



ST BERNADETTE'S SCHOOL



ANNUAL IMPROVEMENT PLAN 2019

Strategic Direction 1: ENHANCE CATHOLIC IDENTITY

Goal (What will we do?)	Action (What strategy will you implement to achieve these objectives?)	Responsibility (Who will ensure it happens?)	Timeline (What period of time is involved and what are the deadlines?)	Resources (What's needed and are there funding implications?)	Evidence of Effectiveness (How will you know you've reached your goals?)
Develop a clear ECI plan which is published, shared and understood by the community	Staff meeting and Board meeting time allocated	Principal, APRIM	Draft by end Term 1 Published by May 31	CEO RE consultants Existing traditions (Dominican Pillars, St Bernadette)	Seek feedback from students, staff and parents
Implement updated Crossways Curriculum	Allocate staff meeting time to ensure successful implementation	APRIM, Staff	By end Term 4	CEO resources Staff Meeting time	Term 4 review: APRIM/Teachers
Cultivate an ongoing commitment to ecological conversion and sustainability	Research best practice	Principal, APRIM, Lead teacher	On-going	Budget	Teaching programs, yard initiatives in place
	Visit other schools				
Implement Community Prayer times inclusive of different faith backgrounds	Invite/approach parents interested in contributing	Principal, APRIM	Weekly from beginning of Term 2	Parent input and support	Attendance numbers and feedback

Strategic Direction 2: IMPROVE STUDENT LEARNING

Goal (What will we do?)	Action (What strategy will you implement to achieve these objectives?)	Responsibility (Who will ensure it happens?)	Timeline (What period of time is involved and what are the deadlines?)	Resources (What's needed and are there funding implications?)	Evidence of Effectiveness (How will you know you've reached your goals?)
Raise Literacy and Numeracy Standards	Effectively use ACER Progressive Achievement Tests to identify gaps and areas for growth	All Teaching Staff	From Term 1	Release for staff	Improved results in PAT-R, PAT-M and NAPLAN
	Use further existing data (NAPLAN, EYA etc) to identify gaps and areas for growth				
Personalise learning for all students through engaging teaching and learning programs	Develop set of agreed principles for delivery of personalised and engaging curriculum	All Teaching Staff	End Term 2	CEO consultants	Published statements
	Review and develop EAL learning statement				
	Review and develop Special Education learning statement and review IEPs				
	Continue Visible Learning Project				
Develop clear assessment plan and tracking system for every student	Use Scorelink to record and track individual growth and achievement	All Staff	From Term 1	ESO support	System in place
Increase specialist program Offerings	Increase Music 0.3 to 0.4	Principal	From Term 1	Staffing Budget	Performance opportunities for students, Improved Learning outcomes
	Add 0.2 STEM				
Actively participate in Entrepreneurial and Innovation Network Project	Develop and implement plan for project	All Staff	From Term 1	CEO team	Feedback from students, families following events

Strategic Direction 3: IMPROVE STUDENT WELLBEING

Goal (What will we do?)	Action (What strategy will you implement to achieve these objectives?)	Responsibility (Who will ensure it happens?)	Timeline (What period of time is involved and what are the deadlines?)	Resources (What's needed and are there funding implications?)	Evidence of Effectiveness (How will you know you've reached your goals?)
Investigate implementation of best programs to support student wellbeing	Assign staff to research positive education, Berry Street, Restorative practices	All Teaching Staff	Term 2	Release to meet with experts, observe best practice	Implementation of successful program

Strategic Direction 4: EFFECTIVELY MANAGE RESOURCES

Goal (What will we do?)	Action (What strategy will you implement to achieve these objectives?)	Responsibility (Who will ensure it happens?)	Timeline (What period of time is involved and what are the deadlines?)	Resources (What's needed and are there funding implications?)	Evidence of Effectiveness (How will you know you've reached your goals?)
Site Master Plan	Engage architect	Principal	End of term 3	Budgeted	Published master plan
Paint and minor refurbishment of reception area Office	Engage contractors	Principal, Office Manager, Bursar	End February	Budgeted	Completed
Review all Family Fee commitments	Review statement and meet with families	Principal, Bursar	End March	Time allocated	Single spreadsheet with all current information

Strategic Direction 5: ENHANCE SCHOOL PROFILE

Goal (What will we do?)	Action (What strategy will you implement to achieve these objectives?)	Responsibility (Who will ensure it happens?)	Timeline (What period of time is involved and what are the deadlines?)	Resources (What's needed and are there funding implications?)	Evidence of Effectiveness (How will you know you've reached your goals?)
Connect with local Pre-schools and ELCs	Principal to arrange visits	Principal, Office Manager	By End Term 1	Time	Increased enrolments
Audit of Current Marketing and Promotional materials	Request CEO Communications PR Manager to undertake and enact recommendations	Principal, Office Manager	By End Term 1	Release for office manager	Increased enrolments
	Develop specific strategic marketing plan	Principal, Office Manager	By End Term 1	Release for office manager	Increased enrolments
Enhance relationship with Tonsley Village	Meet with Peet staff regularly, update promotional materials provided to them	Principal, Office Manager	On-going	Nil	Increased exposure

Strategic Direction 6: STRENGTHEN HOME, SCHOOL, COMMUNITY PARTNERSHIPS

Goal (What will we do?)	Action (What strategy will you implement to achieve these objectives?)	Responsibility (Who will ensure it happens?)	Timeline (What period of time is involved and what are the deadlines?)	Resources (What's needed and are there funding implications?)	Evidence of Effectiveness (How will you know you've reached your goals?)
Improve parent community's understanding of best contemporary educational practice	Offer parent forums to promote learning about best contemporary educational practice	Principal and lead teachers	Throughout year	Minimal	Parent attendance and satisfaction
Continue to develop effective and commonly understood communication practices	Develop new website	Principal and Office Manager	By end Term 1	Budget implications	Increased parent satisfaction
	Rationalise use of email, newsletter and Schoolstream/Seesaw Apps to effectively communicate with families	Principal and Office Manager	By end Term 1	Budget implications	Increased parent satisfaction
Increase connections with local community	Seek opportunities for musical performances in local community	Music teacher	On-going	Time	Performances done
Develop deeper connection with parish and parishioners	Establish Mini-Vinnies	APRIM/Youth Minister	On-going	Minimal	Engagement with parishioners and Parish support for Mini-Vinnies
	Invite parishioners to community breakfasts and other school events	Principal/APRIM	On-going	Minimal	Feedback from priests and Parishioners