

2017 ANNUAL DEVELOPMENT PLAN – GOALS, STRATEGIES & EVIDENCE

Catholic Identity

Mission Direction	Goals	Strategies	Evidence
Catholic Identity	Goal 1: To strengthen our Catholic Identity	<p>Explore Permanent RE/Prayer Room - East Campus</p> <p>Revised RE Curriculum: Enhance teacher professional practice in the delivery of the revised curriculum reflecting all aspects of the learning & teaching cycle - Plan , teacher assessment, review & report</p> <p>Staff Formation Day - Spirituality Focus</p> <p>Sexuality Program -Meeting Point : Establish a working party to evaluate this program and make recommendations as to its implementation.</p> <p>Symbols: Provision of symbols at the East & West Campus which build the Charism of each House.</p> <p>Develop the conceptual understanding of Re-contextualisation of our community through a range of activities: annual theme , assemblies , Masses , Briefings , RE, Meetings, Newsletters , Website , prayer</p> <p>RE teacher retreat/Inservice</p>	<p>Space established to explore the Religious dimension for students & staff</p> <p>Documented outlines for each course. Focused PL activities conducted Review process established.</p> <p>Spirituality day conducted for all staff.</p> <p>Proposals for implementation into Curriculum presented to Leadership Team & RE KLA Team</p> <p>Create one symbol for each house at each campus either purchased or created or reused.</p> <p>Annual theme created, interpreted and explored in the following media: Assembly , Briefing , KLA Meeting , Newsletter , Website</p>

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	<p>Goal 2: To broaden the College community's faith in action</p>	<p>Make explicit the link between Social Justice activities and our Catholic identity & spirituality through :</p> <ul style="list-style-type: none"> ● Charity news section on our website linking all charity/fundraising events and activities at St Peter's to our Catholic Identity ● Solomon Islands Trivia Night <p>Build connections with and strengthen our wider faith community by :</p> <ul style="list-style-type: none"> ● Retreat event run by CSYMA with primary feeder schools ● Inviting more groups to be a part of our Solomon Island Trivia Night e.g Parish , Primary Schools , Rotary ● Parents invited to St Peter's Day Mass ● Develop the concept of the House Mass on Feast Days at St Agatha's 	<p>Established Charity News Section on College Website</p> <p>Promote the Catholic Social Justice Principle of Solidarity at the Solomon Islands Trivia Night</p> <p>Retreat Conducted</p> <p>Attendance of a variety of community groups at the Solomon Islands Trivia Night</p> <p>Parents in attendance at St Peter's Day Liturgy. Proposal discussed with Leadership Team , RE Team & Parish</p>
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Leadership

Mission Direction	Goals	Strategies	Evidence
Leadership	Goal 1: Strengthen student leadership capacity across all year levels	<p>Build leadership capacity of SRC</p> <p>Inclusion of all student leadership in House competitions</p> <p>Increase opportunities to participate in school events</p>	<ul style="list-style-type: none"> ● Regular and well attended SRC meetings of all year levels. ● SRC training day ● SRC members report to school community in various media forms ● Use of Schoolbox and other means to increase visibility and accessibility of SRC members. <p>Greater student involvement in community based events</p> <p>House Points system</p>
	Goal 2. Improve clarity of communication structures and processes.	<p>Ensure Cross campus meetings and PL are shared equitably across both venues.</p> <p>Office manager and Assistant office manager to meet regularly ensuring instructions and protocols are consistent across both campuses</p> <p>Staff briefings across the two campuses contain a whole school agenda as well as a local agenda</p> <p>Changes to calendar events to have at least two weeks notice</p> <p>Ensure Schoolbox Daily message service is</p>	<p>Monitor meeting venues</p> <p>Minutes provided to Principal, DPs + PMU</p> <p>Set-up of a shared Google Doc managed by the Minute taker</p> <p>Audit of calendar changes by creator</p> <p>LA's presenting Schoolbox homepage at the beginning of each TG.</p>

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		<p>cognizant of a consistent message flow across both campuses</p> <p>HOC to meet regularly for whole school planning purposes</p>	<p>CRT's briefed on this requirement</p> <p>Less staff anxiety around lack of information flow</p>
	<p>Goal 3. Strengthen the culture of leadership amongst all staff</p>	<p>Provide opportunities for Professional Reading on Leadership to be a part of Coaches and HL meeting time</p> <p>Provide opportunities for teaching staff to showcase best practice teaching in the classroom</p> <p>Provide opportunities for a range of staff to be considered for reference groups</p>	<p>Professional reading shared at the various meetings</p> <p>Staff presenting at briefings/PLTs. Staff inviting other staff into their classroom</p> <p>A variety of staff included with a list maintained</p>

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Sustainability & Growth

Mission Direction	Goals	Strategies	Evidence
Sustainability & Growth	Goal 1: To improve the retention of students	<p>Development & Implementation of East Campus Year 9 Program and creation of Year 9 West Campus planning team.</p> <p>Development and implementation of East Campus VCAL</p> <p>Continued growth and promotion of West Campus VCAL Program</p> <p>Development of a Vision for VET Education at St Peter’s College.</p> <p>Increase in VET opportunities through both internal and external providers.</p> <p>Planning and Development of the Stage 6 Hospitality Centre at the East Campus.</p> <p>Development and completion of the revised West Campus Master Plan</p> <p>Improved communication , information access and partnership with parents through the Schoolbox</p>	<p>Year 9 program documented</p> <p>West campus Year 9 program working party established</p> <p>VCAL program in operation at the East campus.</p> <p>Increase in student numbers participating in the West campus VCAL program (2018)</p> <p>Documented vision for VET established</p> <p>Increase in number of students enrolling in VET (2018) More VET courses in 2018</p> <p>Successful Capital Grant application</p> <p>Completed West campus master plan</p> <p>Parent portal access established</p>

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		parent portal.	
	Goal 2: Enhance the school reputation in the local community	<p>Develop a marketing strategy for Year 9 program.</p> <p>Review of Marketing plan to incorporate :</p> <ul style="list-style-type: none"> ● continued promotion of school’s achievements & initiatives ● social media opportunities ● A focus on student growth ● communication of strong relationship with feeder primary schools with student-led activities 	<p>Marketing program documented for Year 9 program</p> <p>Documented review and recommendations</p>
	Goal 3: To build and maintain sustainable facilities that reduce our Carbon Footprint	<p>Implementation of Solar panel installation (Verdia) & solar & LED lighting</p> <p>All New buildings built to environmentally sustainable standards.</p> <p>Revised West Campus Masterplan to be developed with an environmentally sustainable focus. .</p>	<p>Completion of project</p> <p>Compliance with CCG sustainability standards</p> <p>Compliance with industry standards for sustainability</p>

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Teaching, Learning & Wellbeing	<p>Goal 1: To continue to engage and connect all members of the College community</p>	<p>Incorporate aspects of the Mindmatters framework as a whole school approach</p> <p>Fostering of positive peer relationships based on respect with a particular focus on gender relationships</p> <p>Further develop the role of the LA in the implementation & monitoring of the SMaRT Protocol</p> <p>Improve early identification of our “at risk” students (academic) and review/develop monitoring</p> <p>Review and develop our system of academic and other awards</p> <p>Improve opportunities for student involvement in extra-curricular activities particularly the House based events</p> <p>Investigate & develop a model of student recognition and reward for student involvement</p>	<p>Analysis of goals in 8 target areas.</p> <p>Mindmatters survey Incorporation of appropriate topics within SWAC and pastoral program.</p> <p>Clear documentation of students on SMaRT protocol and LA involvement. Regular agenda item at House Meetings.</p> <p>Regular StAR meetings and improve monitoring and recording of students.</p> <p>Greater authenticity in identifying high academic achieving students recognised by awards. Involvement of students in improving award system.</p> <p>Development and implementation of a system to more objectively identify house and extra-curricular involvement.</p> <p>Further development and involvement of students in Rosemary Graham and McGuigan Shields.</p>

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		<p>Ensure the continued implementation of Child Safe practices inclusive of increased awareness of Staff Code of Conduct</p> <p>Renew/further develop Staff Association</p> <p>Use the Mindmatters framework to assist in improving staff wellbeing</p>	<p>Development and implementation of a system to more objectively identify house and extra-curricular involvement. Alignment of Child Safe practices with Mind Matters goals.</p> <p>All staff signed off on Code of Conduct.</p> <p>Staff induction program include child safety.</p> <p>Implementation of Synergetic Excursion module.</p> <p>Formal meetings of staff members as a staff association. Formal establishment of East Staff Association. Increased number of organised social events.</p> <p>Analysis by Mind Matters team of goals in 8 target areas.</p> <p>Mindmatters survey</p>
		Investigate ways to build connections within the community and beyond especially with our vulnerable communities	Community Conversations.
	Goal 2: To develop the College as a Professional Learning Community	<p>To provide PL opportunities to explore teaching in a multi-cultural community (Goal 3)</p> <p>EAL Officer</p> <p>PL around PLT's</p> <p>Parents? Students?</p> <p>To evaluate 2016 campus staff meetings .</p> <p>Restructure groups , focus</p>	<p>New PLT groups .</p> <p>Projects connected to learning in the classroom and to growth</p> <p>Less Less Incidence in the playground.</p> <p>PL re teaching in MC classroom.</p>

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	<p>Goal 3: To improve student learning outcomes</p> <p>The top 50th percentile reach state growth in Years 7-10 within 12 months (12 months growth for 12 months teaching) Hattie's Report</p>	<p>LDSC provide data relevant to every class & every Tutor Group: NAPLAN } in PAT } colour Maths Pathway Previous Year Teacher Judged Progression Points</p> <p>Teachers analyse data and identify class needs #UBD - Coaches work with Staff to ensure Stage 1 UBD are coloured.(Black at standard, Green above, Red below standard, Teachers Pre-test (UbD) for their classes.</p> <p>All staff PL in use of SPA growth tool.</p> <p>Staff meetings model and allow practise in Open ended tasks , rubric to support .</p> <p>Assessment - Feedback to staff Development of Schoolbox to record and analyze assessment data .</p> <p>Staff in PLT's evaluate growth & student expectations.</p>	<p>ARM meeting data produced at Jan ARM</p> <p>One CLASS identified in ARM.</p> <p>Completed chart brought to final ARM for designated class.</p> <p>Pre-tests and Post Test & plans brought to ARM</p> <p>Discuss at ARM - one task to ARM</p> <p>Unit feedback speaks of growth. Student feedback speaks of growth</p>

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		<p>Professional Reading given re Hattie Collaborative expertise. Student feedback tools require questions regards personal growth</p> <p>Establish a clearly documented approach to literacy: Clear vision Literacy rubrics on each KLA Further embed, refine literacy on rubrics Upskill staff in providing literacy feedback Rubric revisited - Student speak, parent speak.</p> <p>Coaches ensure that each Unit provides Exemplars of at level and above level exemplar work samples</p> <p>Grammarly – trial Continue Moodle quizzes Continue to embed handwritten extended writing task (draft). Staff provided PL in the marking and drafting of tasks .</p> <p>HRLT process – Munro Mazano</p> <p>TEEL & GULF – Continue to promote as Literacy strategies .</p>	<p>ARM</p> <p>Audit of Rubrics by Literacy Coach</p> <p>T and L Vision Team report re recommendations for Rubrics .</p> <p>Exemplar tasks scanned and stored on Schoolbox.</p> <p>Trial recommendations are delivered . Task written In UbD Improved completion rate report .</p> <p>Every staff member can cite instance - ARM</p> <p>Every learning area incorporated in lessons</p>
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		<p>Training in TEEL & GULF Standardised Referencing Review and devise Master plan for VET and VCAL</p> <p>LEC delivery and structured Reviews.</p> <p>Curriculum Team to develop an ILP structure for High Achievers and identify the students who require an (HA)ILP, PSG meeting? Identification strategy? Mentor Program? Research?</p> <p>PD on how to cater for the learning needs of high achieving students</p> <p>Year 9 Program is Documented , Staffed , Promoted to parents , students , staff . Continue to work with Learning Vision statement - narrow to one element (Collaborate)</p> <p>Curriculum Team works to Identify how we measure growth in Non English/ Maths classes. ?</p> <p>Assessment , Reporting Policy and Procedures are clearly documented in Schoolbox. Assessment and Reporting is centralised</p>	<p>LA's have access to Data</p> <p>Committee recommendations Provided to Leadership.</p> <p>Recommendation Report to Leadership.</p> <p>Staff can identify which students in their class has an ILP. Use of ILP to ensure that learning needs are met. (evidence is growth)</p> <p>PL delivered.</p> <p>Curriculum Documentation , Info Nights . Staffing finalised</p> <p>Marking, Class pages , markbook, is rolled out.</p> <p>Assessment Policy and Procedure on Complispace. And on the wall in Offices</p> <p>Schoolbox Rolled out throughout College. Online reporting , Roll</p>
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