

St Joseph's Tobruk Memorial School

2015 Annual Action Plan - Achievements

Mission and Religious Education

Broad Goal: Continued formation of staff as Catholic educators.

Achievements:

Professional learning and conversations regarding Religious Education.
Religious Education Validation (REV) Team meetings in preparation for whole school RE Program validation.
Better integration of RE into other Learning Areas as part of the connected curriculum.
Personal religious and spiritual lives of staff were nurtured with January city pilgrimage and regular prayer sessions.

Strategic Intent:

Policies, programmes and practices which explicitly articulate the nature and purpose of Catholic schooling, within the broader evangelising mission of the Church.

Strategy:

Grow staff confidence in working with the Religion curriculum.

Actions:

Focus on optimal Religion curriculum professional learning.
Prioritised staff meeting time to allow for increased staff input.
More RE focus at Professional Learning Team meetings.
Closer workings among RE Implementation Team.
Integrate Religion curriculum with more Learning Areas when planning.
Promotion of professional conversations around the learning and teaching of Religion.

Strategy:

Nurture the personal religious and spiritual lives of staff.

Actions:

Pilgrimage to Brisbane's St Stephen's Cathedral in the January PD days for Mass, cathedral tour and a Pope Francis 'Joy of the Gospel' presentation by Sr Kari Hatherell.
Staff Prayer each Friday morning.
Religious/spiritual professional development opportunities critiqued for relevance and quality as they become known.

Broad Goal: Students to be knowledgeable and active participants in the Religious Life of the School.

Achievements:

RE resourcing reviewed.
Sacred spaces critiqued.

Staff involved in enhancing liturgical celebrations for school calendar events and feast days.

Liaised with external community groups to explore outreach experiences.

School-parish Masses scheduled throughout the year.

Identified links to religious figures and organisations, and added these to the relevant year level RE units.

Maximised student access to local religious figures within the school and parish community.

Strategic Intent:

A cohesive and integrated approach to nurturing and promoting the religious life of the school, the faith formation of students and participation in the worshipping community.

Strategy:

Support staff in developing knowledge and skills to enhance religious celebrations and rituals.

Actions:

Review resourcing.

Critique adequacy of designated sacred spaces.

Necessary provisions for staff to enhance liturgical calendar events and feast days.

Strategy:

Increased 'outreach' experiences for students.

Actions:

Search for links/pathways between Religion curriculum and external community groups that can be followed.

Strategy:

Increased family Mass attendance.

Actions:

Designated year level attendance at, and involvement in, weekend parish Masses to be explored.

Strategy:

Exposure to religious figures and personnel from external religious organisations.

Actions:

Search for links between Religion curriculum, religious figures and external religious organisation personnel, and invite as required.

Students to associate with Sister Jenny and Father Joseph as often as possible.

Strategy:

Integrate parish youth.

Action:

Extend invitation for senior students to join parish youth at their fortnightly gathering in the school hall.

Learning & Teaching

Broad Goal: Further develop staff knowledge and skills to improve educational outcomes for all students.

Achievements

Establishment of a staff Visible Learning Team which has attended all of the relevant BCE PD days.

Regular Visible Learning and Student Support insights provided to staff at staff meetings.

Video clips loaded to the Visible Learning page on the school's LIFE site.

Creation of a folder in each individual teacher's My Site for Visible Learning resources and professional reading articles/documents.

Visible Learning related Writing Workshops that have concentrated on student learning progressions.

New touch screen technology introduced into Year 2, 3 and 5.

Individual Learning Plan Meetings reintroduced for parents with verified students.

Curriculum planning prioritised regarding funding and time allocation.

External specialist services engaged for the screening/assessment of select students.

Focused internal and external professional development on 2015 Action Plan priority areas.

Strategic Intent:

Enhanced pedagogical practice that is data-informed and evidence-based.

Implementation of the Australian Curriculum within the context of the BCE Learning Framework as a means of realising equity and excellence.

Strategy:

BCE mandated Visible Learning to be investigated.

Actions:

Staff Visible Learning Team to be established.

Staff Visible Learning Team to attend all relevant BCE designated professional learning days.

Staff Visible Learning Team to provide regular insights to staff and receive regular staff feedback.

Strategy:

Introduction of new interactive Touch Screen technology.

Actions:

Relevant staff to adopt this new technology and engage in associated professional development.

Strategy:

Curriculum delivery that is adjusted and provides variety.

Actions:

Pedagogical practice and resourcing to be constantly critiqued by staff and factored into all planning sessions. Introduction of Individual Learning Plan (ILP) Meetings for verified students.

Support Teacher Inclusive Education facilitation of Hands Up Workshops for staff.

Professional Learning Team meetings to be regularly held each term. A full day of release for curriculum planning for each teacher, each term.

Strategy:

Prep and other select students to be assessed/screened for vision, hearing, fine motor, gross motor and speech.

Actions:

School support staff to assist teachers with relevant assessment/screening that is within their means.

Establish partnerships with external bodies, such as the University of Queensland (OT and Speech) and the Queensland University of Technology (Vision), to facilitate more specialised assessment/screening.

Strategy:

Professional learning for staff to align with school and personal goals.

Actions:

Teachers to develop their 2015 Professional Learning Plans in conjunction with the principal.

Regular scheduling of relevant professional development focused staff meetings.

Principal discernment/consultation regarding external professional learning requests by staff.

Broad Goal: Enhanced learning environments that improve student participation and achievement across the curriculum.**Achievements**

Regular Positive Behaviour for Learning Tier 1 and Tier 2 meetings with relevant staff, who have enacted processes.

Establishment of iPad banks in the Early and Middle Years.

Visitation Program at Trinity College for Year 6 students.

Establishment of a Year 6 Common Room.

Initial planning for refurbishing and contemporising the library.

Strategic Intent:

Learning and teaching environments are adaptive and responsive to the changing structure of schooling e.g. school based kindergarten and year 7 to secondary.

Strategy:

Full implementation of Positive Behaviour 4 Learning (PB4L) practice.

Actions:

PB4L staff working party to continue with implementation plan.

PB4L Tier 2 training to be undertaken by select members of staff PB4L working party.

More convenient access to technology for students.

iPad banks to be established in Early Years and Middle Years classroom areas.

Strategy:

Strengthening of Trinity College connections.

Action:

All staff to look for, and appropriately action, such connection opportunities, which might lead to the use/incorporation of college facilities and/or personnel.

Strategy:

Develop inspiring and functional contemporary learning spaces.

Actions:

Establishment of Year 6 Common Room for independent, 'break away' activities. Creative use of computers, iPad banks and new Touch Screen technology in relevant learning areas.

Classroom Snapshots' to continue as part of Term 2 and Term 3 staff meetings.

Professional Practice & Collaborative Relationships***Broad Goal: Holistic staff growth and development.*****Achievements**

Focus on staff professionalism.

Highlighting of professional standards for teachers.

Strategic Intent:

A comprehensive approach to staff well-being and development including professional learning, professional standards, performance management and pastoral care.

Strategy:

Further enhancement of staff professionalism.

Actions:

Promotion of contents of BCE Code of Conduct.

Maintenance of a broad range of professional standards and responsibilities by staff, e.g. Student Protection Training, First Aid Training, First Response Fire Training.

Take opportunity to celebrate staff professional excellence, e.g. World Teachers' Day Luncheon.

Increased profile of Australian Institute of Teaching and School Leadership (AITSL) professional standards.

Inclusion of AITSL professional standards in teacher Professional Learning Plan development.

Informal professional learning opportunities to be promoted and encouraged among staff.

Avenues for staff to increase their engagement in professional reading to be considered.

Scheduled Professional Learning Team Meeting time to be maximised.

Broad Goal: Positive relationships across the school community and with the wider community.**Achievements**

Increased awareness of school Respect Rules and Core Values by students and enhancement of their interpersonal relationships.

New JETs structure and JETs Constitution established.

The school's military heritage commemorated and enriched through the visitation of Rat of Tobruk, Gordon Wallace.

A number of family friendly whole school events held, e.g Twilight Markets and Artworx2015.

Strategic Intent:

Partnerships that provide for consultation and engagement with parents as the primary educators of their children in the mission of the Catholic school.

Strategy:

Regular highlighting of the school's Core Values and Respect Rules.

Actions:

Mention of Core Values and Respect Rules each week on assembly.

Students to be regularly explicitly taught Core Values and Respect Rules.

Student Councillors to espouse these values and rules, and be a positive and effective conduit to classes throughout the school.

Strategy:

Grow new Joeys' Engagement Teams (JETs) structure.

Action:

Frequent and clear communication on how parents and friends can engage and offer support within the school community.

Strategy:

Nurture and promote the school's military heritage.

Action:

Organise activities that highlight the ANZAC 100th anniversary.

Foster links with the Rats of Tobruk Association.

Strategy:

Connecting all school community members through organised school events.

Actions:

Professional Practice and Collaborative Relationships Priority Team Members to be conscious of the wide parent preference for the organisation of family friendly school events.

Actions:

Family friendly focus for the St Joseph's Twilight Markets.

Family friendly focus for Artworx2015.

Continuation of Sr Jenny's Friday Cuppa for parents, ex-parents, relatives and friends of the school.

Family friendly focus for school Working Bees each term.

Provision of parent workshops by staff.

Strategy:

Full implementation of Positive Behaviour 4 Learning (PB4L) practice.

Actions:

PB4L staff working party to continue with implementation plan.

PB4L Tier 2 training to be undertaken by select members of staff PB4L working party.

Strategic Resourcing

Student First Support

Further Information:

Teachers actively engage with other teachers through professional learning and collaboration (supported by Student First Funding) to improve their teaching practice.

Strategic Intent:

Local School Priority Area

Broad Goal: Responsible stewardship.

Achievements:

Master planning renewed.

Technology planning renewed.

Local data and context analysed to enable school improvement.

Environmentally sustainable practices enhanced.

Enabling of equitable access to educational offerings for all families.

Strategic Intent:

The strategic renewal plan informed by the principle of stewardship directs the allocation of school resources.

Strategy:

Commencement of long term, whole school planning.

Actions:

Commencement of the development of a whole school Master Plan through JETs Strategic Resourcing Priority Team Members.

Commencement of the development of a whole school Technology Plan through JETs Strategic Resourcing Priority Team Members.

Data informed, evidence based strategic conversations to develop a culture of school improvement.

Strategy:

Adoption of environmentally sustainable practice.

Actions:

Increased awareness and improvement regarding recycling.

Increased occurrence of composting.

Increased occurrence of worm farming.

Reduction of electricity consumption.

Actions:

Equity and accessibility considerations for students and their families.

Tuition fee concessions to continue for financially challenged families.

Assistance from community support agencies to continue to be sought for financially challenged families.

Continued early diagnosis and targeted intervention for students with learning needs.

Continued provision of co-curricular activities to assist with the development of the 'whole' child, e.g. lunchtime clubs, MISMARTS.

Prioritised support for students with verification who are entitled to learning enhancement.