









St Anthony's Kedron – Annual School Action Plan 2015

Annual Strategic Renewal Framework	Goals	Strategies	Actions/Evidence
<p>Priority 1: Mission and Religious Education.</p> 	<p>Build teacher confidence and competence to teach the RE Curriculum.</p>  <p>Create opportunities to embed the Franciscan Values within the learning and religious life of the school.</p>	<p>By November 2015 our school will have taken our RE Program to the BCE validation process to ensure that students and teachers are engaged in a range of rich and diverse learning opportunities.</p> <p>By November 2015 we will have incorporated the Franciscan Values into curriculum, behaviour management and the religious life of the school so as to enhance staff and student formation in the Franciscan ethos.</p>	<p>Provide planning and support sessions for class teachers to further develop units based on the new RE Curriculum. RE School implementation team meet with teachers to discuss and refine units. (schedule time) - Address resourcing. Supporting teachers to understand what evidence to gather and what progress looks like in RE – Visible Learning Continue to support staff to use the BCE RE website. Connect to BCE Model of Pedagogy.</p> <p>Franciscan Schools Australia Conference 2015 Align the School Wide Positive Behaviour Plan to Franciscan Values (CARE Matrix planned in 2014 by School Wide Positive Behaviour Team). Use the Staff Covenant to articulate the link with Franciscan Values and staff professional work culture. Explore with parents learning opportunities that educate and create consistent school and parental practices so as to enhance student formation in the School's Five Franciscan Values and Ethos</p>
<p>Priority 2: Learning and Teaching.</p> 	<p>Build teacher capacity to embed Visible Learning principles and practices to align curriculum and pedagogy so that it has a positive impact on each student's learning.</p>	<p>By November 2015 teachers will have established practices and processes to identify evidence of their positive impact of teaching on each student's learning.</p> 	<p>Use the BCE “Model of Pedagogy” to support professional learning and to align it to current school curriculum planning practices and processes. Making learning visible by identifying and developing learning intentions, success criteria, methods of feedback and opportunities for reflection. Use different levels of feedback to provide ongoing progress to students about their learning. Use BCE DELT Project funds to target professional learning around visible learning principles and practices - assessment and evidence based reflective practice for teachers. Link assessment standards and how they relate to teaching practices and evidence of student progress.</p>



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<p>Priority 3: Professional Practice and Collaborative Relationships.</p> 	<p>To develop practices and procedures that support the performance and development of staff leading to develop the effectiveness of staff according to the BCE Performance and Development Framework.</p>	<p>By November 2015 staff will have engaged in processes such as mentoring, coaching, goal setting and professional feedback so that there are improved professional practices that lead to enhanced learning outcomes.</p>	<p>To develop the culture and practice of providing feedback one on one to staff to enable everyone to grow professionally – ‘from good to great’.</p> <p>Each teacher will identify one area to focus on around pedagogical practice and prepare one goal based on the format from previous years where staff have identified three goals (BCE Staff Performance and Development – Professional Learning Plan – Teacher Performance and Development Program).</p> <p>Engage teachers in professional dialogue and opportunities so that they can link their professional goal to a specific pedagogical practice they will focus on in their classroom.</p> <p>The Leadership Team will each be allocated specific teachers and be responsible for working on a one to one basis to support each teacher’s goal setting and their professional practice.</p>
<p>Priority 4: Strategic Resourcing.</p> 	<p>Develop processes to enable St Anthony's to be a collaborative community ensuring decision making processes are transparent, reflect accountability and be sustainable.</p>	<p>By November 2015 we will have implemented systems and processes to ensure that resources are aligned to the school vision and mission so that there is fair and equitable access for all.</p>	<p>Prioritising teacher professional learning and release time to target specific project outcomes – one of one goal, BCE DELT Project, Tier 2 Support.</p> <p>Create a sustainable plan for the renewal of ICLT resources</p> <p>Focused intervention team to target specific learning needs identified by data Tier 2 Support, Targeted Support Teacher .</p> <p>Communicate the maintenance plan for the ongoing management of buildings and resources.</p> <p>Engage an outside agency to develop a Master Plan.</p> <p>Review audit of resources and allocate new resources.</p> <p>Develop systems to ensure equitable allocation to class groups.</p>