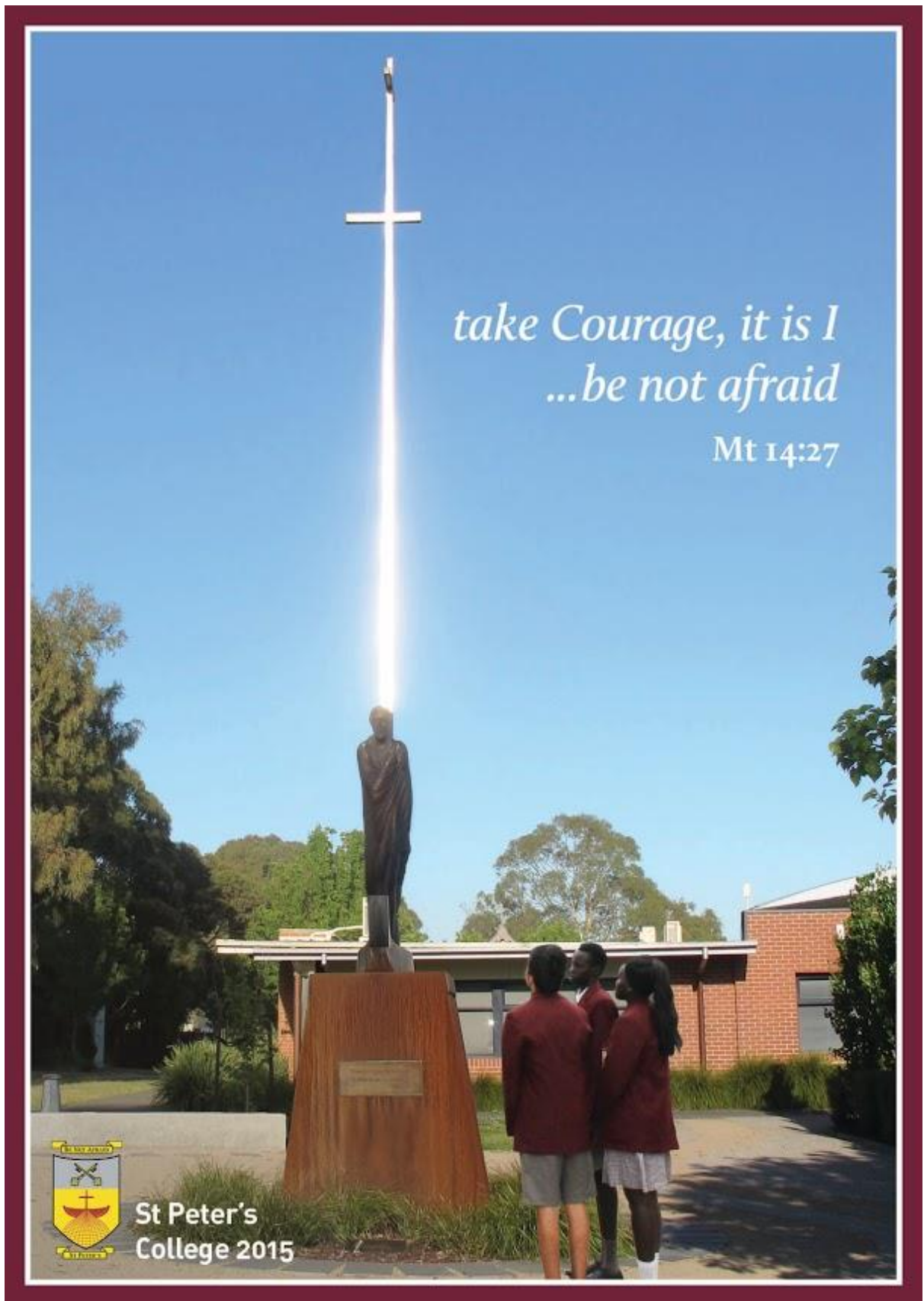


2015 Annual Development Plan – Goals, Strategies & Evidence



A. Catholic Identity

- Goal 1: To strengthen our Catholic identity.
 - Strategy 1: To provide time for staff to develop topics/units within the Religious Education curriculum.
 - Minutes from meetings.
 - Religious Education units are documented.
 - Meeting time allocated in the calendar for developing RE curriculum.
 - Professional Learning time allocated to staff for accreditation.
 - Strategy 2: To encourage a culture of best practice through classroom observation to share specific RE resources and teaching strategies - building teams.
 - An accepted system of classroom observation established amongst teachers of Religious Education.
 - Professional Learning Teams in Religious Education for year levels.
 - Sharing of best teaching practice at Religious Education meetings.
- Goal 2: To broaden the College community's faith in action.
 - Strategy 1: To develop a compulsory community service program linked to the Religious Education curriculum from Years 7 to 10.
 - Progressive annual implementation of community service program written in Religious Education curriculum documents.
 - Teachers documenting community service through student reports. Student certificate of time achieved in community service.
 - Strategy 2: Strengthen the relationship with our local Catholic primary schools.
 - Joint events between St Peter's College and the primary schools of Saint Agatha, Saint Therese and Saint Thomas the Apostle in the calendar.
 - Transition visits with current Year 7 students to our local Catholic Primary Schools.
 - Our students working with the local Catholic Primary School students during events such as Book Week or English or Science Week.

B. Leadership

- Goal 1: Strengthen student leadership capacity across all year levels.
 - Strategy 1: Build leadership capacity for all Forum Leaders.
 - Developed leadership program that targets the formation of younger students at Forum Leader level.
- Goal 2: Improve clarity of communication structures and processes.
 - Strategy 1: Ongoing refinement of communication that promotes effectiveness and efficiency for all staff.
 - Cyclical reviews such as survey monkey from leadership.
 - ARMs.
 - Professional learning.
 - Strategy 2: Monitor and review roles for their clarity and effectiveness.
 - Embed reviews based on performance criteria that is both summative and formative.
 - Strategy 3: Develop clear Decision Making Processes that incorporate feedback and provide transparency.
 - Create a responsibility model that promotes both clarity and accountability.

- o Goal 3: Strengthen the culture of leadership amongst all staff.
 - Strategy 1: Incorporate excellence of professional practice to acknowledge informal leadership.
 - Regular showcasing of exemplar professional practice through coaching, meetings and professional learning.

C. Sustainability

- o Goal 1: To improve the retention of students.
 - Strategy 1: Increase VET options for female students.
 - Improved student enrolment in VET subjects.
 - Strategy 2: Explore educational offerings which caters for the increasing diversity of our students.
 - Retention of the diversity of students has improved.
- o Goal 2: Enhance the school reputation in the local community.
 - Strategy 1: Develop a relationship with a local business(es) that creates employment opportunities for students. Attempt to align this with our VET and VCAL programs.
 - Engage local business with the courses being offered at the Trade Skills Centre.
- o Goal 3: To build and maintain sustainable facilities that reduce our Carbon Footprint.
 - Strategy 1: The College will implement programmes that seek to raise the awareness of our students and staff of the importance of sound environmental practices.
 - Carbon Reports by Carbon Management Classes.

D. Teaching, Learning, Wellbeing

- o Goal 1: To continue to engage and connect all members of the College community.
 - Strategy:
 - Review of Year 9/10 Electives and VET offerings
 - Increased allocation of VCAL numbers.
 - Working party established to examine feasibility of separate Year 9 campus.
- o Goal 2: To develop the College as a Professional Learning Community
 - Strategy 1: Improved Data Literacy
 - The role of the Learning Data and Systems coach is well established and clearly understood.
 - Data Collection points and types of data are established
 - Staff are able to access data in a simple and useable form. All staff have access to SPA and VASS data.
 - Staff are able to interpret data on their students and make adjustments accordingly.
 - Strategy 2: Working party to recommend strategies to provide time for collaboration and planning.
 - Working party is established and produces recommendations. (T and L Vision Team term 2).
 - Time for collaboration and planning are embedded throughout the calendar.
 - Campus staff meetings contain limited administration and provide time for collaboration.

- Staff PD days are dedicated to time for staff planning and collaboration.
- o Goal 3: To improve student learning outcomes.
 - Strategy 1: Staff are provided PD to develop ability to deliver personalised curriculum.
 - Staff attend Hawker Brownlow PD on differentiation.
 - Staff provided PD at Campus staff meetings on differentiation.
 - Strategy 2: Formative feedback is regular, well understood and transparent.
 - Staff attend Hawker Brownlow PD on formative feedback.
 - Assessment and Reporting working party established to review assessment and reporting.
 - Reporting structures, policy and procedure support formative assessment.