St Joseph’s School, O’Connor
Strategic and Annual Improvement Plans

Growing in excellence within
a Christ-centred community

2016 onwards....

We are growing in excellence through our Seeds of Growth
by
learning to learn,
learning to be,
learning to collaborate,
learning to create.
### Learning to LEARN
- in inclusive Catholic education.
- excellence is being the best we can be in everything we do, think and say.
- in learning that promotes current best practice.

### Learning to BE
- Christ is at the core of all that we do, think and say.

### Learning to COLLABORATE
- we are supported, nurtured and nourished by the traditions of the Catholic Church.
- our parish lies within the wider Church
- in building community where personal gifts are valued and nurtured.

### Learning to CREATE
- in promoting dynamic life-long learners who embrace change.
### Strategic Plan 2016-2018

<table>
<thead>
<tr>
<th>Learning to LEARN</th>
<th>Learning to BE</th>
<th>Learning to Collaborate</th>
<th>Learning to CREATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stakeholders embrace education for the future</td>
<td>Stakeholders are knowledgeable about self and others</td>
<td>Stakeholders demonstrate links that support growth</td>
<td>Stakeholders contribute to the success of the school</td>
</tr>
</tbody>
</table>

- **Learning to LEARN**
  - Improve learning outcomes
  - Promote best practice in pedagogy

- **Learning to BE**
  - Place Christ at the centre of all endeavours
  - Provide opportunities for faith formation
  - Grow leaders
  - Nurture the uniqueness of each person
  - Consider health and well-being

- **Learning to Collaborate**
  - Draw on the strength and wisdom of the parish and Church
  - Be sustainable
  - Support positive relationships
  - Communicate effectively

- **Learning to CREATE**
  - Incorporate technologies into learning and teaching
  - Update facilities and resources
  - Be open to new possibilities
  - Celebrate personal gifts and efforts

### Catholic Education Foci

**Build and Celebrate Catholic Culture**

**Build Capacity**

**Build Community**
### Annual Improvement Plan 2016

**School Improvement Plan** - How do our Seeds of Growth improve student outcomes?

**COSA+** - How do our Seeds of Growth improve student outcomes in literacy?

**Principles of Pedagogy** - Everyone can learn and a deep understanding of curriculum provides content and context for learning.

<table>
<thead>
<tr>
<th>Learning to LEARN</th>
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<th>Learning to COLLABORATE</th>
<th>Learning to CREATE</th>
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<tbody>
<tr>
<td>Develop:</td>
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</tr>
<tr>
<td>• Seeds of Growth Scope &amp; Sequence</td>
<td>• Christ-centred Community focus</td>
<td>• Installation of solar panels</td>
<td>• Outdoor equipment</td>
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<tr>
<td>• Philosophy of Learning</td>
<td>• Adult faith formation</td>
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<td>• Oval and play spaces</td>
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<td>• Principles of Pedagogy</td>
<td>• Links between the past, present and future of SJO</td>
<td>• Less paper use</td>
<td>• Car park</td>
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<tr>
<td>• Learning and Teaching Team</td>
<td>• National Safe Schools Framework</td>
<td>• Energy efficiency</td>
<td>• Marketing</td>
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<td>• Inquiry process</td>
<td>• Challenge programs</td>
<td>• Governance</td>
<td><strong>Implement:</strong></td>
</tr>
<tr>
<td>• Spelling, writing, punctuation skills</td>
<td>• Gender education</td>
<td>• myPad</td>
<td>• Kidsmatter</td>
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<tr>
<td>• Parent Workshops</td>
<td>• Fresh Tastes</td>
<td><strong>Embed:</strong></td>
<td>• ECT mentoring</td>
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<tr>
<td>• Italian language and culture</td>
<td>• Leadership Framework</td>
<td>• Leadership’s Helicopter focus</td>
<td><strong>Review:</strong></td>
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<tr>
<td>• Subject of RE</td>
<td></td>
<td>• Reporting</td>
<td>• Agreed practice</td>
</tr>
<tr>
<td>• SAMR model</td>
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<td></td>
<td>• Policies</td>
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<tr>
<td><strong>Implement:</strong></td>
<td></td>
<td></td>
<td>• Resources</td>
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<tr>
<td>• Self &amp; Peer feedback</td>
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<td>• Communication</td>
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<tr>
<td>• Teachers’ Feedforward</td>
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<tr>
<td>• Maths investigations</td>
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<td><strong>Embed:</strong></td>
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<tr>
<td>• Integration</td>
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<td>• Assessment Schedule and Tracking</td>
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<td>• Action Research</td>
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**NSIT Domain 1** - An explicit improvement agenda

**NSIT Domain 9** - School / community partnerships
<table>
<thead>
<tr>
<th>CE Strategic Priority</th>
<th>SJO Strategic Priority</th>
<th>SJO AIP</th>
<th>Evidence</th>
<th>Facilitator/s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promote Catholic Identity and Faith Formation</td>
<td>• Place Christ at the centre of all endeavours</td>
<td>• Subject of RE</td>
<td>• Student behaviour</td>
<td>REC Principal</td>
</tr>
<tr>
<td></td>
<td>• Provide opportunities for faith formation</td>
<td>• Christ-centred Community Focus</td>
<td>• Semester Report data</td>
<td>Assistant Principal</td>
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<td></td>
<td>• Draw on the strength and wisdom of the parish and Church</td>
<td>• Adult faith formation</td>
<td>• Community engagement</td>
<td>Coordinator</td>
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<td></td>
<td>• Be sustainable</td>
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<td>• Student enrolment</td>
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By the end of 2016:
- an increased number of staff, students and parents will participate in formal and informal expressions of our Catholic faith.
- knowledge developed in A-E reporting in regards Religious Education.

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<th>Transform Teaching and Learning</th>
<th>Improve learning outcomes</th>
<th>Philosophy of Learning</th>
<th>NAPLAN</th>
<th>Assistant Principal</th>
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<td></td>
<td>Promote best practice in pedagogy</td>
<td>Principles of Pedagogy</td>
<td>ePart</td>
<td>Teaching &amp; Learning Team</td>
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<td>Incorporate technologies into learning and teaching</td>
<td>Seeds of Growth Scope &amp; Sequence</td>
<td>Semester Report data</td>
<td>ICT Coordinator</td>
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<td>Student engagement</td>
<td>COSA+ Mentor</td>
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<td>Teachers' Feedforward</td>
<td>School based assessments</td>
<td>Italian teacher</td>
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<td>Integration</td>
<td>Class observations</td>
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<td>Spelling, writing, punctuation</td>
<td>Staff conversations</td>
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<td>Assessment</td>
<td>Registration Report</td>
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By the end of 2016:
- the draft Seeds of Growth scope and sequence will be written.
- the Principles of Pedagogy will be applied to SJO’s philosophy and teaching and learning.
- ICT will be incorporated into all subjects and Home Learning.
- students in Year 5 will value-add to their Year 3 NAPLAN results.
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| Strengthen Leadership | • Grow leaders  
• Nurture the uniqueness of each person | • Learning and Teaching Team  
• Self & Peer feedback  
• Leadership Framework  
• ECT mentoring  
• Student Leadership program  
• Leadership's Helicopter focus | • Staff qualifications  
• Professional Learning attendance | Principal  
Assistant Principal  
Leadership Team Mentors  
Years 5 & 6 teachers |

**By the end of 2016:**
- additional staff will be engaged in post graduate study.
- leaders will assess themselves against the Leadership Framework.
- shared student leadership will be demonstrated through the Leadership Teams.

| Build Effective and Productive Partnerships | • Consider health and well-being  
• Support positive relationships  
• Communicate effectively  
• Be open to new possibilities  
• Celebrate personal gifts and efforts | • Links between the past, present and future of SJO  
• Self & Peer feedback  
• Teachers' Feedforward  
• Kidsmatter  
• Parent Workshops  
• National Safe Schools Framework  
• Challenge programs  
• Gender education  
• School-wide Positive Behaviour Plan  
• Agreed practice  
• Communication  
• Policies  
• Reporting | • Student behaviour  
• Staff, parent, student surveys  
• Student attendance  
• Induction processes  
• Connections with community groups  
• Connections with feeder schools | Principal  
Assistant Principal  
Leadership Team  
Learning Support Teacher  
Kidsmatter Coordinator |

**By the end of 2016:**
- students will use the language of health and well-being in class and on the playground.
- there will be a decrease in the number of students requiring behaviour plans.
- staff will pace themselves during times of increased work requirements.
- parents will note an improvement in school / home communication.
- the community will celebrate the 60th Anniversary of SJO.
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| Steward Resources    | • Update facilities and resources | • Fresh Tastes  
• Installation of solar panels  
• Installation of water tank  
• Less use of paper  
• Energy efficiency  
• Governance  
• myPad  
• Agreed practice  
• Policies  
• Outdoor equipment  
• Oval and play spaces  
• Car park  
• Marketing  
• Master plan  
• Upgrade of Hall | • Financial audit  
• School budget  
• Reduction of school running costs  
• Staff, parent, student survey  
• Annual Report  
• Registration Report | Principal  
School Board  
P & F |

By the end of 2016:
- there will be less waste.
- play surfaces will be safe.
- a redesigned car park will be in operation.
- there will be an increase in student numbers for 2017.
- the Hall will be improved.
- Stage 2 of the Master Plan will be considered.