# 2016 ANNUAL IMPROVEMENT PLAN

## Background

The CSO Strategic Improvement Plan 2015-2018 has been developed around…

- The Catholic Schools Office Armidale Mission Statement to PROCLAIM the Good News of Jesus Christ in our words and actions; WITNESS God's unique love for each one of us by living in a spirit of faith, hope, justice and integrity; and SERVE the community by educating students, parents and staff in our Catholic story, traditions and beliefs in the context of educational programs that are of the highest standard, and…
- A vision of further developing a Catholic Professional Learning Community in the system and schools of the Diocese of Armidale.

This 2016 Annual Improvement Plan seeks to clarify those areas that will be the focus of our efforts in 2016.

## Focus 2016

To achieve our purpose this year we know we need to focus on…

**A.** Supporting Faith Formation using the Core Catholic Principles and Values  **B.** Improving student literacy and numeracy through the Diocesan Learning Enhancement Strategy  **C.** Enhancing our understanding of contemporary pedagogy  **D.** Building the capacity of staff and system.

## Our objectives and actions this year will prioritise…

| Supporting Faith formation by… | Improving student literacy and numeracy by… | Enhancing teacher understanding of contemporary pedagogy by… | Building staff and system capacity by… |
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| • Providing professional development for staff on the Core Catholic Principles and Values (Goal 1.1)<br><br>• Engaging students, parents and School Advisory Councils with Core Catholic Principles and Values (1.3)<br><br>• Employing a range of Faith Formation strategies to deepen the Catholicity of students, parents and families eg: targeted retreat programs, activities that focus on the Year of Mercy, supporting WYD pilgrims etc (1.3). | • Engaging teachers with the Diocesan Learning Enhancement Strategy (DLES) and evaluating its impact<br><br>• Supporting teachers to design assessment for, as, and of learning linked to syllabus outcomes (1.5)<br><br>• Enhancing the data literacy of all teachers K-12 (1.5)<br><br>• Implementing the Aboriginal and Torres Strait Islander policy (1.4)<br><br>• Developing Action Learning Initiatives that support improved student literacy and numeracy (2.2). | • Providing professional development for principals and staff on contemporary pedagogy such as inquiry-based teaching and the use of new technologies to improve student learning (1.6)<br><br>• Establishing a collaborative platform for the sharing of resources (2.1)<br><br>• Supporting schools in the design and use of Collaborative Learning Spaces to enhance teaching and student learning (3.3)<br><br>• Developing a system plan for students with special and additional needs based on shared understandings informed by the 2015 CSO review of this area (1.8)<br><br>•Exploring a system strategic plan for Pastoral Care and Wellbeing (1.7)<br><br>• Examining how the Diocesan Learning Enhancement Strategy K-12 can support implementation of NSW syllabuses linking to the Australian Curriculum (1.6). | • Providing professional development for principals and staff on leading learning using the AITSL Professional Standards (2.2)<br><br>• Ensuring principals and staff are engaged in professional learning activities that explore a shared understanding of what a Catholic Professional Learning Community might be (2.2)<br><br>• Using Compli Space to assist streamlining of compliance related tasks to maximise time for student and staff learning (2.3, 3.2)<br><br>• Developing policy relating to the AITSL Teacher Performance and Development Framework that is clearly communicated to schools for implementation (2.3)<br><br>• Implementing an effective CSO Communication Strategy that includes consideration of website architecture and archives (2.4)<br><br>• Further developing and promoting the National School Improvement Tool (NSIT) for school review, planning and improvement (2.3)<br><br>• Renewing HR and Payroll Information Systems to increase their efficiency (3.2)<br><br>• Developing and implementing a Charter for School Governance to provide greater clarity of role for school leaders on related issues (2.1). |

## We will know we have been successful in meeting our objectives this year when…

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| • Core Catholic Principles and Values can be articulated by staff, students and parents (eg: Sanctity of Life)<br><br>• Teacher programming in relation to KLAs and RE incorporates Core Catholic Principles and Values (Goal 1.2)<br><br>• An improvement in Year 6 assessment data and HSC results for Studies of Religion I and II have been achieved<br><br>• More parents and more School Advisory Council members have participated in formation opportunities. | • ATSI literacy and numeracy data is analysed and used to inform teacher planning for ATSI students<br><br>• Teachers are more confident in their understanding and use of data<br><br>• Literacy and Numeracy learning gain is achieved in school Early Years, NAPLAN and HSC performance. | • Programs and assessment practices support contemporary pedagogy for the Australian Curriculum<br><br>• New technologies have further enhanced staff and student capacity to improve learning outcomes (3.2)<br><br>• Proactive strategies for students with special and additional needs are evident at a school and system level<br><br>• Staff within and across schools are collaborating on learning projects and sharing resources, innovation and expertise<br><br>• All schools incorporate Collaborative Learning Spaces in their current R&M and Capital Development Plan (3.3)<br><br>• The CSO and schools have a shared understanding and approach to the pastoral care and wellbeing of students. | • Principals are leading site-based teacher learning and development<br><br>• Principals, leaders and teachers use the AITSL Framework and NSIT to develop PLPs and support classroom peer observation and feedback, coaching and data informed practice<br><br>• CSO staff have undertaken relevant professional learning that will assist them to build capacity at a school and system level<br><br>• A Governance Charter has been agreed to and implemented<br><br>• Data is used to track student progress, principals conduct learning walks and engage with teachers on PLPs<br><br>• Catholic Professional Learning Teams are operating in every school and schools are working closely with the CSO as a Catholic Professional Learning Community<br><br>• School AIPs are aligned with school budgets to achieve desired outcomes (3.1)<br><br>• New CSO Payroll and HR Information Systems are in place for 2017 (3.2)<br><br>• Options for the future provision of schooling in Tamworth have been explored by the Tamworth Catholic Schools Council with processes in place to consider their merit (3.3). |
| **Reporting Responsibility:** System Performance Team. | **Reporting Responsibility:** School Leadership & Management Team and System Performance Team. | **Reporting Responsibility:** System Performance Team and School Leadership & Management Team. | **Reporting Responsibility:** System Development Team, System Performance Team and the School Leadership & Management Team. |

We PROCLAIM, WITNESS AND SERVE as a Catholic Professional Learning Community

Catholic Schools Office *Diocese of Armidale*