

**St Michael's College  
Strategic Plan 2018 - 2022**

Vision	Our vision is to create a community, where Christian principles are valued as highly as effort, achievement and success.
Mission	Our mission inspired by Jesus is to nurture life-long learners in a friendly, harmonious, Catholic community, which embraces courage, integrity, dedication, justice, respect and protection for all. A community of Faith A community of Learning A community of Care
Values	

<i>Theme</i>	<i>Strong Catholic Identity - formation</i>
Objective	<b>Grow the holistic and inclusive formation of students and staff</b>
Improvement Indicators	<ul style="list-style-type: none"> <li>Budget will reflect formation and professional learning is a priority</li> <li>A formation plan will be published</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>Develop and implement a formation plan for students which focuses on their holistic development.</li> <li>Develop and implement a formation plan for staff including engagement with BCE initiatives that deepens their understanding of contemporary Catholic theology and spirituality.</li> </ul>

<i>Theme</i>	<i>Strong Catholic Identity - mission</i>
Objective	<b>Grow authentic contemporary expressions of Catholic identity</b>
Improvement Indicators	<ul style="list-style-type: none"> <li>The dialogue school project report will identify strategies to strengthen the College's catholic identity.</li> <li>College chapel will be revamped.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>Engage in the Dialogue Schools Project.</li> <li>Provide opportunities for the College community to engage in Social Action and Justice.</li> <li>Engage families in the religious life of the College.</li> </ul>

<i>Theme</i>	<i>Strong Catholic Identity-learning &amp; teaching</i>
Objective	<b>Strengthen capacity to teach with a re-contextualised Catholic worldview</b>
Improvement Indicators	<ul style="list-style-type: none"> <li>70% of staff identify they are confident in engaging with religious education curriculum.</li> <li>Assessment tasks linked with achievement standards.</li> </ul>

	<ul style="list-style-type: none"> <li>• Consistent learning intentions and success criteria are evident across year levels.</li> <li>• Increased number of staff accredited to teach RE.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Embed a contemporary Catholic perspective in identified learning areas.</li> <li>• Enhance teacher knowledge of the Catholic story.</li> <li>• Implement the BCE RE curriculum that promotes effective use of ICT.</li> <li>• Offer opportunities to staff to gain RE accreditation.</li> </ul>

<b>Theme</b>	<b><i>Strong Catholic Identity - culture</i></b>
Objective	<b><i>Profile and Promote re-contextualisation</i></b>
Improvement Indicators	<ul style="list-style-type: none"> <li>• Published updated College Vision and Mission.</li> <li>• Published updated Pillars.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Re-imagine the St Michael's story through the symbolism in the College.</li> <li>• Provide contemporary experiences of Prayer and Worship.</li> <li>• Conduct a formal review of the College Vision and Mission Statements.</li> <li>• Review the Pillars of the charism with a focus on the Gospel of Jesus.</li> </ul>

<b>Theme</b>	<b><i>Excellent Learning &amp; Teaching</i></b>
Objective	<b><i>Engage parents with student outcomes</i></b>
Improvement Indicators	<ul style="list-style-type: none"> <li>• Increased number of parents accessing the parent portal.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Promote parental connection with student learning by reviewing current information sharing practices.</li> <li>• Provide opportunities for parents to connect with College life.</li> <li>• Re-assess the mode of delivery and content delivered at Parent information evenings.</li> </ul>

<b>Theme</b>	<b><i>Excellent Learning &amp; Teaching</i></b>
Objective	<b><i>Advance student learning progress and outcomes through the use of highly effective evidence-based teaching strategies</i></b>
Improvement Indicators	<ul style="list-style-type: none"> <li>• BCE's Learning &amp; Teaching Framework and Model of Pedagogy are adopted school wide.</li> </ul>

	<ul style="list-style-type: none"> <li>• Systematic and consistent use of the three high yield strategies: data walls, review &amp; response, learning walks and talks.</li> <li>• Published Behaviour Development Plan.</li> <li>• By the end of 2020, 95% of Yr 7 – 10 students achieve in the 20-24 band range for the Literacy Monitoring Tool.</li> <li>• Published Pastoral Program.</li> <li>• Processes published and implemented to monitor student progress.</li> <li>• State average achieved in Year 9 NAPLAN (value adding from Year 7).</li> <li>• Collaboration amongst teachers within the staffroom.</li> <li>• Collaboration observed in classrooms during routine walks.</li> <li>• 100% of students achieve their QCE.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Review the College Learning &amp; Teaching Framework in light of BCE Excellent Learning and Teaching practices.</li> <li>• Develop and continually refine a relevant and sequential pastoral program across the College.</li> <li>• Refine behavioural development policies and practices.</li> <li>• Devise and implement processes to measure and monitor academic and pastoral progress.</li> <li>• Provide an inclusive curriculum where all learners have the opportunity to achieve success.</li> <li>• Improve literacy and numeracy teaching practice in every classroom.</li> <li>• Strengthen collaborative learning culture amongst students and staff.</li> </ul>

<i>Theme</i>	<i>Excellent Learning &amp; Teaching</i>
<i>Objective</i>	<i>Establishing a culture of professional excellence</i>
Improvement Indicators	<ul style="list-style-type: none"> <li>• In depth discussions of achievement data and of strategies for the continuous improvement of student outcomes.</li> <li>• All teachers participate in collaborative planning to develop class programs and assessment tasks.</li> <li>• 80% of our students have an attendance rate of 95% or higher.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Respond to our learners through developing learning and teaching that is data-informed.</li> <li>• Build staff capabilities through contemporary and relevant professional learning.</li> <li>• Develop and embed effective use of learning technologies to support high quality learning and teaching.</li> <li>• Foster a culture of collaboration and reflection.</li> <li>• Staff professional development with effective and efficient skills using BI tool.</li> </ul>

<i>Theme</i>	<i>Building a Sustainable Future</i>
Objective	<b><i>Create sustainability through building capacity of all staff.</i></b>
Improvement Indicators	<ul style="list-style-type: none"> <li>• Pre-&amp; post ICT digital skills survey.</li> <li>• Expenditure on technology resources is evident in the budget.</li> <li>• Published staff Wellbeing Plan.</li> <li>• Published Behaviour Development Plan.</li> <li>• Published Pastoral Program.</li> <li>• All staff complete the Code of Conduct Training.</li> <li>• All staff complete Work Health &amp; Safety Training.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Support continuous improvement and growth at individual, team and organisational levels through performance and development.</li> <li>• Optimise the use of technology to support teaching, learning, collaboration and decision making.</li> <li>• Support ongoing wellbeing and WPHS processes and practices within the College community.</li> <li>• Enhance teacher professional growth.</li> <li>• Develop Staff Wellbeing Plan.</li> <li>• Develop a Pastoral program.</li> <li>• CLT actively initiate and participate in wellbeing conversations.</li> <li>• Review current WPHS practices and develop a plan.</li> <li>• Review timetable structure.</li> <li>• Provide PD on wellbeing for staff.</li> </ul>

<i>Theme</i>	<i>Building a Sustainable Future</i>
Objective	<b><i>Ensure progression of school practices to the National School Improvement Framework.</i></b>
Improvement Indicators	<ul style="list-style-type: none"> <li>• Highlight components/evidence of the domains once achieved.</li> </ul>
Improvement Strategies	<ul style="list-style-type: none"> <li>• Conduct quarterly reviews using the framework.</li> </ul>

<i>Theme</i>	<i>Building a Sustainable Future</i>
Objective	<b><i>Stewardship of resources with transparency, accountability &amp; compliance.</i></b>
Improvement Indicators	<ul style="list-style-type: none"> <li>• Published ICT Plan, Maintenance Plan, Published marketing plan.</li> <li>• New College website.</li> <li>• Published Prospectus.</li> <li>• Refurbished Toilet Blocks.</li> <li>• Refurbished classrooms with new furniture.</li> </ul>

	<ul style="list-style-type: none"><li>• Refurbished science rooms</li><li>• New multi-purpose hall.</li><li>• New Design &amp; Technology centre.</li><li>• New art rooms as part of the Design &amp; Technology centre.</li><li>• Improved Façade of external school.</li></ul>
Improvement Strategies	<ul style="list-style-type: none"><li>• Provide well-resourced classrooms that enhance pedagogical practice.</li><li>• Develop a 5 Year maintenance and ICT plan.</li><li>• Engage external ICT consultant.</li><li>• Develop a comprehensive marketing and communications plan.</li><li>• Review and refine the current Master Plan to optimise and provide amenities and spaces that are aligned with the future educational direction of the College.</li><li>• Continue to develop partnerships within the community.</li><li>• Review current processes, structures and resourcing allocations.</li><li>• Work with Catherine Shipton on Marketing of school.</li></ul>