> <p>Visible and structural elements that reflect RAP</p>	<p>Further PD</p>	<p>By mid term 4</p>	<p>Campus minister, APRE, CLT, all staff</p>
Organisational effectiveness	<p>Refining new ways of working from Penola Place (new Admin Building) and changing and refining processes for students and staff out of this space.</p> <p>Continuing building works in CM space, including the new specialised LS space and extra GLAs.</p>	<p>All staff will have a clear understanding and compliance with the agreed use of workspaces and booking procedures.</p> <p>Accepting a tender and Awarding of contract by mid-term 1 and works to begin as soon as soon as practical following BCE procedures.</p>	<p>CLT to develop the ways of working document and consult with staff on agreed use of spaces.</p> <p>Preparation and advertising of tender documents.</p> <p>Discernment of tenders.</p>	<p>Term 1 Ways of working to be implemented by week 5</p> <p>Whole Year Project completion for the start of the 2024 school year.</p>	<p>CLT and staff consultation</p> <p>Principal, Business Manager, BCE Property Services Officer, Architect</p>

1. Use the data available to your school (i.e. HealthCheck, NSIT Review) to identify gaps in school performance and inform objectives aligned to strategic priorities.
2. Within the Targets column, set targets against the data available within your school's HealthCheck, if applicable.

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Goal: To consolidate the work done in 2022 around teacher clarity with a particular focus on formative assessment and use of student voice in teacher planning.

Actions	Targets	Timelines	Responsibilities & Accountabilities
<p>What are the actions the school will implement to address the improvement focus?</p> <p>Embedding the St Pat's Way document in school process and practice. Planning and PD time prioritising formative assessment and student voice.</p> <p>What will be the expected outcome/impact?</p> <p>A comprehensive understanding of student's strengths and areas for development and consistency in classroom practice.</p>	<p>Specific improvements sought in student performance. (measurable student outcomes)</p> <p>Measured improvement in teacher capacity resulting in improved student outcomes across formative and summative assessment.</p> <p>Teachers and CLT will prioritise teacher collaboration and student voice in seeking feedback about student engagement and effectiveness of teacher feedback.</p> <p>Teachers will demonstrate increasing proficiency in effectively planning for student improvement and engagement when planning from the Australian Curriculum, QCAA syllabuses and VET training packages.</p> <p>What evidence or targets will be used to measure this impact which are rigorously actioned?</p> <p>Unit plans identifying teacher formative assessment and prioritising student voice in unit development and refinement</p> <p>Collaborative planning processes within teams</p>	<p>What is the expected timeframe for the improvement focus to have an impact?</p> <p>Term 1</p> <p>Who are my learners focus</p> <p>NAPLAN student readiness activities as per NAPLAN plan</p> <p>Wk 7 Bulletin – staff to nominate action learning group</p> <p>Wk 10 – gather student feedback</p> <p>Staff meetings:</p> <p>Wk 4 - NSSAB audit planning focus on scope and sequence and unit plans</p> <p>Wk 5 – EIA launch, revisit 2022 EIA to connect to new focus. Introduction to formative assessment and collaborative planning timetable</p> <p>Wk 8 – Strategies for formative assessment and embedding in Term 2 planning; Gathering student feedback on teacher performance</p> <p>Term 2</p> <p>Students to teacher feedback focus</p> <p>Wk 4-6 – teacher observations aligned with PDP</p> <p>Wk 10 – gather student feedback</p> <p>Staff meetings:</p> <p>Wk 1 - Implement feedback gathered in Wk 9/10 to inform planning, utilise strategies that maximise impact.</p> <p>Action Learning Group – collaborative planning with students</p> <p>Wk 7 – Observation learning. Update PDP.</p> <p>Term 3</p> <p>Implementing student to teacher feedback focus</p> <p>Action Learning Group – collaborative planning with students</p> <p>Wk 10 – gather student feedback</p> <p>Staff meetings (PD):</p> <p>EB day 2 – T3 day 1 –PB4L and student voice in planning (cluster partners to support)</p> <p>Week 5 - Mid term review</p> <p>Wk 9 – Action Learning Group feeds back – wider school implementation</p> <p>Term 4</p> <p>Peer to peer feedback focus (T to T and S to S)</p> <p>Learning walks and talks – focus on formative assessment</p> <p>Staff meeting:</p> <p>Wk 5: PDP reviews</p>	<p>What milestones are anticipated?</p> <p>Student voice should reflect a stronger teacher focus on teacher feedback and student strategies for improvement</p> <p>Who is responsible for this action?</p> <p>CLT, ML data, Junior Curriculum, ML pedagogy</p> <p>Who will need to be involved?</p> <p>All staff, BCE – EO (Fiona Hicks), EO (PB4L)</p> <p>How will we monitor against school targets to know we are on track to success?</p> <p>Monitoring - The Senior Leadership team will engage in monthly monitoring of progress in planning with teaching teams.</p> <p>ML teams will review in fortnightly meetings</p>

Explicit Improvement Agenda

St Patrick's College Gympie

Resources & partnerships

What targeted resources structures or other support is needed to enable this explicit improvement agenda?
What strategic partnerships are in place to enhance student achievement?
How will this explicit improvement agenda be communicated to staff, parents and the wider community?

Education Officers: Fiona Hicks and Machelles Flowers-Smith to support staff development.
Early Career Teacher (ECT) budget to work with new team of early career teachers.
PAT, BI (writing), SRS, NAPLAN - ongoing investigation into other effective tools
Australian Curriculum – Version 9 (supporting resources from QCAA & BCE)