Chisholm Catholic College - School Improvement Plan 2019

In keeping with our system's Strategic Directions and the College Board's Strategic Plan, Chisholm seeks to review and implement annual improvement priorities. Our improvement planning philosophy is grounded in undertaking priorities and goals that are have sequence and real purpose and in many cases a continuation of necessary work commenced in previous years. Important focus areas such as Evangelisation, Aboriginal Education, Curriculum Planning in effective Teaching and Learning and Pastoral Care and Well Being, are all key features.

Broad Objectives	Specific Improvement Goals	Responsibility and Timeline	Link to QCS	Success Indicators
CATHOLIC IDENTITY (Discipleship) *Evangelisation* *Chaplaincy* *Mission Leadership*	Appointment of a new College Chaplain commencing in January 2019 (Father Ziggy Wloczek) and the return to having a Priest to serve our Chaplaincy needs on campus Making use of the planned visit of Father Ron Nunzi to Australia later in the year to coincide with co-opting him to lead our annual Staff Formation Day in October, a great faith and spiritual formation opportunity. Commence our planned first Dominican based Immersion to Vietnam for staff and students in October holidays. Later in 2019 continue further investigation into the proposed dual Immersion possibility with the development of northern Australian Edmund Rice Indigenous Immersion experience. Continue to host (second year) our system Primary Student Leaders Summit at the College in November 2019. Involvement in Australian Catholic Youth Festival 7-10th December at Convention Centre.	Principal / DP Mission Dec.2018 VP Staff / DP Mission Oct 2019 DP Mission / Sister Chau - Oct holidays 2019 DP Wellbeing (Student Leadership) Nov. 2019 DP Mission Dec. 2019	102 / 101 102 101 / 202 102 102	Presence; internal and external community responsiveness and feedback. Post PL formation survey Formal post immersion review and student / family feedback Engagement with CEWA organising committee and primary school feedback

EDUCATION (Learning)				
Differentiation	Continued PL on elements of Differentiated Learning in Classrooms, led by Coordinator of Learning Support and Coordinator of Gifted and Talented (Staff meetings and PL Days) Development of Inclusive Learning Centre (the refurbished J block) for *Stellatus*, for Learning Support and for Aboriginal Education.	Academic Council / Cord LS / Cord. G & T. January, June, 2019	301 / 305 / 307 302 – 308	Staff feedback and engagement with PL opportunities. Statistical review of adjustments with students in differentiated opportunities for learning.
Aboriginal Education	Reappointment of new Aboriginal Liaison Officer to work with Leadership staff in coordinating the expansion of Aboriginal Education priorities and the CEWA "Transforming Lives" strategy and strengthening Aboriginal enrolment opportunities. Adopting data and findings from the AEIM audit completed in 2018.	Principal / ALO / DP Community (Aboriginal Education)	302 – 308 / 202	MYP survey of community and ALO - gathered feedback.
Child Safe Curriculum	Continue to implement and deliver the KS Child Protection Curriculum, relay the importance and necessity of this programme to parents and community.	DP Wellbeing 2019	306	November PL on programme planning – evaluation of coverage and how delivered in 2019
Extension of Senior Learning pathways	Commencement of new Certificate IV in Business in association with Stirling Business College for Year 12 students, one day per week as an additional guaranteed University entry pathway. Also commencing as an agreed trial school with Curtin University in 2020 for its new UNI Ready entry programme.	VP Teaching and Learning / Cord. VET 2019 – 2020	302 /303 305 / 307	Review meeting and data analysis with SBC (partner) and student exit feedback
Revision of middle school curriculum	Continuing review of best delivery and requirements / changes in middle school curriculum For example, Chisholm's 4 Language option and implications for sustainability in Senior School.	VP Teaching and Learning / ELT 2019	302 / 303	Second year review of student choice data future viabilities.
Shared Vision for Learning	Shared Vision for Learning project – review of our Vision for Learning principles, into a new updated Vision across the school for inclusion into our Strategic Plan and future planning.	ELT / Academic Council / Teaching Staff, August 2019	303 / 304	Individual staff feedback, student, parent and Board input and feedback.
ICT	Continue review and implementation of most effective application of ICT strategies through PL. (Further O365 PL opportunities and training delivered in house June PL Day.) Semester two review of College's internal Portals and learning management system in preparation for the eventual arrival of CEWA's Admin of Schools system wide database.	VP Teaching and Learning / Cord. Digital Learning November 2019	303 / 308	Continued analysis of take up and usage trends and data from community – particularly students. Engagement and feedback from other system schools and CEWA.

ENGAGEMENT: (Community)				
Code of Conduct	Following on from Code of Conduct for Staff, implement Code of conduct for Students and formulate and introduce a Parent Code of Conduct.	Principal / VP Staff April 2019	201	2020 review of Code in relation to previous reliance on simple student enrolment undertaking. (Heads of Year) MR register of completion.
Child Safe Framework	Implementation of the KSCPC (Keeping Safe Child Protection Curriculum) across all learning areas as part of the mandated Child Safe Framework. All staff complete Mandatory Reporting online refresher.	DP Wellbeing 2019 / 2020	202 / 401 / 402	
Counselling services	Appointment of an additional College Counsellor, to increase our service of individual pastoral and welfare needs as well as to the delivery of pastoral and wellbeing programmes. Appointment of a specialist "Seasons for Growth" grief and loss programme coordinator and deliverer, (staff member) at end of 2018 to run this important pastoral programme through 2019 and beyond.	Principal Dec. 2018

Principal Oct. 2018 | 201 / 202 / 402 | Pastoral council planning review discussions on trends / changes to access and use of services. |
| Pastoral Care support structure and Wellbeing | Reinforce the 2018 newly implemented restructure of Leadership and Pastoral Care with individual Heads of Year and Pastoral council. Continue with upskilling all staff in the Youth Mental Health First Aid programme with a new cohort of staff to be trained during 2019. Enhance the new Pastoral Care Period structure and across the school framework commenced in 2018 with an improved schedule of activities, speakers and work, coordinated by the Deputy Principal of Wellbeing. Expand staff wellbeing opportunities and innovations commenced in 2018, building on the AWE staff wellbeing survey and the key focus data gathered. | Pastoral Council June 2019

VP Staff 2019

DP Wellbeing 2019 | | Professional Learning audit at end of 2019 for staff across Pastoral training and learning programmes. |
| Community feedback and engagement | Continue to strengthen and build upon the newly formed Parent Engagement Group (PEG) to involve parents and seek to seek specific feedback on College initiatives and Teaching and Learning. Support new directions and leadership of the College's strong Alumni group. | DP Community / Vice Principals 2019 | 202 | Invite feedback from both groups as part of community survey process. |
| Data analysis and feedback. | Utilise important data from contracted MYP group gauging parent and exiting Year 12 student opinions and feedback on the College and their experiences. Expand and broaden further in 2019. | DP Excellence / ELT Semester 2 2019 | 302 | DP Excellence to review new CEWA adopted Survey tool for our use in 2020. |

STEWARDSHIP (Accountability)	Continued operation of Staff Professional Formation and Development Policy (PFD) in line with new formal annual requirement (July 2018) for annual Performance Review of all staff. Incorporating observation and clear annual improvement goals, Heads of Learning Area, all members of ELT and Peer Teachers are expected to be involved in process.	VP Staff / ELT / HoLA's 2019 - 2020	308 / 306 302 / 303	Development of clear database and record of this ongoing process in conjunction with AC (VP staff)
PFD and staff performance review *Shared Vision Professional Learning*	Continue with Leadership Professional Learning initiated in October 2018 for all Chisholm middle and senior leadership and led by Brendan Spillane - "Leading for Engagement in Challenging times." Next follow occurs on August 17th 2019 with all leadership involved on development of Shared Vision for Learning complemented by input from all staff.	Principal / Academic and Pastoral Council. 2019 - 2020	303 / 201 / 305 / 308	As per day one, evaluation, feedback and input from all participants.
Leadership Development	Further encouragement and emphasis on developing new opportunities for Leadership and professional learning. (9 staff in 2019 currently engaged in formal CEWA Leadership programmes)	Principal 2019 – 2020		Discussions with participants re effectiveness and usefulness of programme.
Refine evolving Leadership structures to better reflect our learning community needs and enhance opportunities.	Mid 2019 Review and refine changes to Leadership Structure in relation to move away from 7 Deputy Principals / Deans of Year to new Deputy Principal Portfolios or areas of Responsibility and added tier of six Heads of Year. (2018 DP's - Mission, Wellbeing, Community, Excellence and Administration.) Critical focus Areas already adopted in each including Child Safe Framework, Transforming Lives Strategy, Data Analysis and Student Monitoring, Immersion programme development and preparation for involvement in Cert III in Religious Studies pilot in 2020, continued adjustment and work in providing balance to very extensive calendar of College events and learning priorities.	Principal / ELT mid-2019.	301 / 304 / 305 201 / 401	Individual ELT member submissions and analysis of new structure to date. Executive discussions to follow. School Cyclic Review recommendations or observations.
Policy *Preparation for 2020 School Audit.*	Continue to make adjustments and implement procedural changes in respect to the emergence of new system Policy Framework. (expected by end 2019) Commence externally assisted review of College policies and procedures in line with impending School audit 2020. (Term four)	Principal / Vice Principals End 2019 Principal / external consultation		Effectiveness in operation of new Policy framework – in due course. Consultation with SIA regarding the work done, in preparation.