

ST PETER'S COLLEGE
2016 Annual Development Plan – Goals, Strategies & Evidence

Mission Direction	Goals	Strategies	Evidence	Achievement Date & Accountability
Catholic Identity	Goal 1. To strengthen our Catholic identity	To encourage staff to attend professional learning opportunities in faith development & RE Accreditation	% increase in staff with accreditation to teach in Catholic School . Provision of Accreditation PD opportunities (internal & external) 4 times per term	Dec 2016 SNA , RHA , MAJ
		To encourage a culture of best practice through classroom observation to share specific RE resources and teaching strategies - building teams.	Survey of RE Team	Dec 2016 SNA , RHA , MAJ
		An accepted system of classroom observation established amongst teachers of Religious Education	Survey of RE Team	Dec 2016 SNA , RHA , MAJ
		Professional Learning Teams in Religious Education for year levels. Sharing of best teaching practice at Religious Education meetings.	Survey of RE Team	Dec 2016 SNA , RHA , MAJ

		Installation of St Peter's sculpture at East Campus	Sculpture installed	Feb 2016 Leadership Team
		Reflection Days in the Middle School at both campuses	Reflection Days established	Aug 2016 SNA , RHA , MAJ
		Preparation for the implementation of the revised RE program	Draft Documentation	Sep 2016 SNA , RHA , MJO
Leadership	Goal 1. Strengthen student leadership capacity across all year levels.	Strategy1. Build leadership capacity for all Forum Leaders	Forum Leadership Training in place. Forum meetings twice a term at East & West.	Sep 2016 DHA , CBL , House Leaders
	Goal 2. Improve clarity of communication structures and processes.	Strategy2. Newly appointed Coaches will receive a mid term review (360 degree Feedback)	Appraisal Process completed	June 2016 MJO , THO , DHA ,CBL
		Strategy 3: Coaches meetings will have regular discussion regards	Coach Survey Minutes of Coaches Meeting	Sep 2016 MJO

		Role clarification		
		Strategy 4: Coaches will work with Jo Osler to develop a Vision of Learning - the Coach's Role in Leading Learning will be clearly articulated .	Documented Vision of Learning Coach Survey Coach Role description Reviewed	Sep 2016 MJO ,Curriculum Executive
		Strategy 5 :A Template for minuting meetings and storage of all KLA Minutes will be developed and adopted.	KLA Minutes stored on AODocs	June 2016 MJO , TL Coaches
Sustainability and Growth	To improve the retention of students.	Strategy 1: Expand VCAL & VET options to improve student control over their learning programme at both the East & West Campus	2017 VET & VCAL Options presented to 2016 T&L Vision Committee Retention Rate increases	June 2016 MJO , Curriculum Executive , VET & VCAL Co-ords.
		Strategy 3:Continue to provide PD opportunities for LA's in their role providing Career guidance	PD session for LA's prior to futures evening. Student feedback on role of LA Retention Rate increases	July 2016 MJO , Curriculum Executive , Careers Co-ord.
		Strategy 4: Transition to Integrated Catholic On-line Network to assist development of Learning data System	ICON structural rollout completed in 2016 ICON PD sessions for all teachers conducted Retention Rate increases	Dec 2016 Leadership Team LD&S Coaches ICT Coaches

Teaching, Learning, Wellbeing	Goal 1: To develop the College as a Professional Learning Community	Strategy 1: The Coaching Model is strengthened and expanded by coaches facilitating learning through PLC's	Coaches facilitate action research groups during 2016 staff meetings through established Professional Learning Teams . Coaches will make visits to PLT classes a minimum of once per term.	Aug 2016 MJO , Coaches Panel
		Strategy 2: The college will devote each campus staff meeting as designated Professional Learning Time .	2016 Staff Meetings allocated to PD	June 2016 Leadership Team
	Goal 2: To improve student learning outcomes.	Strategy 1: Roll-up of whole school	2017 Timetable implemented by Week 7 of Term 4 2016.	Nov 2016 Leadership Team
		Strategy 2: Expansion of VCE Edrolo - Personal learning resource across KLA's	Staff & Student Feedback VCE Median 30, 5% of VCE scores above 40. The VCE Median will be lifted .	Mar 2016 MJO
		Strategy 3: Further expansion and development of Learning Data	Implementation of ACER Testing Student Testing Completed Analysis of data	Jun -Dec 2016 LD&S Coaches

		System	Staff PD sessions on use of Testing Data SPA - growth function is utilised by staff to deliver Pre and Post Tests	
		Strategy 4: Literacy strategies are embedded across every KLA	Staff & Student Feedback NAPLAN growth will be significantly improved.	Jun 2016 Curriculum Exec. Literacy Coach
		Strategy 5: Rubrics across the school contain a literacy criterion	Audit of Rubrics	Jun 2016 Curriculum Exec. Literacy Coach
		Strategy 6: Introduction of Year 12 exams with formative feedback to parents	Mid-Year Exams in place with Year 12 P&T interviews on Futures expo Day	Aug 2016 MJO , Curriculum Exec.
		Strategy 7: Collection of VCE SAC Results for on-going student support.	SAC results stored on accessible spreadsheet	June 2016 Curriculum Exec.
		Strategy 8: Introduction of the SMART protocol	Survey of Learning Advisors & House Leaders	Mar 2016 DHA , CBL
		Strategy 9: Extension of High Achievers.	Position of Gifted and Talented Co-ordinator is established and Role defined Teachers use data to know their highly able students.	Dec 2016 Gifted and talented Co-ord. Curriculum Exec.

			<p>Teachers use personalised learning strategies to extend highly able students.</p> <p>Teachers evaluate effectiveness of extension strategies.</p> <p>PD sessions conducted on the extension of highly able students.</p> <p>NAPLAN growth particularly in the High end students will be significantly improved.</p>	All Staff
		<p>Strategy 10: Formative Assessment is regular, well understood and transparent.</p>	<p>Staff attend Hawker Brownlow PD on formative feedback.</p> <p>ARM Goals & Action Research Projects build staff capacity in formative assessment.</p> <p>Reporting structures, policy and procedure support formative assessment.</p>	<p>Dec 2016</p> <p>MJO</p>
		<p>Strategy 11: Assessment and Reporting working party established to review assessment and reporting so that assessment , content and delivery are differentiated.</p>	<p>Review finalised and recommendations for assessment and reporting implemented</p>	<p>Dec 2016</p> <p>Curriculum Exec.</p>
		<p>Strategy 12: Maths Pathway is embedded into Year 7 / 8 Maths</p>	<p>Survey Year 7 & 8 Maths teachers and students.</p> <p>NAPLAN growth will be significantly improved.</p>	<p>June 2016</p> <p>LMA,BBA, Curriculum Exec.</p>

		Strategy 13: Year 7 & 8 Maths classes are blocked in 2 classes to allow staff to open up classes and focus on team teaching .	Survey Year 7 & 8 Maths teachers and students. NAPLAN growth will be significantly improved.	June 2016 LMA, BBA, Curriculum Exec.
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