



2018 School Improvement Plan

St Paul's College, Kempsey

CSO Mission

Enabling students to achieve the fullness of life

School Vision

St Paul's College is a Catholic co-educational school based upon the Gospel values. We invite individuals to share, celebrate and grow in their faith, emulating Christ in the context of our times. The College fosters the Catholic tradition of involvement in the wider community.

We actively promote the development of the whole person to become fully human, empowering students to aim for personal excellence. In partnership with families, we emphasise leadership, responsibility, service, and the dignity of the individual.

St Paul's provides opportunities for academic excellence. Our development of the skills of independent learning and critical thinking is supported by a range of well-resourced curricula and extra-curricular activities.

The support and development of the staff is an important aspect of the college and they share a common purpose as educators and carers of the students. Our pastoral care system promotes positive self-esteem in students.

We believe that the students graduating from St Paul's College should possess a strong sense of hope in the future.

Values and Belief Statements

- St Paul's College staff and community values and believes strongly in:
- Liturgy and prayer are essential elements of our College life
- The importance of Religious Education to our community
- The dignity and development of the whole person
- The pursuit of educational and personal excellence in all aspects of life
- High quality teaching and learning
- Collegial relationships between and among our staff
- Wearing the school uniform with pride
- Flexibility to cater for a wide range of needs
- Safety, peace and beauty of our environment
- Self-discipline and understanding of rights and responsibilities
- A positive attitude to life and development of self-esteem
- A sense of school spirit

- The professionalism and commitment of staff to our students
- The importance of independent learning, goal setting for personal achievement
- Partnerships between Diocesan, Parish and school communities as well as parents and carers.
- The Catholic Christian environment in which the teachings of Christ and Gospel values are embedded

School Improvement Theme

Our College

Our World

Our Future

Completed

Not yet completed

Approved

Not yet approved

Goal 1

To promote, strengthen and celebrate the strong Catholic identity and mission of the College to staff, students, parents and the wider community

Intended Outcome

Complete a review of the 'Ministry and Service at St Paul's College: 2014 – 2018' document with a view to improving upon the excellent work done to this point

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">College Executive along with interested staff will review and reflect upon this document, make recommendations and refer back to staff for feedback	<ul style="list-style-type: none">College ExecutiveLeader of School EvangelisationLeader of CatechesisYMO's	<ul style="list-style-type: none">Outcomes for CSYMA classes will be improvedCSYMA demand for positions will increaseStaff opportunities to take CSYMA will increaseMinistry activities between SPC and junior feeder schools increaseStudents involved in outreach and immersion projects and are provided more time with outside service organisations (i.e. Caritas, helping Red Shield Appeal, St Vincent de Paul etc.)

Intended Outcome

Review the arrangement and organisation of Catholic Studies classes in Stage 4 and Stage 5, and the creation of SOR classes in Stage 6, along with the means by which students progress into Catholic Studies in Stage 6

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">Leader of Catechesis in partnership with the Leader of Curriculum and the College Executive review the arrangement of these classes to provide improved outcomes for students and timetable considerations	<ul style="list-style-type: none">Leader of CatechesisLeader of CurriculumLeader of School Evangelisation	<ul style="list-style-type: none">Class structures and timetable considerations provide better outcomes for student choices and class creationOther faculty areas not impacted by Catholic Studies classes in Stage 5

Intended Outcome

Provide more opportunities to focus on the traditional Charisms of the College, namely the Christian Bros via EREA and the Mercy Sisters via AMSSA

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> The College Executive will engage with the two Charism via their Education networks 	<ul style="list-style-type: none"> College Executive Parish Priest Leader of School Evangelisation Leader of Catechesis YMO's SEACS team 	<ul style="list-style-type: none"> Students will have a greater understanding of our history and heritage There are visible signs and symbols around the College promoting our heritage and history and connecting with Catholic Charisms of the Christian Brothers and Mercy Sisters for example: illuminated cross at night, Stations of the Cross visible outside Rename buildings following Charismatic traditions
<ul style="list-style-type: none"> Immersion and formation opportunities will be undertaken by the Executive and College staff 	<ul style="list-style-type: none"> College Executive Parish Priest Leader of School Evangelisation Leader of Catechesis YMO's SEACS team 	<ul style="list-style-type: none"> Students will have a greater understanding of our history and heritage <p>There are visible signs and symbols around the College promoting our heritage and history and connecting with Catholic Charisms of the Christian Brothers and Mercy Sisters for example: illuminated cross at night, Stations of the Cross visible outside</p> <p>Rename buildings following Charismatic traditions</p>
<ul style="list-style-type: none"> Opportunities for the Charisms to visit and work with the College will be explored and acted on when possible 	<ul style="list-style-type: none"> College Executive Parish Priest Leader of School Evangelisation Leader of Catechesis YMO's SEACS team 	<ul style="list-style-type: none"> Students will have a greater understanding of our history and heritage <p>There are visible signs and symbols around the College promoting our heritage and history and connecting with Catholic Charisms of the Christian Brothers and Mercy Sisters for example: illuminated cross at night, Stations of the Cross visible outside</p> <p>Rename buildings following Charismatic traditions</p>

<ul style="list-style-type: none"> • Immersion opportunities for student and student leaders will be explored 	<ul style="list-style-type: none"> • College Executive Parish Priest Leader of School Evangelisation Leader of Catechesis YMO's SEACS team 	<ul style="list-style-type: none"> • Students will have a greater understanding of our history and heritage <p>There are visible signs and symbols around the College promoting our heritage and history and connecting with Catholic Charisms of the Christian Brothers and Mercy Sisters for example: illuminated cross at night, Stations of the Cross visible outside</p> <p>Rename buildings following Charismatic traditions</p>
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<ul style="list-style-type: none"> • College Executive will work with Parish Priest to determine appropriate naming of buildings in line with College charisms 	<ul style="list-style-type: none"> • College Executive Parish Priest Leader of School Evangelisation Leader of Catechesis YMO's SEACS team 	<ul style="list-style-type: none"> • Students will have a greater understanding of our history and heritage <p>There are visible signs and symbols around the College promoting our heritage and history and connecting with Catholic Charisms of the Christian Brothers and Mercy Sisters for example: illuminated cross at night, Stations of the Cross visible outside</p> <p>Rename buildings following Charismatic traditions</p>
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Intended Outcome

Build a deeper awareness of the works of community service occurring at the College

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> • Leader of School Evangelisation will investigate opportunities to promote and celebrate the successes of good works around the College 	<ul style="list-style-type: none"> • College Executive Parish Priest Leader of School Evangelisation Leader of Catechesis YMO's SEACS team 	
<ul style="list-style-type: none"> • An information board or display screen will be 	<ul style="list-style-type: none"> • College Executive 	<ul style="list-style-type: none"> • Staff students and parents recognise acts of

created to publicise good works completed by
College community

Parish Priest
Leader of School Evangelisation
Leader of Catechesis
YMO's
SEACS team

service as great representations of faith in action

Intended Outcome

Engage in an annual reflection of the Foundational Values for Catholic Identity and Mission

Action / Responsibilities

Professional Learning / CSO Service Support

Agreed Measures for Success

- College Executive will create an opportunity to incorporate the FVCIM into the annual Staff Retreat

- Parish Priest
Leader of School Evangelisation
Leader of Catechesis
YMO's
SEACS team

- Staff can articulate the Foundational Beliefs and Practices and can readily align them to our daily work
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Goal 2

To promote a dynamic curriculum and pedagogy that is designed with the learner as the central feature where high expectations are set around student's personal best

Intended Outcome

Develop consistency across the curriculum for the whole school in respect to beliefs about practices in Numeracy

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Numeracy Coordinator appointed in 2018 to oversee Numeracy across the curriculum <p>Numeracy Coordinator to oversee implementation of Numeracy strategies across the curriculum</p>	<ul style="list-style-type: none"> Numeracy Coordinator engages with CSO Inclusion Team for relevant Professional Learning 	<ul style="list-style-type: none"> All KLA's have a consistent approach to delivering and assessing Numeracy in their curriculum areas

Intended Outcome

Students not making expected gains in LITERACY will have the opportunity to participate in an intervention and make substantial gains in literacy proficiency

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Student engage in PAT-R tests and other relevant assessment reviews early in stage 4 to determine level of ability in Literacy 	<ul style="list-style-type: none"> Literacy Coordinator Inclusion team Writing teacher English LOL 	<ul style="list-style-type: none"> Students expected to raise standards up to 2 Bands in NAPLAN <p>Students more proficient in writing and reading</p> <p>Students progress out of Writing Group and LLI Intervention group</p>
<ul style="list-style-type: none"> Intervention groups established for writing and Levelled Literacy Intervention. <p>Students withdrawn from some classes and/or during English lessons in the intervention program</p>	<ul style="list-style-type: none"> Literacy Coordinator Inclusion team Writing teacher English LOL 	<ul style="list-style-type: none"> Students expected to raise standards up to 2 Bands in NAPLAN <p>Students more proficient in writing and reading</p> <p>Students progress out of Writing Group and LLI Intervention group</p>

Intended Outcome

Students not making expected gains in NUMERACY will have the opportunity to participate in an intervention and make substantial gains in numeracy proficiency

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">Student engage in PAT-M tests and other relevant assessment reviews early in stage 4 to determine level of ability in Numeracy	<ul style="list-style-type: none">Numeracy CoordinatorInclusion teamQuicksmart teacher assistantMathematics LOL	<ul style="list-style-type: none">Students expected to raise standards up to 2 Bands in NAPLAN <p>Students more proficient in numeracy and mathematical understanding</p> <p>Students progress out of Quicksmart intervention group</p>
<ul style="list-style-type: none">Students targeted for intervention in Quicksmart program <p>Students participate in Quicksmart during Mathematics and other lessons</p>	<ul style="list-style-type: none">Numeracy CoordinatorInclusion teamQuicksmart teacher assistantMathematics LOL	<ul style="list-style-type: none">Students expected to raise standards up to 2 Bands in NAPLAN <p>Students more proficient in numeracy and mathematical understanding</p> <p>Students progress out of Quicksmart intervention group</p>

Intended Outcome

Strengthen coherence between Stage 3 and Stage 4 Mathematics

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">In conjunction with St Joseph's Primary, College applies for the Transition project for Stage 3/4 <p>Leader of Mathematics develops a transition program in cooperation with Stage 3 teachers at St Joseph's</p>	<ul style="list-style-type: none">Mathematics LOLInclusion teamStage 4 Maths teachersPLT Coaching	<ul style="list-style-type: none">Students arriving at the College from Stage 3 have a greater understanding of requirements of secondary school maths <p>Staff involved in the program work collaboratively to enhance their understanding of Stage 3 and Stage 4 requirements</p> <p>Outcomes for students in Yr. 7 achieved more</p>

Intended Outcome

Provide professional learning opportunities based on the AITSL Standards that are purposeful and meaningful

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Using CSO myCOI software, staff identify goals in line with College Annual Plan <p>Executive accesses goals and sources PL for staff based on most common Standards, CLF Strand and College AP elements.</p>	<ul style="list-style-type: none"> College Executive Leader of Pedagogy PLT Coaching 	<ul style="list-style-type: none"> College Professional Learning time and budget is better targeted to meet the needs of staff <p>Staff goals are achieved and supported in a collaborative manner</p> <p>Staff achieve greater satisfaction from COI process</p> <p>Student outcomes more effectively supported</p>

Intended Outcome

Provide opportunities to promote curriculum success in a similar way to other higher profile College events

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Create assembly agenda items Employ dedicated media person to regularly update media and College information sources 	<ul style="list-style-type: none"> LOL Team College Executive Class teachers Media Person 	<ul style="list-style-type: none"> Greater emphasis on Curricular areas of the College

Intended Outcome

Develop strategies ensuring the four critical questions of learning are embedded in the PLT process to inform teaching and learning

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Leaders of Learning specifically target these question in PLT's 	<ul style="list-style-type: none"> LOL Team College Executive Teacher Educator 	<ul style="list-style-type: none"> Staff professional conversations identify these areas on a regular basis <p>PLT's are better able to identify and work effectively with the four critical questions</p>

Students are engaged and working effectively in the classroom

Staff are using and adopting classroom pedagogy strategies that are dynamic, engaging and formative in their implementation

Intended Outcome

Identify opportunities to effectively use Peer to Peer, coaching and mentoring, Walk Throughs and other effective evidence-based strategies to improve pedagogy

Action / Responsibilities

- Leaders of Learning specifically target these question in PLT's

Professional Learning / CSO Service Support

- LOL Team
College Executive
Teacher Educator
PLT Coaching

Agreed Measures for Success

- Staff feel more open to these professional support measures
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Goal 3

To develop holistic policies and procedures to address well-being, pastoral care, discipline, rewards and student support, taking into account 'Positive Behaviour for Learning Process'

Intended Outcome

Ensure a school wide plan for Pastoral care takes into all account all areas of the strategic Management Plan

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Staff identify inconsistencies and articulate ways of addressing these across a holistic school plan 	<ul style="list-style-type: none"> College Executive Leader of Welfare and Pastoral Care CSO Welfare Consultant Pastoral Care Team PC Teachers 	<ul style="list-style-type: none"> Pastoral Care of students is seen as a holistic and comprehensive policy that provides for all facets of student life at the College

Intended Outcome

Develop a holistic policy to address well-being, pastoral care, discipline, rewards and student support, taking into account 'Positive Behaviour for Learning Process'

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> Welfare, discipline, commendation and rewards reflect a common foundation from a holistic single document and purpose Rewards system is reviewed to ensure opportunities for reward across all facets of College life 	<ul style="list-style-type: none"> College Executive Leader of Welfare and Pastoral Care CSO Welfare Consultant Pastoral Care Team PC Teachers 	<ul style="list-style-type: none"> Student behavioural disruptions reduced and learning becomes more enjoyable and engaging <p>Students mental health, well-being and care are cornerstones of our work both in and out of the classroom</p> <p>Our efforts in relation to bullying are recognised as proactive, strong and fair and have been reflective of the desires and feedback of parents and the wider community</p>
<ul style="list-style-type: none"> A clear and identifiable system exists that supports and encourages students 	<ul style="list-style-type: none"> College Executive Leader of Welfare and Pastoral Care 	<ul style="list-style-type: none"> Student behavioural disruptions reduced and learning becomes more enjoyable and engaging

A clear and supported system exists for staff to easily and effectively deal with student well-being, discipline and rewards

CSO Welfare Consultant
 Pastoral Care Team
 PC Teachers

Students mental health, well-being and care are cornerstones of our work both in and out of the classroom

Our efforts in relation to bullying are recognised as proactive, strong and fair and have been reflective of the desires and feedback of parents and the wider community

Intended Outcome

Seek opportunities to develop more House spirit and incorporate house points across more areas of school life

Action / Responsibilities

- Students are encouraged and take up opportunities to be involved across a wider range of activities and events
- Students set high expectations for themselves across a broad range of College activities

A holistic House points system is developed

Professional Learning / CSO Service Support

- College Executive
- Leader of Welfare and Pastoral Care
- Pastoral Care Team
- PC Teachers

Agreed Measures for Success

- Staff see positive reward and recognition as a key component of relationship building in their teaching and learning.
- Students receive more recognition for their good work and community spirit

Intended Outcome

Explore opportunities for students to take more pride in their school environment and physical appearance of the College

Action / Responsibilities

- Students are proactive in ensuring a clean and presentable environment.

Professional Learning / CSO Service Support

- College Executive
- Leader of Welfare and Pastoral Care
- Pastoral Care Team
- PC Teachers

Agreed Measures for Success

- College grounds are presented in a proud manner by staff and students
- Cleaning of spaces becomes a habit rather than a chore to be demanded

- A review of charges system to make it more effective and equitable
- Investigate the option of professional cleaning staff to further support this

- College Executive
- Leader of Welfare and Pastoral Care
- Pastoral Care Team
- PC Teachers

- College grounds are presented in a proud manner by staff and students
- Cleaning of spaces becomes a habit rather than a

Goal 4

Continue to promote, foster & build strong leadership capacity within and among staff at all levels of College life

Intended Outcome

Build capacity of staff to clearly understand and articulate decision making

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">Staff are fully informed and confident in decision making process	<ul style="list-style-type: none">College Executive openly support and encourage this Leader of Curriculum LOL's Teaching staff	<ul style="list-style-type: none">Staff feel empowered in all decisions Staff are confident that they are fully part of the process

Intended Outcome

Staff take a greater role in PLT & other meetings

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">LOL's ensure that processes are in place to support staff in PLT meetings where they are not present	<ul style="list-style-type: none">College Executive openly support and encourage this Leader of Curriculum LOL's Teaching staff	<ul style="list-style-type: none">Staff feel empowered in all decisions Staff are confident that they are fully part of the process

Intended Outcome

LOL's designate a replacement for LOL meetings in their absence

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">LOL's ensure that processes are in place to support staff in LOL meetings where they are not present	<ul style="list-style-type: none">College Executive openly support and encourage this Leader of Curriculum LOL's Teaching staff	<ul style="list-style-type: none">Staff feel empowered in all decisions Staff are confident that they are fully part of the process

Intended Outcome

Creation of a Week 8 Staff lead an agenda driven meeting

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">• LOP develops a set of protocols for a staff driven meeting <p>LOP provides opportunities for specified roles, responsibilities</p>	<ul style="list-style-type: none">• Support provided for KLA's to develop meeting agenda	<ul style="list-style-type: none">• Staff voice is given opportunity to be heard and recognised

Intended Outcome

Registering of staff led Professional Learning sessions after school

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none">• Staff members invited to create 1 hr PL sessions for staff <p>LOP to collate these and register with NESAC/CSO for accreditation purposes</p>	<ul style="list-style-type: none">• Teacher Educator to support LOL in the process <p>College Executive to support LOL and staff in this process</p>	<ul style="list-style-type: none">• Staff feel empowered in their own Professional Learning <p>Staff take on greater responsibility for developing PL and supporting teamwork</p>

Goal 5

Continue to promote and foster strong relationships between staff, students and parents

Intended Outcome

Greater engagement of parents in the College

Action / Responsibilities	Professional Learning / CSO Service Support	Agreed Measures for Success
<ul style="list-style-type: none"> College Executive make explicit contact with parents to ensure DOLSI is engaged with more regularly 	<ul style="list-style-type: none"> Parent Assembly rep and P&F President engage with parents College Executive creates opportunities for parent learning 	<ul style="list-style-type: none"> Parent responses from DOLSI surveys are greatly increased Parent attendance at events such as open nights, information nights and P/T nights is greatly increased
<ul style="list-style-type: none"> Invitations to parents for Information Nights is more personal and direct 	<ul style="list-style-type: none"> Parent Assembly rep and P&F President engage with parents College Executive creates opportunities for parent learning 	<ul style="list-style-type: none"> Parent responses from DOLSI surveys are greatly increased Parent attendance at events such as open nights, information nights and P/T nights is greatly increased
<ul style="list-style-type: none"> College Executive will promote the Parent Assembly and P&F more explicitly 	<ul style="list-style-type: none"> Parent Assembly rep and P&F President engage with parents College Executive creates opportunities for parent learning 	<ul style="list-style-type: none"> Parent responses from DOLSI surveys are greatly increased Parent attendance at events such as open nights, information nights and P/T nights is greatly increased
<ul style="list-style-type: none"> College promotional streams such as Facebook, Web Page, Skoolbag etc. are more effectively used to contact and engage parents 	<ul style="list-style-type: none"> Parent Assembly rep and P&F President engage with parents College Executive creates opportunities for parent learning 	<ul style="list-style-type: none"> Parent responses from DOLSI surveys are greatly increased Parent attendance at events such as open nights, information nights and P/T nights is greatly increased

Intended Outcome

Parent use of student diary as a means of communication is normalised and seen as one of the most effective methods for working with staff

Action / Responsibilities

- College Executive supports staff via the 'Diaries on Desks' initiative

Professional Learning / CSO Service Support

- All staff seek opportunities to support this

Agreed Measures for Success

- Diary use and communication becomes a regular event

Intended Outcome

Parents engage more with College-based activities such as carnivals, feast days, special events and so on

Action / Responsibilities

- Principals to survey new families to seek names and provide detailed lists of events where parents can become more involved

Principal to disseminate names to groups within the College such as Leaders of Sport, RE, Canteen, P&F etc.

Professional Learning / CSO Service Support

- College Executive
P&F President
PA rep

Agreed Measures for Success

- Parents feel welcome and invited to engage in the College more readily

