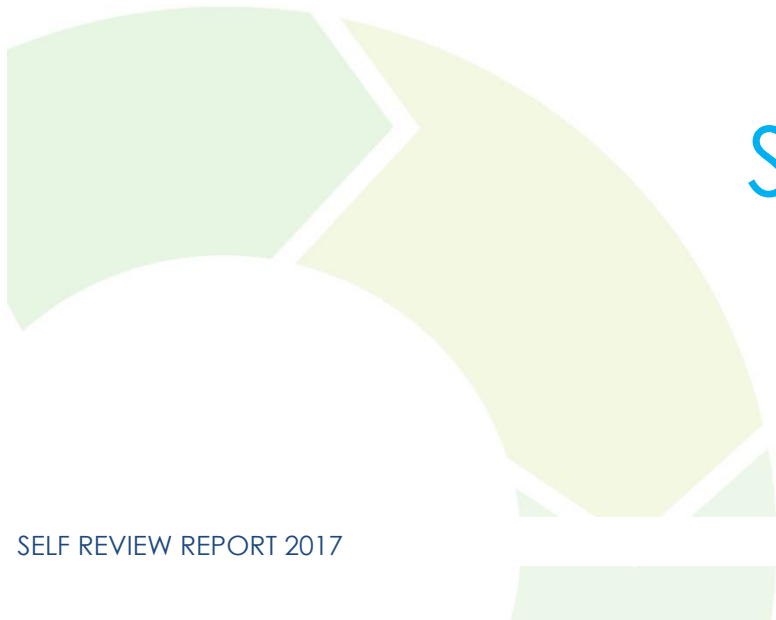




ST BEDE'S
CATHOLIC COLLEGE
CHISHOLM



2023

Strategic Improvement Plan

St Bede's Catholic College

Strategic Improvement Plan Team Membership

NAME	ROLE
John Murphy	Principal
Brett Donohoe	Assistant Principal
Emma South	Assistant Principal
Andrew Slater	Ministry Coordinator

Click [here](#) to access guidelines and templates to help you complete your SIP.

Timelines for SIPs

IN A REVIEW YEAR

1. **Post review (dates across Terms 2 and 3)** Schools begin to draft goals in the two domains of the SIP for the next three years, completed online.
2. **Within a month of the review** AD and representatives of School Support and Improvement Team (SSIT) contact Principals for support check-in. Dates and times to be negotiated with Principals.
3. **By Term 4, Week 4** Priorities completed in the online SIP, with accompanying evidence, SMART goals, strategies, together with a summary of PL priorities.
4. **Term 1, Week 5** Online SIP completed, and approved by AD.

IN A NON REVIEW YEAR

1. **Term 4, Week 4** Annual SIP to be completed by schools in the online template; school leaders revisit the why, how and what of their strategic goals, evaluating and reassessing priorities to further develop the strategies and targets for improvement, with accompanying evidence, SMART goals, strategies, and a summary of PL priorities. Consider and identify any unfinished or unstarted priorities from your last plan – are they still relevant? Do they need to be included in your SIP?

AD and representatives of School Support and Improvement Team (SSIT) contact Principals for support check-in. Dates and times to be negotiated with Principals.
2. **Term 1, Week 5** Online SIP completed, approved by AD.

DOMAIN 1: Catholic Culture

[CTRL + Click here to access instructions](#)

Goal: Development and implementation of a new College Mission and Vision statement.

Aligned with Catholic Schools Office Strategic Plan 2023-2025:

GOAL 1: For all leaders and staff to grow in their preparedness, confidence, and capacity to share in God's mission leading to full active participation in the Catholic life of the school.

		Use the arrow below to indicate when you plan to begin and complete this priority
2023	2024	2025

EVIDENCE USED TO INFORM THE CHOSEN PRIORITY: Qualitative and quantitative data

- Feedback from the 2022 External COSI Review.
- Agreement reached by the College Mission Team prior to the COSI review that this would be a 2023 focus.
- Long-term plan dating back to 2017 that the College Vision and Mission Statements that would be implemented for 2018 – 23 after the foundation students graduated would be reviewed for the next phase of the College history.

SMART GOAL: What do we want to accomplish stated simply? Specific, Measurable, Attainable, Relevant, Time Bound

By the end of 2023, we will redevelop and implement the College Mission and Vision Statement that aligns to the four pillars of Knowledge, Courage, Faith, and Community.

STRATEGY: What actions will we take to achieve the priority?	IMPACT: Evidence we will use to demonstrate progression, success criteria. What will we see, read, and hear?	WHEN: Time frame for completion/progression?	LEAD: Who is responsible for ensuring we are on track?
Inform the College community of the intention to redevelop the College Mission and Vision Statement based on feedback from the COSI external review.	<ul style="list-style-type: none"> • Staff, Parish Priest, parents and Year 12 student leaders have participated in formation regarding Vision and Mission statements. • Staff, Parish priest, parents and year 12 student leaders have contributed to the drafting of the Vision and Mission statement. • Newsletter articles for parent formation. • Feedback from parents via Google Forms. • Friday Wellbeing Sessions for student input. • Finalised Vision and Mission statement. 	Staff via Principal's Address at Staff Development Day 1 - 27 January 2022 Week 4 – 24 February - Newsletter 2 and Social Media posts Parent Forum #1 27 February	MUJ

Whole staff Formation Day. Parish Priest, Parent Representatives, Year 11 and 12 Student Leaders and their parents to be invited to attend for input. This will focus on the purpose of a Vision and Mission Statement, the difference between the Vision and Mission, the story of St Bede, Jesus' mission, College motto, four Houses, four pillars and Gospel values. A draft Vision statement is developed by the end of this day.	<ul style="list-style-type: none"> • Liturgy to launch the new Vision and Mission statement. Diocesan staff, CSO staff and Parish representatives invited to attend. • Staff, students and parents can identify and articulate the new Vision and Mission statement. • Development of visualisation of the new Vision and Mission statement. 	First day of Term 2	SLA
Draft Vision statements are released to the parent body via the College newsletter. Parents are asked to give feedback via a Microsoft Form.		Week 2 - Newsletter 6	MUJ
The draft College Mission and Vision Statement to be the educative item for the Term 2 Parent Forum.		Tuesday 23 May	SLA
Need to Collect student feedback (student empowerment). In lieu of a Year Assembly Andrew will develop a student consultation session for Homeroom teachers to facilitate.		Friday Student Vision Statement Workshop Term 2 Week 3	SLA, Homeroom teachers
Staff Twilight Session in Term 2. This session is to review and finalise the draft Vision statement and to then determine how this can be lived out in the school context (develop the Mission statement).		Twilight Session – all staff Term 2 Week 6 – 30 May	SLA
Draft Mission statement is released to the parent body via the College newsletter. Parents are asked to give feedback via a Microsoft Form.		Term 2 Week 8 - 16 June	MUJ
Draft Mission statements are shared with Parish priest for feedback.		Term 2 Week 8	SLA, MUJ
Need to Collect student feedback (student empowerment). In lieu of a Year Assembly Andrew will develop a student consultation session for Homeroom teachers to facilitate.		Friday Student Mission Statement Workshop Term 3, Week 4 - Friday 11 August	SLA, Homeroom teachers
Staff to revisit the draft Vision and Mission statement to finalise.		Twilight PLM (partial) Term 3 Week 7 – 29 August	SLA

New Vision and Mission statement is sent to Parish Priest, Head of RE&S and Head of Schools for final approval.		Term 3 Week 8	SLA, MUJ
Develop iconography and visual representation of new Mission and Vision Statement and audit of College documents to edit		Term 4, 2023	
Liturgy to launch the Vision and Mission.		Term1, 2024	SLA
School leaders present the new Vision and Mission statement to the feeder Parishes.		Term 1, 2024	SLA

PROFESSIONAL LEARNING PLAN – Priority #1	Click here to access the Australian Professional Standards for Teachers
APST: Which standard descriptors best align to and realise the identified priority? AWTL: Which level of accreditation best aligns to and realises the identified priority?	

Term Week	PL Type	Focus	Accredited/ Elective	Evidence of change in teacher knowledge practice or engagement (projected)	Due Date
Term 2 Week 1 24 April	Formation Day	Purpose of Vision and Mission statement, revision of St Bede, College motto, four Houses, four pillars, Gospel values. Development of draft Vision statement/s.	AWTL	By the end of this session, staff will be able to: <ul style="list-style-type: none"> Differentiate between the Vision and Mission of an organisation. Articulate the foundation values of the Diocese, CSO and College. Demonstrate how to develop a Vision statement. 	24/4/23
Term 2 Week 6 30 May	Staff Twilight Session 2	Finalising Vision statement. Development of the Mission statement.	AWTL	By the end of this session, staff will be able to: <ul style="list-style-type: none"> Articulate the new Vision statement of the College. Demonstrate how to develop a Mission statement. 	30/5/23
Term 3 Week 7 29 August	Staff Twilight Session 3	Finalising the Vision and Mission statement.	AWTL	By the end of this session, staff will be able to articulate the new Vision and Mission statement of the College.	29/8/23

DOMAIN 2: Learning and Wellbeing

[CTRL + Click here to access instructions](#)

PRIORITY: From self/external review priorities, from past plans, from system plans. Relevance to school and CSO priorities

Use the arrow below to indicate when you plan to begin and complete this priority

Goal: St Bede's will build a culture of student empowerment through their learning and wellbeing

Aligned with Catholic Schools Office Strategic Plan 2023-2025:

GOAL 3: For each learner to learn where, when and how they work best, and be empowered to participate in decision-making about their learning and wellbeing.

GOAL 4

To build the capacity of educators to ensure that all students are known, their strengths are recognised and accommodated, diversity is celebrated, and each learner demonstrates growth.

2023	2024	2025

EVIDENCE TO INFORM THE CHOSEN PRIORITY: Qualitative and quantitative data

- 2022 COSI External Review
- 2022 TTFM Survey data
- Staff, student, parent feedback

SMART GOAL: What do we want to accomplish stated simply? Specific, Measurable, Attainable, Relevant, Time Bound

By the end of 2023, students will be empowered to be more connected and engaged with their learning, as evidenced in pedagogical practices, student feedback, learning walks and talks, and professional learning activities.

STRATEGIES: What actions we will take to achieve the priority	IMPACT: Evidence we will use to demonstrate progression, success criteria. What will we see, read, and hear?	WHEN: Time frame for completion/p regression	LEAD: Who is responsible for ensuring we are on track?
Inform the College community of the school Learning and Wellbeing goal of increased student empowerment.	<ul style="list-style-type: none"> • Principal's opening address to all staff at the initial Staff Development Day • Principal's welcome back letter to parents • Principal's Address at First Stage Assemblies for Stages 4, 5 and 6. 	Staff via Principal's Address at Staff Development Day 1 - 27 January 2022	John Murphy

		Year 7, 11 and 12 Assembly 31 st January 2022	
		Year 8, 9 and 10 (as Stage) Assemblies 1 st February 2022	
Gather feedback from broader community about student empowerment	<ul style="list-style-type: none"> • Student consultation group working with Parent/Teacher/Student Conference review committee • Visits to other schools in area to gather ideas about how students are empowered in other learning environments. Students from the leadership team will be part of this and will consult with students from other schools. • Twilight Session to host teacher workshop (Week 7 – 14th March) • Learning and Wellbeing committee - review of workshop feedback (15th March) • Student Leader workshops – what does student empowerment look like? • Student-driven workshops with student community • Parent Forum – workshop at first parent forum - – what does student empowerment look like? 	Ongoing Throughout Term 1 14 th March Twilight PLM 15 th March L&W meeting	John Murphy, Brett Donohoe and Emma South
Implementation of initiatives to empower students - based on the feedback gathered and initiatives developed in the feedback and workshop phase.	<ul style="list-style-type: none"> • An alumni process is in place to maintain connection with graduating students • Staff will be de-constructing learning intentions and co-constructing success criteria with students. • Staff and students will be using the learning spaces to make student learning and thinking more visible – e.g., projected onto screens, co-constructed anchor charts, scaffolding, and modelling learning? • There will be more personalised feedback on learning tasks. • Introduction of Student-led Conferences. • <i>Students articulate confident answers to the 5 key questions.</i> <p>2024 Goals</p> <ul style="list-style-type: none"> • <i>Use learning intentions and success criteria to develop self and peer assessment, with students actively developing or working from their own goals (Assessment Waterfall Chart).</i> • <i>Students own their assessment data and use it to establish goals and drive their growth</i> 	By the end of 2023	

PROFESSIONAL LEARNING PLAN – Priority #2					CTRL + Click here to access the Australian Professional Standards for Teachers
APST: Which standard descriptors best align to and realise the identified priority?					
1.5.2, 1.5.3, 2.1.2, 2.1.3, 2.5.2, 2.5.3, 2.5.4, 3.1.2, 3.1.3, 3.3.2, 3.3.3, 3.3.4, 3.6.2, 3.6.3, 5.1.2, 5.1.3, 5.3.2, 5.3.3					
Term Week	PL Type	Focus	Accredited /Elective	Evidence of change in teacher knowledge practice or engagement (projected)	Due Date
Week 7 Term 1 27 th January	Staff Development Day	Launch to the College community of the school Learning and Wellbeing goal of increased student empowerment.	Elective		
Week 7 Term 1 14 th March	Twilight PLM (1 st hour)	Teacher Workshop – What does student empowerment look like at St Bede's Catholic College?	Elective		
Week 7 Term 1 15 th March	Learning and Wellbeing Team Meeting	Follow-up from PLM – findings from teacher workshop and where to from here? A learning approach and a wellbeing approach.	Elective		
Week 4 Term 2 15 th May	PLM	2023 Smart Goal workshop – Deconstruction of Learning Intentions and Co-construction of Success Criteria	Elective		

Strategic Improvement Plan (Year 1 – 2023: Year 3)

St Bede's Catholic College

Aspiration: To be a school where students put their faith into action and where learning challenges are embraced.

SHINE WITH CHRIST'S GLORY



ST BEDE'S
CATHOLIC COLLEGE
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Catholic Culture and Mission

Learning

By the end of 2023, all Year 11 students would have completed a formal Christian Service Program, as indicated by qualitative and quantitative data.

By the end of 2023, students will be empowered to be more connected and engaged with their learning, as evidenced in pedagogical practices, student feedback, learning walks and talks, and professional learning activities.

N/A

For any goals not linked to the above domains, click [here](#) to access the Operational and Organisational Goals template.

By the end of 2023, all Year 11 students would have completed a formal Christian Service Program, as indicated by qualitative and quantitative data.

By the end of 2023, students will be empowered to be more connected and engaged with their learning, as evidenced in pedagogical practices, student feedback, learning walks and talks, and professional learning activities.

N/A

For any goals not linked to the above domains, click [here](#) to access the Operational and Organisational Goals template.

Feedback and Comments

Following discussion with School Leadership Team

Plan reviewed and approved

Assistant Director

Date

Professional Learning

All schools have seven professional development days per annum, including one Formation for Mission Day which must have a faith/RE focus. The first two days of the year are for compliance and induction/school liturgy and no variation is allowed.

NOTE: A maximum of one day can be taken in lieu of twilight sessions.

The Formation for Mission Accreditation and Currency Applications forms for School Formation Experience and Teacher Identified Formation Experience need to be submitted to jennifer.ismay@mn.catholic.edu.au prior to the PD to ensure that the content of the day and/or course meets Accreditation to Work, Teach and Lead currency requirements. The forms can be found [here](#).

Please provide details below re. how you will allocate PL days.

PROFESSIONAL LEARNING CSO APPROVAL						
Approved:						Date:
Date	Title of Staff PD Day	SIP Focus	Standard Descriptors	Facilitator	Number of sessions/hours	Evidence of change in teacher knowledge practice or engagement (projected)
28 January	School Improvement Plan Preparation for 2022	Introduction to Christian Service Program Setting the context for the targeting of numeracy and spelling across the curriculum.	1.5.2 2.4.2 2.5.2 6.2.2 6.2.3 7.1.2 7.2.2	Executive Leaders of Learning	Three two-hour sessions	<ul style="list-style-type: none"> • Understanding of strategic direction of the College. • Understanding of all compliance requirements, including child protection. • Staff understanding and supporting of the targeting of spelling and numeracy as the focus areas for improvement. • Staff understanding and supporting of the commitment to the Lead, Learn, Collaborate Project. • Staff understanding of the importance of growth in spelling and numeracy by the end of 2022. • Enhanced Staff understanding of the learning challenges in spelling and numeracy as identified in 2021 NAPLAN results.

						<ul style="list-style-type: none"> All staff understand and support the Christian Service Program.
31 January	School Improvement Plan Preparation for 2022	Developing strategies for the targeting of numeracy and spelling across the curriculum.	1.5.2 2.5.2 6.2.2 6.3.2 7.1.2 7.2.2	Executive Leaders of Learning	Three two-hour sessions	<ul style="list-style-type: none"> Compliance with CPR and anaphylaxis requirements via successful completion of the training session Knowing of the individual learning needs of identified students via a presentation from the Learning Support Team. Agreement of year group and faculty directions for the year. Understanding of the data for teachers' respective classes.
26 April	Learning Wellbeing Day	Preparing for the HSC commencement in Term 4, with a focus on assessment and programs. Launch of the CSO Wellbeing Together Framework	2.2.2 2.3.2 3.2.2 3.6.2	Executive	Three two-hour sessions	<ul style="list-style-type: none"> Improved teacher capacity for the successful teaching and assessing of the HSC Course. Agreement on whole school HSC processes, including assessment, literacy, and integration of Catholic principles. Staff understanding of the CSO Wellbeing Together Framework, with the commencement of the review of the St Bede's Learning Wellbeing Framework.
18 July	Staff Formation	Deepening our Catholic faith in an inclusive model in St Bede's further growing as an authentic Catholic community.	NA	Ministry Coordinator & CSO Religious Education & Spirituality Services	Three two-hour sessions	<ul style="list-style-type: none"> Understanding of the Dominican charism and how this enhanced knowledge can be utilised in teaching students the rationale behind the naming of the 2nd building, the Dominic Building. Enhanced understanding of the rationale and benefits of the Christian Service Program.
15 December	Wellbeing at St Bede's	Implementing strategies for improved staff wellbeing that align to our Learning Wellbeing Framework.	4.1.2 4.2.2	Executive	Two 2-hour sessions, followed by a staff lunch	<ul style="list-style-type: none"> Improved capacity to engage with data in the critical reflection in the evaluation of the success of the School Improvement Plan.

