

## St Therese's School Annual Improvement Plan 2021



Version 1: Draft: In Week 0 this will be co-constructed further to enable staff buy in. Priorities will be shared with parents and will be available on website after stakeholders input.

### PRIORITY AREA 1: A Lived and Celebrated Catholic Identity & a Culture that Promotes Learning

STRATEGIC DIRECTION	SYSTEM IMPROVEMENT AREA	SCHOOL EFFECTIVENESS DIMENSION
Lived and celebrated Catholic Identity	Catholic Identity	A culture that promotes learning

#### SMART GOAL

In 2021 the staff of St Therese's through the lens of a Lived and Celebrated Catholic Identity, are committed to implementing various strategies to inspire and build positive, caring relationships based mutual trust and support so that we develop a culture of diversity connectedness that invigorates and nurtures the wellbeing of all.

Strategy /How?	Key personnel /Champions	Expected Completion	Measure / Who
<p><b>Staff Wellbeing Team</b></p> <ul style="list-style-type: none"> <li>Develop structure and Implementation of a Staff Wellbeing Team</li> </ul> <p><b>Staff Development</b></p> <ul style="list-style-type: none"> <li><b>RELISH Program</b> - All staff invited to participate in RELISH program in order to develop an understanding of the 6 social needs that drive behaviour and performance.</li> <li>Vocation of teaching (everyone is a teacher)</li> </ul>	<p>David, Brendon, Paula, Carly &amp; Consultant Shelley Wild and selected staff</p> <p>PeopleHQ -Shelley Wild</p>	<p>Ongoing -measured termly</p> <p>Semester 1 and 2</p>	<p>Termly /Shelley Wild</p>



**PRIORITY AREA 2:**

STRATEGIC DIRECTION	SYSTEM IMPROVEMENT AREA	SCHOOL EFFECTIVENESS DIMENSION
Literacy and Numeracy		Pedagogical Practices

SMART GOAL
<p><b>Mantra:</b> Implementation of ‘Precision Pedagogy’ through focused learning and teaching results in maximising learning for students:</p> <p>Implement the use of research base teaching strategies and practices in all classrooms to improve student learning throughout the school so that students are engaged challenged and learning successfully.</p>

Strategy	Key personnel	Expected Completion	Measure





Develop a strong improvement strategies to unite school staff in their commitment to improve the quality of teaching and learning so that it is grounded in evidenced from research data and practice and expressed in terms of measurable outcomes in student achievement and wellbeing.

Strategy /How	Key personnel	Expected Completion	Measure
<p><b>Learning Partner Days</b></p> <ul style="list-style-type: none"> <li>• Develop a structure (roles, Norms, etc) to create LPDs to implement collaborative partnerships between cohorts and leadership team that improve student outcomes.</li> <li>• Develop areas of focus such as reading, data collection, analysis &amp; response, behaviour, inclusion, diversity</li> <li>• Develop learning sprints base on dialogue that contributes to our explicit improvement agenda</li> </ul>	<p>Cohort is Year level Teachers and includes Specialist Teachers</p> <p>Leadership Team is Principal, APRE, APSO, CST &amp; LST</p>	<p>LPDs Week 4 and 8 Terms 1 and 3 LPDs Week 3 and Week 7 Terms 2 and 4</p>	<p>Termly / Shelley Wild</p>

