



# St Augustine's College, Kyabram

## ANNUAL ACTION PLAN

2024



### **We embody...**

*A **Catholic Community** united by the Augustinian and Brigidine charisms; where all people are invited to faith through dialogue, prayer, formation and service.*

*A **Learning Community** committed to excellence and innovation where we celebrate the unique qualities of each learner, inspiring students to lead and excel in their chosen pathways.*

*A **Healthy and Well Community** through the promotion of positive and safe relationships so that all can feel included and reach their full potential.*

*A **Stewarding Community** who manages and cares for our resources; whereby actions and decisions ensure the long-term wellbeing and sustainability of our school.*

**SCHOOL IMPROVEMENT PRIORITY #1**

Review and refine the St. Augustine's Catholic Identity, Learning and Teaching, and Wellbeing frameworks, to develop a high impact pedagogical approach that meets the diverse needs of all our students.

**CES Ltd STRATEGIC ENABLERS**

A Culture of Dialogue: Innovation & Collaboration

SCHOOL IMPROVEMENT GOAL/S	KEY IMPROVEMENT STRATEGIES & ACTIONS	EVIDENCE OF SUCCESS / TARGETS	RESPONSIBILITY	TIMELINE
Conduct a comprehensive review of the Catholic Identity, Wellbeing and Learning and Teaching frameworks, involving staff, parents, and students in a collaborative process to gather feedback and identify areas for improvement.	<p>Conduct reviews within the SLPP, Catholic Identity and Wellbeing teams of frameworks which are guided by the College's identity and mission statement</p> <p>Obtain Feedback from staff, students, Advisory Council and Family Community Partnerships Team.</p> <p>Feedback gathered on the models by end of Term 3 - feedback to staff/ parents and students</p>	Updated frameworks which are informed by feedback from students, staff and parents	DP: SLPP team DP: CI team DP: Wellbeing team	2024
Implement and embed age appropriate, high impact pedagogies that cater to the unique learning and wellbeing requirements of our three College communities, ensuring that teaching practices are responsive to the diverse needs of all students.	<p>Professional development sessions provided to Learning Leaders and teaching staff by Ryan Dunn (University of Melbourne)</p> <p>Establishing an instructional model and resources for teaching staff based on evidence-based research. Included in this document will be the PBIS model utilised at the college to support learning and Catholic Identity. This will align with the College's Identity and Vision statements.</p>	<p>Implementation of Professional Development aligned with agreed pedagogy.</p> <p>Development and sharing of instructional model and resources</p>	<p>DP: SLPP SLPP Team in collaboration with Ryan Dunn</p> <p>SLPP Team Wellbeing Team Catholic Identity team</p>	<p>2024</p> <p>2024</p>

**LINKS TO RELEVANT NSIT DOMAINS (please tick):**

1. <input checked="" type="checkbox"/>	2. <input type="checkbox"/>	3. <input checked="" type="checkbox"/>	4. <input checked="" type="checkbox"/>	5. <input checked="" type="checkbox"/>	6. <input type="checkbox"/>	7. <input checked="" type="checkbox"/>	8. <input checked="" type="checkbox"/>	9. <input checked="" type="checkbox"/>
--	-----------------------------	--	--	--	-----------------------------	--	--	--

**LINKS TO RELEVANT CATHOLIC IDENTITY QUALITY INDICATORS (please tick):**

<input type="checkbox"/> Sacramental & Prayerful	<input checked="" type="checkbox"/> Life-Giving and Hope-Filled	<input checked="" type="checkbox"/> Faithful	<input type="checkbox"/> Just	<input checked="" type="checkbox"/> Inclusive & Safe
---	--	---	----------------------------------	---

**SCHOOL IMPROVEMENT PRIORITY #2**

Establish a continuous professional learning approach for staff, incorporating systematic approaches to observation, feedback, mentoring, and coaching, with a focus on building capacity to analyse and utilise data to strengthen student growth.

**CES Ltd STRATEGIC ENABLERS**

A Culture of Dialogue: Innovation & Collaboration: Integrated Digital Technology

SCHOOL IMPROVEMENT GOAL/S	KEY IMPROVEMENT STRATEGIES & ACTIONS	EVIDENCE OF SUCCESS / TARGETS	RESPONSIBILITY	TIMELINE
Implement a professional learning plan that includes regular opportunities for staff to engage in observation, feedback, mentoring, and coaching sessions.	Implementation of a Professional Learning and Practice Program for staff.	Formation of Professional Learning Teams (PLT) Completion of AITSL Self Assessment Survey Classroom visits with PLT	Principal SLPP Team	2024
Establish a Data Plan and provide ongoing training and resources to equip staff with the skills to effectively analyse and utilise data to inform decisions and improve student outcomes, including academic performance, attendance, behaviour, and socio-emotional development.	Establish a Data Plan for collecting data on academic performance, attendance, behaviour, and socio-emotional development across all three Communities.	Establish a Data plan that aligns with CES and school priorities that is communicated to staff and community	Leadership Team and Learning Leaders	Term 2
	Investigate the current Data Management Systems to determine if SPA Platform is best suited for the needs of the College.	Determine appropriate Data Management System	DP: SLPP	By Term 3, 2024
	Introduction of Data Literacy Workshops.	Professional learning opportunities provided to staff in the collection and analysis of school data sets.	DP: SLPP SLPP Team	Term 2-4
	Timetable regular Data Review meetings into the College meeting schedule.	Regular data review meetings take place throughout the Leadership and Learning Leader College Meeting Schedule	Leadership Team Learning Leaders	Term 2-4
	Review the current TA model and develop an approach for all TAs to use to ensure that student learning goals incorporate a reflection of student data.	Model is utilised by all TAs at the college	SLPP and Wellbeing	2024

**LINKS TO RELEVANT NSIT DOMAINS (please tick):**

1. <input checked="" type="checkbox"/>	2. <input checked="" type="checkbox"/>	3. <input checked="" type="checkbox"/>	4. <input type="checkbox"/>	5. <input checked="" type="checkbox"/>	6. <input type="checkbox"/>	7. <input checked="" type="checkbox"/>	8. <input checked="" type="checkbox"/>	9. <input type="checkbox"/>
--	--	--	-----------------------------	--	-----------------------------	--	--	-----------------------------

**LINKS TO RELEVANT CATHOLIC IDENTITY QUALITY INDICATORS (please tick):**

<input type="checkbox"/> Sacramental & Prayerful	<input checked="" type="checkbox"/> Life-Giving and Hope-Filled	<input type="checkbox"/> Faithful	<input type="checkbox"/> Just	<input checked="" type="checkbox"/> Inclusive & Safe
---	--	--------------------------------------	----------------------------------	---

<b>SCHOOL IMPROVEMENT PRIORITY #3</b>	<p><b>Priority 3</b> Creating opportunities to learn about the Catholic faith as the host tradition by fostering experiences of dialogue, prayer, formation, and service, in light of the Augustinian and Brigidine charisms.</p>
<b>CES Ltd STRATEGIC ENABLERS</b>	<p>Culture of Dialogue: Student empowerment in voice, agency, and leadership: Partnerships</p>

SCHOOL IMPROVEMENT GOAL/S	KEY IMPROVEMENT STRATEGIES & ACTIONS	EVIDENCE OF SUCCESS / TARGETS	RESPONSIBILITY	TIMELINE
Embed a school wide understanding of Catholic Social Teaching to support social justice education and initiatives.	Through two Catholic Identity Workshops per term and Staff Meetings, facilitate learning of six Catholic Social Teaching principles.	At least two staff members commence the Catholic accreditation course offered by CES Ltd.	DP Catholic Identity and Community	2024
	Through Religious Education classes and TA programs, amplify our whole school social justice initiatives to support participation in extracurricular social justice initiatives.	Support Staff to apply for Catholic Accreditation target by the end of 2024.		2024
	Utilise funds from the Philomena Billington Social Justice Through the Arts Scholarship to launch the Earthcare Team and introduce sustainable practices to the College.	Increase in student participation in extracurricular social justice initiatives eg. Justice Matters Camp, Year 5/6 Caritas Just Leadership Day.	Leadership Team	2024
		Match or increase donations to organisations: Caritas \$ 2255.00 Vinnies \$715.00 The Gift \$1170 Brigidine Asylum Seeker Project TBA	Leadership Team  Religious Education Learning Leaders	2024
		Completion of Secondary School Earthcare Audit	DP: Catholic Identity and Community	End Term 1

		Completion and publication of Laudato Si Action Planner	DP: Catholic Identity and Community	End Term 1
		Completion of 'Our Common Home' Project 2024.	Leadership and RELS	End Term 2
Provide a range of faith formation experiences and a Religious Education curriculum that enables our community to experience the Catholic faith and learn about other faiths.	Develop a draft faith Formation Plan that documents the faith formation opportunities that are available to staff, students and parents and note the current and ideal reality.  Upskill all staff to foster religious literacy around the Catholic faith, and other world religions.	Completion of a draft College Faith Formation Plan to identify gaps in offerings.  Provision of Catholic Accreditation workshops and a Staff Spirituality Day that explores interfaith dialogue.	DP Catholic Identity and Community  RE Learning Leaders	2024
Acknowledge the First Nations people of this land to support our community to forgive, celebrate, learn and understand the importance of Indigenous peoples and culture.	Review the FIRE Carrier Covenant and implement suggested activities.  Support Aboriginal and Torres Strait Islander students and families	FIRE Carrier Covenant reviewed and strategies implemented.  Develop Possum Cloak Plans for students who identify as Aboriginal or Torres Strait Islander.	Aboriginal Liaison Officer  Leadership Team  Wellbeing Team	2024  2024

**LINKS TO RELEVANT NSIT DOMAINS (please tick):**

1. <input checked="" type="checkbox"/>	2. <input type="checkbox"/>	3. <input checked="" type="checkbox"/>	4. <input checked="" type="checkbox"/>	5. <input type="checkbox"/>	6. <input type="checkbox"/>	7. <input type="checkbox"/>	8. <input checked="" type="checkbox"/>	9. <input checked="" type="checkbox"/>
--	-----------------------------	--	--	-----------------------------	-----------------------------	-----------------------------	--	--

**LINKS TO RELEVANT CATHOLIC IDENTITY QUALITY INDICATORS (please tick):**

<input checked="" type="checkbox"/> Sacramental & Prayerful	<input checked="" type="checkbox"/> Life-Giving and Hope-Filled	<input checked="" type="checkbox"/> Faithful	<input checked="" type="checkbox"/> Just	<input checked="" type="checkbox"/> Inclusive & Safe
--	--	---	---	---