



St Mary's College, Ipswich

Annual Improvement Plan

2023

Goal	Targets	Actions	Timeline	Person/People Responsible
<p>Catholic Identity</p> <p>Formation and celebration opportunities that deepen understanding of Mercy charism to be provided to College community</p>	<p>By the end of 2023, staff and students will be able to articulate the Mercy story; Mercy values will be embedded in College culture. This will be evidenced through RE units of work and Pastoral Care class exploration of values</p>	<p>Staff Spirituality Day for all staff will be delivered by Caroline Thompson from Mercy Partners and Sr Mary Lawson</p> <p>Establishment of a Heritage Space to celebrate Mercy origins at the College</p> <p>Plaques outlining the Mercy story will be added to buildings and key artefacts</p>	<p>Term 1</p>	<p>Paula Goodwin</p> <p>Paula Goodwin</p> <p>Dona Archer</p>

		<p>Each year level will have opportunity to engage in Chapel Mass in order to understand the Mercy story and reflective liturgy</p> <p>Celebrations of 160 years enliven the Mercy story</p>		<p>Dona Archer with Campus Minister and Student Formation Leader</p> <p>Dona Archer with Campus Minister and Student Formation Leader</p>
<p>Wellbeing</p> <p>Create positive learning environments where students, staff and families feel safe, respected, connected and included.</p>	<p>By the end of 2023, 75% of students are attending 90% of the time</p> <p>By the end of 2023, 75% of parents will have engaged in College events and year level specific activities.</p>	<p>College communications outline the importance of regular attendance for wellbeing and academic success. Pastoral Leaders liaise regularly with parents of students displaying absences that place them at risk of targeted attendance. Pastoral Leaders acknowledge students with attendance success to promote school spirit.</p> <p>Increased opportunities for Parent Engagement, enhances parent partnerships and improves lines of communication</p> <p>Transition Programs (such as GEMS) and ceremonies (Tie</p>		<p>Donna Sugars</p> <p>Donna Sugars and Paula Goodwin</p>

		<p>Presentation and Hat Exchange/Presentation) – students better connected to self and others</p> <p>Review of Wellbeing Program to align with the Australian Curriculum Personal Capabilities and in consultation with HPE and RE syllabi in order to ensure age and stage appropriate wellbeing strategies are employed</p> <p>Introduction of Wellbeing Wednesday survey to check the pulse of student wellbeing</p>		<p>Donna Sugars and Pastoral Team</p> <p>Donna Sugars and Pastoral Team</p> <p>Donna Sugars</p>
<p>Learning and Teaching</p> <p>Explicit Improvement Agenda addresses pedagogical practices to support differentiation</p>	<p>By the end of Term 3, 2023 each teacher will have identified two of their students from Year 7 to 10 who are achieving at or below standard in SRS and placemat data, selected and implemented specific evidence-based strategies to achieve</p>	<p>See EIA template</p>	<p>Terms 1-3</p>	<p>Jude Jones with Curriculum Leaders</p>

<p>Support for Senior Students academic journey</p>	<p>greater alignment between the data available in their placemat to improve academic outcomes for identified students.</p> <p>By the end of 2023, Year 12 students will have engaged in an academic mentoring program to support their learning outcomes progress</p>	<p>Implementation of STARS program</p>		<p>Dona Archer with Year 10-12 Curriculum Leader</p>
<p>Our People</p> <p>To develop a Middle Leadership structure for 2024 and beyond which supports our growing community and prioritises learning and engagement.</p>	<p>By the end of Term 2, the Consultative Committee will have recommended a number of Middle Leadership structures for consideration</p>	<p>Formation of a Consultative Committee Revisit the recommendations from the NSIT Review and investigate structures used in larger school communities Consultation with staff and a parent group Develop structures for presentation to staff and approval by the College Principal Recruitment of Middle Leaders to match structure</p>		

<p>Develop and implement a goal setting review process using the new BCE systems.</p>	<p>By the end of Week 3, the new PDP will be completed and meetings are scheduled.</p> <p>By mid Term 4, meetings with line manager to discuss feedback on goals will have occurred.</p>	<p>Outline process</p>		
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