**Annual Action Plan**

**Year:** 2018

# School/College: St Francis de Sales Clifton

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| **Teaching and Learning** | | | | |
| ***Exemplary teaching and learning leads to continuous improvement in student learning outcomes*** | | | | |
| **Strategic Intent:**  Integrate high yield strategies and learner-centred approaches in every classroom in most curriculum areas | **Target** *(Built on base line data)*  By the end of the year staff have a strong understanding of what high yield strategies and are implementing them in their classrooms in most curriculum areas. | **Key Improvement Strategies**   * Use the PLC to improve understanding of high yield strategies and attempt implementing them into other curriculum areas * Must be seen in Maths, English and Religion lessons. | **Resources**  *Human(School, System, Other)*      *Financial*      *Professional*   * PLC | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Build capacity of all staff to collect and use data to track student progress and inform pedagogy | **Target** *(Built on base line data)*  By the end of term 1 all teaching staff will use data to track student progress and inform planning to address learning needs | **Key Improvement Strategies**   * Allocate time to analyse data to inform teacher planning for student needs | **Resources**  *Human(School, System, Other)*   * Pupil free days, staff meetings   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Ensure regular engagement with student performance data via a system-wide digital dashboard | **Target** *(Built on base line data)*  By the end of the year staff are aware of some of the ways the digital dashboard can inform planning | **Key Improvement Strategies**   * Provide inservice for teachers to engage with the digital dashboard | **Resources**  *Human(School, System, Other)*      *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Create and sustain communities of practice which facilitate collective efficacy | **Target** *(Built on base line data)*  By the end Semester 1 all teachers will be teaching reading in a consistent way. | **Key Improvement Strategies**   * From the beginning the year all teaching staff will be in serviced in the way in which St FdS teaches reading | **Resources**  *Human(School, System, Other)*      *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Effectively engage with parents to support the delivery of quality teaching and learning | **Target** *(Built on base line data)*  Throughout the year parents are informed of the focus areas around quality teaching and learning at St FdS | **Key Improvement Strategies**   * Use all forms of communication to promote effective teaching and learning practices at St FdS | **Resources**  *Human(School, System, Other)*   * Newsletter, Parent Meetings, social media   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Mission and Identity** | | | | |
| ***All students encounter Jesus Christ through the exemplary teaching of Religious Education and the faith practices of the school*** | | | | |
| **Strategic Intent:**  Develop a shared understanding of and consistent language for Catholic Identity through all schools participating in the Enhancing Catholic Schools Identity Program | **Target** *(Built on base line data)*  At the beginning of the year present information that will increase the collective understanding of the ECSIP with all staff. | **Key Improvement Strategies**   * Information will be presented to introduce the concept to staff to raise awareness of this project. | **Resources**  *Human(School, System, Other)*   * Pupil free days at the start of the year   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Integrate high yield leadership strategies and practices which nurture a distinctive and contemporary Catholic Identity | **Target** *(Built on base line data)*  By the end of the year staff are aware of why some strategies are being implemented High yield strategies into the Religion curriculum. | **Key Improvement Strategies**   * Leadership members to incorporate practices as an example to the whole school throughout the year. | **Resources**  *Human(School, System, Other)*   * Pupil free days at the start of the year   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Provide faith formation for students and staff which enhances the teaching of RE and the religious life of the school | **Target** *(Built on base line data)*  By the end of the year the aim is to build on knowledge of the Catholic faith and enhance the Religious knowledge of teachers. | **Key Improvement Strategies**   * To provide the Staff with opportunities to learn more about the Catholic Faith | **Resources**  *Human(School, System, Other)*   * PD opportunities at the start of the year World of the texts-Angela Travis and PD at staff meeting-Prayer Angela Travis   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Continual Renewal** | | | | |
| ***Effective review and improvement strategies and practices inform planning and decision making*** | | | | |
| **Strategic Intent:**  Embed in school practices, system-wide frameworks in the areas of Leadership; Performance and Development; Teaching and Learning; Spiritual Formation; and Professional Learning | **Target** *(Built on base line data)*  At the beginning of the year present information that will increase the collective understanding of system wide goals. | **Key Improvement Strategies**   * From the beginning of the year the leadership will provide the Staff with opportunities to learn more about the new direction from TCSO. | **Resources**  *Human(School, System, Other)*   * PD opportunities at the start of the year and PD at meetings   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Participate in the system-wide approach to building leadership and teaching capacity based on national professional standards | **Target** *(Built on base line data)*  Throughout the year, present information that will increase the collective understanding of system wide goals. | **Key Improvement Strategies**   * PD opportunities at the start of the year and PD at meetings | **Resources**  *Human(School, System, Other)*      *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Effectively apply the cyclical renewal processes to inform strategic planning | **Target** *(Built on base line data)*  At the beginning of the year present information about the new EiCE components. | **Key Improvement Strategies**   * Educate the staff at the beginning of the year as to what the process will be. Incorporate feedback surveys at staff meetings | **Resources**  *Human(School, System, Other)*   * Pupil free days at the start of the year and staff meetings.   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Sustainable Resourcing and Stewardship** | | | | |
| ***Prudent stewardship of physical, human and financial resources maximise student learning outcomes*** | | | | |
| **Strategic Intent:**  Strategically plan for the provision and sustainability of Catholic schooling | **Target** *(Built on base line data)*  Through the budget, the sustainability of the school will be planned for. | **Key Improvement Strategies**   * Consider the financial implications of decisions made and access the support provided at TCSO | **Resources**  *Human(School, System, Other)*   * Finance team TCSO   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Ensure consistent application of system-wide recruitment, retention and succession planning processes | **Target** *(Built on base line data)*  For the leadership of the school to follow the necessary procedures and processes put in place | **Key Improvement Strategies**   * Throughout the year, refer to the documentation provided and support network to ensure procedures are being followed. | **Resources**  *Human(School, System, Other)*   * Compass documentation and SEL   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Ensure policies and procedures support high standards of evidence-based decision-making, transparency, accountability and governance. | **Target** *(Built on base line data)*  For the principal to gain a stronger understanding of policies and procedures. | **Key Improvement Strategies**   * Throughout the year, refer to the documentation provided and support network to ensure procedures are being followed. | **Resources**  *Human(School, System, Other)*   * Compass documentation and SEL   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  Implement the system-wide plan of resource allocation to schools | **Target** *(Built on base line data)*  The budget and staffing schedule will appropriately reflect the resource allocation to the school | **Key Improvement Strategies**  Throughout the year, strategically document future needs of the school in line with baseline data and student achievement. | **Resources**  *Human(School, System, Other)*   * Finance team TCSO & SEL   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **School Prioroties** | | | | |
| ***Set from School Strategic Plans, EiCE renewal processes and RADII satisfaction surveys*** | | | | |
| **Strategic Intent:**  *Implement the DReadingS guided reading process across all grades* | **Target** *(Built on base line data)*   * By end of term 1 all teachers are teaching guided reading in a consistent format as per DRS | **Key Improvement Strategies**   * All staff will gain a stronger understanding of DRS through sharing of understanding and PD. | **Resources**  *Human(School, System, Other)*   * Pupil free days and staff meeting.   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |
| **Strategic Intent:**  *Ensure consistent teaching practices are implemented in the literacy block across all grades* | **Target** *(Built on base line data)*  By end of term 2 all teachers have a consistent approach to teaching literacy | **Key Improvement Strategies**   * Teachers will have a common understanding of how to teach reading based on DRS guidelines and writing using the seven steps to writing success. | **Resources**  *Human(School, System, Other)*   * Pupil free days and staff meeting.   *Financial*      *Professional* | **STATUS**  Not Started  Started  Completed  **EVIDENCE** |

**Principal:** Brendan O’Reilly **Senior Education Leader:** Suzanne Cavanagh **Date:** 20/11/2017