

# 2018

## CSO ANNUAL IMPROVEMENT PLAN

*Towards a Catholic Professional Learning Community*

What is it we want our students to learn?  
 How will we know if each student is learning?  
 How will we respond when some students aren't learning?  
 How will we enrich and extend student learning?



A relentless focus on  
**FAITH FORMATION AND LEARNING**

Supporting faith formation and learning through  
**COLLABORATION AND CAPACITY BUILDING**

Key:  'Required' CSO & School Strategies  'Negotiable' CSO & School Strategies  'CSO only' Strategies

### OUR STRATEGIES FOR...

#### *Faith Formation*

#### *Learning*

#### *Collaboration*

#### *Capacity Building*

- Provide professional learning for staff on Core Catholic Principles and Values (CCPV)
- Commence implementation of the Faith Formation Framework
- Provide PD on RE programming using the Emmaus Process
- Support 'Year of Youth 2018' and World Youth Day (Jan, 2019)
- Review the RE Education Curriculum.

- Continue Collaborative Inquiry Initiative and embedding of the '14 Parameters'
- Continue implementation of Australian Curriculum using contemporary pedagogical practices
- Embed Students with Disabilities Report recommendations
- Implement the Pastoral Care / Wellbeing Framework
- Literacy and Numeracy plans consider growth in EAL/D enrolments
- Continue to enhance vocational pathways
- Monitor the implementation of the ATSI Action Plan
- Monitor the HSC Performance Plan
- Collaborate on a model to support the Creative and Performing Arts.

- Implement a plan to increase Catholic enrolments in system schools
- Introduce new Induction Program for principals
- Introduce new school improvement surveys linked to the NSIT
- Formalise a CSO Marketing and Communication Strategy across system schools
- Continue Performance, Growth and Development processes for leaders.

- Commence implementation of online financial and administrative technologies (ONCE Project, HR/Payroll)
- Broaden professional learning on the AITSL Standards
- Support schools in their embedding of Complispace
- Implement the CSO Recruitment Strategy
- Collaboratively develop a system vision for innovation
- Continue Capital planning and development of school facilities.

### A RESULTS ORIENTATION

#### *Evidence of Success*

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- CCPV are explicitly incorporated in teacher programs for new syllabuses
- Increased participation in faith formation for students, staff and parents
- Teachers are programming using the Emmaus Process
- Schools actively participate in the Year of Youth 2018 and support WYD 2019
- The RE Curriculum Review completed.

- The 14 Parameters are used more in daily practice
- New syllabuses in Science and Technology K-6, PDHPE K-10 and Stage 6 explored
- New SWD practices, protocols and systems are effectively used
- The Pastoral Care Framework and Strategy used to advance student wellbeing
- Plans support training for TESOL teachers
- A wider range of Stage 5 & 6 Pathways are evident and accessed
- Schools demonstrate engagement with key elements of the ATSI Plan
- Student HSC results show learning growth
- Creative and Performing Arts model developed.

- Increased Catholic participation in the life of school and Parish
- New principals are supported in their role
- NSIT linked data is used for review and planning
- Marketing and communication promote a high performing system of schools
- School and system leaders are receiving feedback.

- ONCE project and HR/Payroll software implementation supported by staffing and training
- Professional Learning Plans (PLPs) are aligned with the AITSL Standards
- Complispace is experiencing higher usage and compliance less onerous
- High quality teachers and leaders are attracted and retained
- Innovation evident across our system of schools
- Innovative Capital planning and developments continue.

#### *Reporting Responsibility*

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System Performance Team

School Leadership & Management Team and System Performance Team

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System Development Team and School Leadership & Management Team