

Annual School Improvement Plan 2018

St Francis Xavier Primary School

CEWA Strategic Intent	LEARNING Leadership Formation: <i>Transforming our people to lead outstanding Catholic communities</i>	ENGAGEMENT Early years learning and care: <i>Partnering across communities to provide the best opportunities for young families</i>	ACCOUNTABILITY Health and well-being of students and staff: <i>Providing learning environments where everyone feels safe and can flourish</i>	DISCIPLESHP Educating at the margins: <i>Engaging with the most vulnerable and marginalized in our society</i>
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In 2018, St Francis Xavier has a strong focus on continuing the collaborative work as part of the Lyn Sharratt initiative. The work commenced in 2017 has been implemented effectively, however, is yet to become regular sustained habits within the school. A significant component for St Francis Xavier in 2018 is to reduce the inschool variance between teachers and ensure consistent, high impact teaching strategies are being utilised across all classrooms. This will build upon and sustain existing initiatives to ensure they are embedded in the teaching and learning.

Focus Area <i>Indicate which LEAD intent is met through the focus. Ideally each would be met at least once.</i>	Informed by Evidence Qualitative and quantitative	Specific <i>Performance & development goal to be achieved (stated simply)</i>	Measurable <i>Evidence that will be used to demonstrate progression and goal</i>	Achievable <i>What actions will I take to achieve the goal?</i>	Relevant <i>How does the goal connect to the school's strategic plan (and/ or other plans)?</i>	Time Bound <i>What are the timeframe milestones?</i> <i>Timeframe within which the goal will be achieved</i>	Resources <i>Support/resources that will be required to achieve the goal.</i> <u>Key personnel:</u> <i>who is responsible / ensuring we are on track</i>	Success Criteria <i>How will you know you have been successful (quantitative and measurable)?</i>
LEAD High impact strategies for effective teaching	NAPLAN and standardised data.	1 Years growth in NAPLAN and PAT R assessments is evident by all students	NAPLAN, Brightpaths and PAT R assessment. Support data in pre, mini and multi lit. Oli and socks testing in early years	Consolidation of LI and SC in all areas Use of Brightpaths to align assessment by staff	QCS 303 Learning Culture QCS 305 An Expert Teaching Team Strategic Plan - Maintain a consistent team based approach	By the commencement of Term 1 DLT, LI and SC will be evident in all classrooms	Dedicated teaching and learning coach for 2017 (Judi - Leadership) Cluster Leaders (Judi, Leadership plusTBC) Dedicated central location of resources Judi,	Greater collaboration between staff Reduced inschool variance (HOW) 1 Years growth from all students is

					to the teaching of Literacy and Numeracy Establish and implement a coherent, sequenced plan for curriculum delivery across 3YO Kindergarton – Year 6 Curriculum Plan		Library - Leadership) Explicit focus and calendarised expectations for staff – assessment, planning and programming (Leadership calendar)	evident in standardised assessment
LEAD Development of an Aboriginal Education Improvement Map	Existing self assessment map identified St Francis Xavier as Culturally Pre-Competent	Develop a plan and support documents using the CEWA Aboriginal Education Improvement Map. Create and implement a RAP	School RAP developed, communicated and implementation commenced	Group established with admin and KT to review and commence RAP creation	Aboriginal Education Policy 2-B3	T1 group established and review commenced T2 – 3 Aboriginal Education Plan and RAP produced and communicated	GECKOs coordinator (TBC) Preview Team (Leadership team and TBC) Aboriginal Teaching Assistant (Elizabeth and Michelle)	Plan and RAP created Increase self-assessment to culturally pre-competent / culturally aware
LEAD Increase opportunities for parent engagement	Insight School Culture surveys 2017 Parent School Survey Cyclic review	Increased events for parent engagement on school calendar	Inschool survey or use of CEWA develop tool to show improvement for 2016 data	Class invitations to engage with students' learning Increased calendar additions for	QCS 2017 Engagement with the School Community Strategic Plan - Continue to develop and	By the start of each term, engagement events will be calendarised and published to parents	School calendar updated (Admin) School calendar linked to website and app development (Admin)	Improved feedback will be received from parents anecdotally and from the CEWA develop cultural tool.

		Communication polickey reviewed and implemeneted		Fathers' / Mothers' Day etc	refine avenues of communication with parents, both physical and virtual, to enable families to know about their child's development and progress.		Promotion of events on school Facebook etc (Admin)	
LEAD Increase enrolment numbers and facilities to position St Francis Xavier as a school of choice in Geraldton	Insight school culture survey 2017 Parent School Survey	Establishment of a playgroup	Playgroup established T1	Establish playgroup executive and commence publicity	QCS 304 Targeted use of Resources Strategic Plan – Establish before and after school	T1 and ongoing term review	Access to Kindy room Monday and Friday morning (Natassja Beaver)	Increased and earlier enrolments for 3 Year Old and Kindy
		Establishment of OSHC	OSHC established and reviwed T2	Establish partnership with Bambi and obtain license	Strategic Plan – Establish before and after school	T1 and ongoing term review	Partnership with Bambi Executive (Ben - Leadership)	Option of OSHC for families at St Francis Xavier being provided
	CEWA demographics study	Develop a marketing startegy	Contact CEWA or local agencies	A consistnt and strategic plan developed which includes focus demographics and potential communication strategy	Strategic Plan – Establish a marketing plan to enable the consistent reinforcement of key messages and a culture of excellence	T2 – T4	Partnership with CEWA, other regional schools, local newspapers or marketing agency (Ben - Leadership) Provision of funds in the annual budget (Ben - School Board)	Consistent and regular placement in the Geraldton community Increased enrolments
LEAD Strengthen and align our School Vision	Insight school culture survey 2017 Parent School Survey	Increase the level of understanding of our core vision and	Evidence of communication to students and parents in newsletter,	Addition to newsletter and school calendar	QCS 102 Integrating Faith and Life	T1 and ongoing term review	Existing and new resources collated into one location (Murray - Leadership)	Survey students, staff and parents on 5 core

and Core Values	Cyclic Review	values by all community members	classrooms and assemblies		Articulate key messages at assembly and in publications			values and meaning.
Review and develop a new school evangelisation plan to meet the needs of the St Francis Xavier Staff, students and school community		Develop an Evangelisation plan in 2018	Plan created and published	Leadership to attend GDC workshop Consult with staff Review painteddog survey data	QCS 101 Systematic Evangelisation Planning Evangelisation Plan	T3	Resources to support Evangelisation plan (Murray - Leadership)	Evangelisation plan created and published to community

Informed by evidence from:

- LEAD system intent
- Evangelisation Plan
- Curriculum Plan
- Data analysis of
- Quality Improvement Plan
- Aboriginal Education Plan
- Quality Catholic Schooling
- School Cyclic Review
- School Climate Surveys
- Student Data e.g. Appraise, attendance, wellbeing
- AEIM: Aboriginal Education Improvement Map
- TIM: Technology Integration Matrix

ONGOING EVALUATION



Spiral of Inquiry (Timperley, Halbert & Kaser 2014)