



# ANNUAL IMPROVEMENT PLAN 2022

## *Our Mission*

A Catholic Professional Learning Community committed to improving the faith, learning and wellbeing of our students and staff.

## *Our Vision*

A Christ-centred inclusive learning community that supports young people to realise a hope-filled future.

## *Our Catholic Principles & Values*

- Primacy of God
- Sanctity of Life
- Fidelity in Relationships
- Common Good

## INTENDED FUTURE

### *Christ-centred inclusive learning communities*

Sustaining a Christ-centred inclusive learning community that strengthens the faith, discipleship, pastoral care and wellbeing of all.

### *Strong teams that enhance learning and teaching*

To promote a strong team culture that utilises the CSO Armidale Data Ecosystem to measure the impact of teaching, and informs the next steps to enhance learning outcomes for all students.

### *Excellence in stewardship and governance*

To care for students, staff and schools through capability, transparency and accountability.

## NATIONAL SCHOOL IMPROVEMENT DOMAINS

9, 10

2, 3, 5, 8

2, 4

## STRATEGIES: ● SCHOOL ● CSO ● SCHOOL & CSO ● CSO WITH SCHOOL DISCRETION

- Develop our Faith Formation Framework
- Develop stronger system, school & parish teams
- Research Catholic worldview
- Research new RE curriculum & pedagogy
- Develop a focus on Laudato Si'
- Embed *Living Well, Learning Well* Framework
- Further develop support for our ATSI students
- Further develop our inclusive culture for our SWD and EAL/D students

- Embed the *Non-negotiables of a CPLC*
- Use data to better inform next steps
- Plan for 2023 implementation of K-2 English and mathematics syllabi
- Embed MaST in identified schools
- Reading, writing and mathematics as focus areas for student learning K-12
- Focus on reading and writing as PL K-12
- Develop a model of professional learning
- Secondary School Improvement Project:
  - Implement Middle Leaders Framework
  - Further develop the capacity of Literacy Coaches and LoPs in reading and writing
  - Investigate more flexible learning options

- Review HR-Payroll processes
- Implement Financial Management System
- Implement Performance, Growth and Development process
- Develop & implement an effective onboarding process for new staff
- Promote enrolment growth
- Manage system risks
- Capital and facilities planning
- Leverage contemporary digital tools
- Review of governance arrangements
- Develop a School Enrolment Plan

## EVIDENCE OF IMPACT

Faith Formation Framework developed  
 School/parish collaborations proposed  
 Report on Catholic worldview  
 Report on RE curriculum and pedagogy  
 Improved sustainability practices  
 LWLW language and behaviours evident  
 Induction of SME: Indigenous Education  
 Revised model of support for ATSI students  
 Enrolment & learning growth of ATSI students  
 New model of IST support in classrooms  
 The use of Compass for PPs is embedded  
 Report on EAL/D strategy

Improved conditions for learning, teaching and wellbeing in schools:  
*Non-negotiables* evident in classrooms  
 Enhanced data-informed decisions  
 Teachers' pedagogical capacity increased  
 Improved student learning outcomes in reading, writing, mathematics and RE  
 Greater alignment of tiered intervention to outcomes and existing supports  
 Improved student wellbeing  
 Increased attendance levels and rates  
 Increased positive family engagement  
 Student, teacher, and leadership voice is sought, considered and responded to  
 Early-adopter schools' new syllabus programs are written and implemented  
 All teachers and leaders have a PGD plan  
 Agile model of professional learning is completed  
 Proposal re more flexible learning options

PGD plans  
 Improved data for absenteeism, turnover, psychological injury claims & performance issues  
 Reduced paperwork  
 Improved onboarding and end-to-end processes  
 Reduction of time on some transactions  
 75% of finance compliance processes automated  
 Improved financial reporting  
 Development of School Enrolment Plans  
 An organisation-wide risk framework is developed, and risk appetite is determined  
 A long-term capital plan is developed  
 Enhanced facilities maintenance processes  
 Digital infrastructure is well maintained  
 Equitable access to contemporary learning tools  
 Secure digital environment  
 Evolving governance arrangements