



Annual Action Plan

Year: 2020







St Joseph's School, Stanthorpe

Teaching and learning

Exemplary teaching practice leads to continuous improvement in student learning outcomes.







Strategic Intent Implementation of the RIS expected and effective practices.	Target (built on base line data) <i>Implementation of high impact pedagogical practices (shared, modelled, independent, reading) in reading in both primary and secondary classrooms across the learning areas.</i>	Key Improvement Strategies <ul style="list-style-type: none"> • Appointment of Head of Enrichment and Data Improvement (Middle Leader) • Continued development and implementation via professional development, PLTs, impact coaching, TPD and staff meetings 	Resources <i>Human (School, System, Other)</i> <ul style="list-style-type: none"> • Head of E&DI • All staff • TCS staff <i>Financial</i> <ul style="list-style-type: none"> • TRS • PD Budget <i>Professional</i> <ul style="list-style-type: none"> • EO • SEL 	STATUS <input type="checkbox"/> Not Started <input type="checkbox"/> Started <input type="checkbox"/> Completed EVIDENCE
Strategic Intent Continue to integrate high impact strategies and learner-centered approaches in every classroom in all curriculum areas.	Target (built on base line data) <i>By the end of 2020 consistent implementation across all year levels of high impact pedagogical practices (Visible Learning and RIS).</i>	Key Improvement Strategies <ul style="list-style-type: none"> • Develop teacher clarity around curriculum LI and SC • Develop student ownership of LI and SC • Develop teacher use of short-term assessment and feedback strategies • Use impact cycles and school based professional learning to create change in practice • Learning walks and lesson 	Resources <i>Human (School, System, Other)</i> <ul style="list-style-type: none"> • All staff <i>Financial</i> <ul style="list-style-type: none"> • TRS and budget <i>Professional</i> <ul style="list-style-type: none"> • EO • Corwin 	STATUS <input type="checkbox"/> Not Started <input type="checkbox"/> Started <input type="checkbox"/> Completed EVIDENCE

		observations to share effective practice		
<p>Strategic Intent Build staff capabilities to gather and use evidence of impact to track student progress and inform pedagogy.</p>	<p>Target <i>(built on base line data)</i> <i>Consolidation of the Data Improvement Program by all staff including utilisation of data walls for Prep – 9 and Year 12.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • Diagnostic testing – Probe, NAPLAN, PAT R and PAT M, school-based assessment and other relevant data gathering techniques • Review of current data walls • Focus groups identified and target areas addressed through adjusted instructional programs and teaching strategies • Data collection and analysis in Year 12, and implementation of improvement strategies 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • Head of E&DI • All staff • TCS staff <p><i>Financial</i></p> <ul style="list-style-type: none"> • Administration budget <p><i>Professional</i></p> <ul style="list-style-type: none"> • EO • SEL • Dr Judy Smeed 	<p>STATUS</p> <p>● <input type="checkbox"/> Not Started ● <input type="checkbox"/> Started ● <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Create and sustain communities of practice that facilitate collective efficacy.</p>	<p>Target <i>(built on base line data)</i> <i>From Term 1 all teaching staff will engage in a Coaching Impact Cycle (Visible Learning Framework).</i> <i>By the end of 2020 50% of all staff will have VL as part of embedded practice.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • As part of the TPD program, impact coaches collaborate with staff regarding their impact cycle to set goals for improvement, conduct professional learning and review progress against set goals • Professional Learning Community feedback and discussions • Development of Vision Statement and Learning Process for VL 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • Head of E&DI • All staff • TCS staff <p><i>Financial</i></p> <ul style="list-style-type: none"> • Administration budget <p><i>Professional</i></p> <ul style="list-style-type: none"> • EO • SEL 	<p>STATUS</p> <p>● <input type="checkbox"/> Not Started ● <input type="checkbox"/> Started ● <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>

		<ul style="list-style-type: none"> Expansion of the VL Impact Team to facilitate and support greater engagement by staff in the VL journey. Walk throughs and contributions to staff meetings 		
<p>Strategic Intent Integrate the use of technology into pedagogy to accelerate learning.</p>	<p>Target <i>(built on base line data)</i> By the end of 2020 key software and technology will be incorporated into pedagogical practices across the school.</p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> Implementation of Canvas from Years 6-12 Establish a Digital Pedagogy Team (DPT) to guide and facilitate digital technology across the school. Develop virtual classroom in Literature for implementation in 2021 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> All staff TCS staff <p><i>Financial</i></p> <ul style="list-style-type: none"> Administration budget <p><i>Professional</i></p> <ul style="list-style-type: none"> EO SEL 	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Effectively engage with parents to support the delivery of quality teaching and learning.</p>	<p>Target <i>(built on base line data)</i> By the end of 2020 maintain greater than 90% of parents who are satisfied with the receipt of information about the learning program for their child.</p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> Provide clear and detailed information about learning programs and student progress to parents on a regular basis. Provide access to learning programs through Canvas for Years 6-12 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> All staff <p><i>Financial</i></p> <ul style="list-style-type: none"> Administration budget <p><i>Professional</i></p>	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>

Mission and identity










All students encounter Jesus Christ through the Religious Education program and the religious life of the school.

<p>Strategic Intent Embed a shared understanding of and consistent language for Catholic identity.</p>	<p>Target <i>(built on base line data)</i> <i>By the end of 2020 more than 95% of students will have a stronger understanding of the school's values, history and its founders.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • Staff development of Catholic Identity and Mercy Charism • Development of the history room in the Convent for student tours and history talks • Induction of new staff and students • Ongoing development through Faith in Action program, assemblies, masses and liturgies and community events • Review motherhood documents, in particular Mercy values 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • APFI • All staff <p><i>Financial</i></p> <p><i>Professional</i></p> <ul style="list-style-type: none"> • Mercy organisations and schools • TCS • Judy Smeed 	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Integrate high impact leadership capabilities and practices that nurture a distinctive and contemporary Catholic identity.</p>	<p>Target <i>(built on base line data)</i> <i>By the end of 2020 greater awareness across the school of the Mercy Charism and more diverse implementation of the Mercy Values.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • Opportunities for student leaders to explain and lead student projects within the school • Greater visual presence within the school of the Mercy Charism and Mercy Values 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • APFI • All Staff <p><i>Financial</i></p> <ul style="list-style-type: none"> • Budget <p><i>Professional</i></p> <ul style="list-style-type: none"> • EO 	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>

Strategic Intent	Target <i>(built on base line data)</i>	Key Improvement Strategies	Resources	STATUS
<p>Provide formation opportunities for students and staff that enhance the teaching of Religious Education and the religious life of the school.</p>	<p><i>Qualitative data gathered from staff and students.</i></p> <p><i>By the end of 2020 all students and staff will have opportunities to deepen their faith.</i></p>	<ul style="list-style-type: none"> • Greater opportunities for staff to attain accreditation to teach and accreditation to teach Religion in a Catholic school • Development and implementation of the Praxis program • Attendance of retreat opportunities for both staff and students. • Going Deeper, communal prayer • Engage each year level in weekday mass 	<p><i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • APFI • School • Campus Minister • Parish Priest <p><i>Financial</i></p> <ul style="list-style-type: none"> • Budget <p><i>Professional</i></p> <ul style="list-style-type: none"> • TCS schools • EO 	<p> <input checked="" type="checkbox"/> Not Started <input type="checkbox"/> Started <input type="checkbox"/> Completed </p> <p>EVIDENCE</p>

Continual renewal













Effective review and improvement strategies and practices inform planning and decision making.

<p>Strategic Intent Embed in school practices, system-wide frameworks in the areas of leadership, performance and development, pedagogy, assessment, formation in Religious Education, and professional learning.</p>	<p>Target (built on base line data) <i>By the end of 2020 further implement the Student Behaviour Support Plan, measured on baseline data from RADII 2019.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • Through assemblies, pastoral care and classroom practice implement and develop understanding of the SBSP • Work collaboratively with parents to implement the SBSP • Review of the pastoral structure in secondary • Appointment of an additional Head of Pastoral Care in Secondary. • Continued appointment of Campus Minister 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • APFI • School • Campus Minister <p><i>Financial</i></p> <ul style="list-style-type: none"> • Budget <p><i>Professional</i></p> <ul style="list-style-type: none"> • TCS schools • EO 	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Embed a system-wide approach to developing leadership and teaching capabilities based on national professional standards.</p>	<p>Target (built on base line data) <i>By the end of 2020 increased engagement of all leaders and staff in development programs, including the Visible Learning Program.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • School TPD Program • TCS Leadership Development Programs • Sourcing, attending and recording professional development opportunities by individual leaders and staff. 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> • APFI • School <p><i>Financial</i></p> <ul style="list-style-type: none"> • Budget <p><i>Professional</i></p> <ul style="list-style-type: none"> • TCS schools • EO 	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Effectively apply the cyclical renewal and improvement processes to evaluate progress and inform strategic planning.</p>	<p>Target (built on base line data) <i>Engage all stakeholders to review progress against the Annual Action Plan and Strategic Plan.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> • Refinement of the role of the School Board to ensure the realisation of the plans. 	<p>Resources <i>Human (School, System, Other)</i></p> <p><i>Financial</i></p> <p><i>Professional</i></p>	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>

Strategic Intent Ensure regular engagement with organisational performance metrics via a system-wide digital dashboard.	Target <i>(built on base line data)</i> NA	Key Improvement Strategies NA	Resources <i>Human (School, System, Other)</i> <i>Financial</i> <i>Professional</i>	STATUS <input type="checkbox"/> Not Started <input type="checkbox"/> Started <input type="checkbox"/> Completed EVIDENCE
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Sustainable resourcing and stewardship

Prudent stewardship of physical, human and financial resources maximise student learning outcomes.

<p>Strategic Intent Master plan for the provision and sustainability of Catholic schooling including kindergartens and outside school hours care services.</p>	<p>Target <i>(built on base line data)</i> <i>Review and implementation of the Master Plan throughout 2020.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> Engagement of professionals and contractors to implement Master Plan Regular consultation with TCS and consulting architect 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> Paul Byrant TCS <p><i>Financial</i> <i>Professional</i></p> <ul style="list-style-type: none"> Aspect Architects 	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Ensure consistent application of system-wide human resource processes to have the right person in the right place paying particular attention to staff readiness, capability and wellbeing.</p>	<p>Target <i>(built on base line data)</i> <i>By the end of 2020 effectively implement TCS HR processes.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> Maintain awareness of HR processes to ensure alignment with TCS 	<p>Resources <i>Human (School, System, Other)</i></p> <p><i>Financial</i> <i>Professional</i></p>	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Lead and support high standards of evidence-based decision-making, transparency, accountability and governance in the stewardship of resources.</p>	<p>Target <i>(built on base line data)</i> <i>Ensure financial accountability of key stakeholders and ensure the transparent decision making around resourcing.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> Quarterly budget meetings of key stakeholders 	<p>Resources <i>Human (School, System, Other)</i></p> <p><i>Financial</i> <i>Professional</i></p>	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>
<p>Strategic Intent Implement and refine the system-wide Sustainable Funding Distribution Framework.</p>	<p>Target <i>(built on base line data)</i> <i>Continued implementation of the Maintenance Plan.</i></p>	<p>Key Improvement Strategies</p> <ul style="list-style-type: none"> Engagement of TCS to assist in development of Maintenance Plan 	<p>Resources <i>Human (School, System, Other)</i></p> <ul style="list-style-type: none"> Paul Muscat TCS <p><i>Financial</i> <i>Professional</i></p>	<p>STATUS</p> <p> <input type="checkbox"/> Not Started</p> <p> <input type="checkbox"/> Started</p> <p> <input type="checkbox"/> Completed</p> <p>EVIDENCE</p>

School priorities

Set from School Strategic Plan, school data and satisfaction surveys.

Strategic intent	Target <i>(built on base line data)</i>	Key Improvement Strategies	Resources	STATUS
Increased enrolments across P – 12.	<i>By the end of 2020 enrolment numbers will display a positive trend for 2021, particularly in Secondary. (Measure – At least 95% retention of students from Years 6-11 into Years 7-12 respectively, and increased Prep enrolments and across the whole school from 2020 to 2021).</i>	<ul style="list-style-type: none"> Continued improvement of marketing Continue to refine Year 6 to Year 7 transition program Improved promotion of, and transition into, Secondary for Year 4 & 5 students Visits to kindergartens and visiting program for kindergartens to St Joseph's 	Human (School, System, Other) <ul style="list-style-type: none"> Comms Officer Financial Professional	<input type="checkbox"/> Not Started <input type="checkbox"/> Started <input type="checkbox"/> Completed EVIDENCE
Strategic Intent Implement the ATSI Plan.	<i>By the end of 2020 a greater number of indigenous students will be involved in ATSI initiatives.</i>	<ul style="list-style-type: none"> Invite Joshua Waters from TCS to regularly engage with indigenous students 	Human (School, System, Other) <ul style="list-style-type: none"> Joshua Waters TCS Financial Professional	<input type="checkbox"/> Not Started <input type="checkbox"/> Started <input type="checkbox"/> Completed EVIDENCE
Strategic Intent Implement SENTRAL effectively across the school.	<i>By the end of 2020 all staff will be familiar with the capabilities of SENTRAL and using them effectively within their roles.</i>	<ul style="list-style-type: none"> Conduct PD for all staff Investigate and implement practices which utilise the capabilities of SENTRAL for student welfare 	Human (School, System, Other) Financial Professional <ul style="list-style-type: none"> Bill Medill TCS John Coman TCS 	

Principal: Andrew Kendall

Senior Education Leader: John Coman

Date: 28 November 2019