



15 March 2016

Review of Action Plan 2016 as at

10.11.2016

Actions that have been achieved are highlighted in Green

Actions that are still in progress are highlighted in Yellow

Items not yet commenced are highlighted in Orange

Actions no longer relevant are highlighted in Blue

Items in "Green" are of particular focus in 2016

**Our Lady of Mt Carmel School - Coorparoo
Strategic Renewal Plan 2012-2016**

Priority 1: **Mission & Religious Education**

Belief Statement: Our Lady of Mt Carmel is a parish Catholic school where the faith and spirituality of each person in our community is recognised, nurtured and developed. Prayer, liturgy and celebrations are key elements of our spirituality.

Support the faith and spiritual development of students and staff.

Actions for 2016

-APRE to actively liaise with Parish Sacramental team in order to nurture strong relationships between our school and Mt Carmel and Regina Caeli Parishes
-Support Sacramental preparations at a school and Parish level between Mt Carmel & Regina Caeli.
-Facilitate transition to fall in line with new Archdiocesan sacramental guidelines
-Whole Staff involvement in prayer and spiritual experiences throughout school year.

Promote witness to Gospel values in our everyday interactions.

Actions for 2016

- Continue to promote and organize a range of charity activities to support the mission of the Catholic church (e.g.: sister parish in Zumalai, Project Compassion, Caritas)
-Explore further opportunities to raise student awareness of social justice.
- **Implement new Pastoral Care program incorporating Yr. 6 leadership and Pastoral House Groups**
-Continue Carmel Awards at the end of each term and the I Spy weekly award.

Provide opportunities for students and staff to prepare for and engage in Catholic rituals and liturgical celebrations, including traditional prayer(s) so that we will maintain and enhance the Catholic ethos of Our Lady of Mt Carmel.

Actions for 2016

-Validate Criteria 1.3- Prayer & Worship
- Promote Carmelite charism e.g. celebration of school feast day 75th anniversary of school combined with Mission day activities Date - July 16
-Whole school liturgies – Commencement of year Term 1, Year of Mercy/ Sorry Day / Social Justice celebration May 26; Term 2, Feast Day Term 3, End of Year Mass Term 4
-School involvement in Parish Family masses
-Each year level to celebrate a liturgy per term
- Each class to attend at least 1 parish weekday mass per term

Encourage and support student involvement in community service programs and social justice issues.

Actions for 2016

-Yr 6 Leadership program – in conjunction with Character Builders.
-Continued support of St V de P, Caritas & Friends of Zumalai

Develop the religious life of the school that recognises the faith background of all students in our community.

Actions for 2016

-Promote awareness of multiculturalism acknowledging range of backgrounds in our school community

-Each class to present 2 prayer assemblies per year that focus on class studies and promote prayer.
-APRE & Parish Priest provide support to assist staff to prepare quality liturgical experiences.

Provide a religious education curriculum that promotes knowledge, understanding and skills about Catholic traditions.

Actions for 2016

- Monitoring/audit of RE content taught within the school across all year levels
- Focus on planning of high quality RE units complementing RE curriculum and recently validated RE program.
- **Develop and organise content within Staff Portal for RE resources**
-Promote and train teaching staff in use of RE Resource Link

Provide professional learning and spiritual formation opportunities for staff.

Actions for 2016

-- Provide staff with current PD, resources and planning opportunities to support the implementation of the RE curriculum.
- APRE to oversee implementation of RE program in conjunction with teacher planning each term

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Priority 2: **Learning & Teaching**

Belief Statement: Our Lady of Mt Carmel is a community of lifelong learners committed to quality teaching and learning for all. Curriculum programs respect individual learning differences and focus on developmentally appropriate outcomes for all students.

Provide quality teaching and learning for all students that is relevant, engaging and future focused.

Develop inclusive, comprehensive and quality curriculum planning, monitoring, assessment and reporting processes that are inclusive of the

Ensure processes are in place to promptly identify and address students' needs and thus strengthen our capacity to

Actions for 2016

- Validate Criteria 2.3 – “Pedagogical Practice” as part of School Internal Review process
- Monitoring and collection of data in literacy and numeracy in accordance with BCE archdiocesan wide guidelines to be uploaded to BI Tool.
- Teacher to review and respond to data to inform teaching and learning.
- Art Specialist role expanded to provide art tuition to all year levels on a rotational timetable.
- Promote, coordinate and showcase the 5 areas of the Arts curriculum (eg: Cultural Day, Choirs, Concerts)
- Have support teaching staff provide further opportunities for extension of student learning (e.g. OptiMinds).

Embed information, communication and learning technologies in learning and teaching processes

Actions for 2016

implementation of the Australian Curriculum within the context of the Learning Framework.

Actions for 2016

- Engage staff in professional learning to implement Australian Curriculum with an emphasis on implementing HASS (History & Social Sciences)
- Imbed learning strategies (dispositions) MTC-PB Learning Kit (Manage Think Create Persist Brave) as a school wide initiative to promote common language around learning.
- Classrooms implement and display visible evidence of Learning Intentions and Success Criteria focussing on Literacy.
- Teachers to be in-serviced in effective Feedback strategies to support learning. Teachers then to develop feedback strategies in learning conversations with students to help them take ownership of their own learning journey.
- Introduce school model of Learning Walkthroughs to monitor the effectiveness of Visible learning practices.
- Provide support for integrated planning of curriculum that provides for holistic learning and covers the academic, social, emotional, physical and spiritual aspects of a student’s development within the context of Brisbane Catholic Education’s Learning Framework/including the STIE, APRE, Teacher Librarian and Guidance Counsellor
- Intra and inter school consistency of teacher judgment
- Develop model to organise content within Staff Portal for teaching resources
- Allocation of PLL, Great Teacher funds & SRF funds to support professional development in planning, reporting and monitoring

Implement a coordinated approach to professional learning. An approach that includes providing teachers with the capacity to utilise information, communication and learning technologies to improve learning and teaching.

provide for the diverse needs of students with special needs.

Actions for 2016

- Implement BCE supported enrolment procedures
- Regularly review Educational plans to support students with special needs under the direction of our ST-IE and Guidance Counsellor
- Provide classroom and environmental support for students with special needs via SWD funds
- Continue to offer and provide professional development of staff in areas of special needs e.g. Downs Syndrome

Be responsive to the changing structure of schooling
Actions for 2016

- Leadership program to continue in Year 6
- Consider options for retention of boys and

- Provision for ongoing systems maintenance and improvement involving IT technician
- Continue to update ICT equipment to support the teaching & learning process
- promote staff mentoring with the use of various technology
- Support staff PD and implementation of the 1 to 1 IPad program in Yrs. 5 & 6.
- PLL to mentor students and staff to assist with implementation of the IT curriculum within classroom context.**
- Ensure that the development of appropriate ICT skills is embedded into Year level planning

Develop whole school responses to student protection, personal and social development, and behaviour support requirements.

Actions for 2016

- Review current policies to establish a new Positive Behaviour Support Plan.**
- Maintain Volunteer register
- Ensure all staff members complete Compulsory Online Student Protection workshop & new Mandatory reporting legislation.
- Student Protection Contacts (Principal, APRE & Guidance Counsellor) to implement mandatory online reporting.

Actions for 2016

- Validate Criteria 3.3 “Staff Performance & Development”
- implement whole school coordinated approach to professional learning incorporating the introduction of Visible Learning
- support BCE Teacher Accreditation and the new Australian Standards
- Implement a consistent approach to spelling using “Words their Way” program incorporating appropriate PD opportunities for staff.**
- Provide PD for staff in the expected and effective practises for teaching reading and comprehension to reinforce consistent practices across school.**
- Align ISmart goals with Professional Learning opportunities

girls beyond Yr.4

- **Continue Early Years (P-2) meetings, incorporating support from BCE Education officers, to support teaching and learning in the Early Years.**
- **Promote collaboration across year levels to further develop consistency in our approach to teaching and learning.**

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Priority 3: Professional Practice and Collaborative Relationships

Belief Statement: Our Lady of Mt Carmel is committed to maintaining and further building on our respected and valued position within the community. In so doing we will strive acknowledge and meet the

needs of those within the school, parish, local and wider BCE communities.

Build strong partnerships among staff, students, parents and parish that are underpinned by the religious and evangelising mission of the school.

Actions for 2016

- Include parents in collection of data to inform Internal Review Process
- Provision for parent education (cyber safety)- e.g. Parent teacher nights, parent teacher interviews
- Maintain and enhance range of community building activities; e.g. 75th Anniversary Celebrations, Family Masses, Welcoming BBQ, Mt Carmel Fete, Mothers luncheon, Father's Dinner, Grandparents Day, Cultural Day, Working Bees, etc.
- Continuation of class coordinators program to enhance sense of belonging and community at OLMC
- Principal to provide feedback to Parish Finance, P&F and School Board
- encourage a sense of community involvement amongst staff
- Admin to provide support to all year levels with Behaviour Management as required and review behaviour management policy and procedures.

Provide for the well-being and development of all OLMC staff including professional learning, professional standards, performance management and pastoral care.

Actions for 2016

- All Staff to complete their own individual Learning Plans and Learning Goals & implement the coaching skills learnt to support teacher development.
- Wellness Week (November dates tbc) for staff and students.

Further develop collaborative partnerships and links with Catholic schools that incorporate professional learning communities within the local area and across the wider BCE community

Actions for 2016

- Examine establishment of relationships with local catholic schools\colleges in regards to complementing and maintaining enrolments across all year levels and shared wisdom model in terms of curriculum
- Develop collaborative teacher networks with local schools (e.g. combined professional learning in regards to Australian Curriculum) incorporating CTJ
 - **Negotiate for Year level cluster meetings each term in local area to support teaching and learning.** Could complement CTJ.
 - Encourage teachers to contribute to the agenda of these meetings to ensure they are addressing their particular needs.

Continue to grow effective partnerships within the local and wider community.

Actions for 2016

- enhance involvement with local & wider community through Mission and community support initiatives
- Implement community events e.g. fete.

Ensure that all members of the school community are well informed through a variety of effective communication channels.

Actions for 2016

- Maintain weekly newsletters published on school portal
- Conduct review of Website and Portal content and presentation.**
- Maintain updates on staff portal
- Maintain and update website including compulsory reporting
- Develop and encourage use of Parent Portal

- Make provision for appropriate professional learning opportunities that complement direction and needs of staff
- Provide genuine support to all staff to aid their general wellbeing by being aware and responsive to needs
- Develop Staff social calendar to improve staff interactions and relationships

- Migrate information from Website to Parent Portal
- Maintain Weekly Assemblies including class presentations to pray & celebrate achievements and learning

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Priority 4: Strategic Resourcing

Belief Statement: Our Lady of Mt Carmel maintains integrity, respect, responsibility, accountability and excellence through sustainable school management policies and practices.

Ensure that renewal and quality assurance processes are informed by the principle of stewardship and have a clear focus on realising the vision and mission of the school.

Actions for 2016

- Work with school board, staff and community to implement the final year of our strategic renewal plan 2013 – 16 incorporating BCE Strategic Renewal Framework and look to develop new 5-year plan based on BCE’s revised framework for 2017-2021
- Prepare a School Action Plan drawn from Strategic Renewal plan that is available to all on school website
- Implement Individual Learning Plans combined with a teacher coaching process
- School Board to review current policies and update to meet changing needs of school
- Complete Internal Review process 2016
- Validate Criteria 4.4- “Strategic Information Management”

Promote quality shared leadership and collaboration at all levels of the school community.

Actions for 2016

- Ensure the provision of leadership opportunities for students within the school
- Maintain a school board to support and advise the principal on the provision of high quality inclusive Catholic education at OLMC
- Maintain and enhance collaboration with parents in the life of the school
- Maintain an active Parents & Friends Association that supports the ongoing needs of the school community
- Promote collaboration between Parish Priest, Parish staff, and OLMC staff

Provide appropriate financial and resource management that is aligned to the needs of the school and is respectful of financial accessibility for all families.

Actions for 2016

- Prepare and monitor school budget that is respectful and inclusive of all families in OLMC community
- Prepare and monitor school staffing schedule to address needs of school, staff and students
- Ensure resource planning is aligned with the changing teaching and learning needs of the school
- Liaise with School Board and Parish Finance council to oversee implementation of school budget and staffing
- ensure Strategic resourcing towards the formation and professional learning of staff in Religious Education is clearly evident in budget priorities
- Ensure strategic resourcing to complement implementation of visible learning practices.

- Implementation of parent surveys in relation to inform Internal review process

Provide and maintain a safe and stimulating school environment guided by a master plan for the future that provides for contemporary learning approaches and acknowledges sustainable environmental practices (see Appendix 7: Our Lady of Mt Carmel School Master Plan 2013-2017).

Actions for 2016

-Promote Yr. 6 leadership initiatives that address environmental practices
– Promote use of Nature’s Corner Community Garden

-Review school facilities masterplan in line with potential expansion.

Regards



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