

# Our Lady of Mt Carmel

## 2023 ANNUAL IMPROVEMENT PLAN



**Vision** As a community of faith, Our Lady of Mount Carmel inspires students to be lifelong, independent learners so they may take their place as purposeful people with the courage, wisdom and will to shape and enrich our world.

**Mission** Our mission is to be an inclusive and compassionate community, where children are educated in faith, life and learning. By prayer and action we follow Christ

**Values** Compassion      Respect      Love      Service

| Strategic priority           | Objective <sup>1</sup> :<br>Goals that inspire and set your school's direction<br><i>"Where do we need to go?"</i>   | Key results <sup>2</sup> :<br>Measurable targets to track progress towards your school's objectives<br><i>"How do we know we are getting there?"</i>   | Initiatives:<br>Actions required to drive progress of key results<br><i>"What will we do to get there?"</i>  | Timeline:<br><i>"When do we want to get there by?"</i>   | Key stakeholders:<br><i>"Who is responsible for ensuring it happens?"</i>  |
|------------------------------|--|--|--|--|--|
| <b>Catholic identity</b>     | By November, we will have developed and implemented an Iconography Plan, as a way of enriching our community's shared understanding of the school charism.   | There will be a shared Iconography Plan that will be reflective of staff input.<br><br>Iconography committee will begin implementing Iconography Plan.   | <ul style="list-style-type: none"> <li>Development of an Iconography committee who will contribute ideas to develop an Iconography Plan.</li> <li>Committee will share with staff how this Iconography plan will enrich our community's shared understanding of the school charism.</li> </ul>   | <p><u>Term 1:</u><br/>Creation of Iconography Committee.</p> <p>Explore Charism and develop a shared understanding of the Charism at Mt Carmel. Identify possible ways of enriching our charism through iconography.</p> <p><u>Terms 2-4</u><br/>Begin implementing Iconography plan.</p>          | Mt Carmel Staff<br>Mt Carmel Parish<br>Elizabeth Fort: EO:RE   |
| <b>Learning and teaching</b> | <p>By the end of Term 4, we will collaboratively develop consistent writing practices to ensure continued student progress and achievement</p> <p>By November we will have established processes for professional learning teams (PLT) so that the professional and spiritual development of staff is nurtured (NSIT: 5)</p> | <p>100% of staff develop a working knowledge of English Australian Curriculum (Version 9)</p> <p>NAPLAN Upper 2 bands (writing):<br/>50% Year 5 student increase (2024)</p> <p>SRS Cohort data for above and well above to increase</p> <ul style="list-style-type: none"> <li>Year P-3: 15%</li> <li>Year 4-5: 10%</li> <li>Year 6: Maintain</li> </ul> | <ul style="list-style-type: none"> <li>Target students at the standard to lift them beyond the standard.</li> <li>Focus on High Potential students to consistently work beyond the standard (High Potential to High Achieving)</li> <li>Support targeted students to move beyond the standard through more regular conferencing, feedback, and goal setting.</li> <li>Develop a shared knowledge of writing beyond the standard.</li> <li>Begin the implementation of the revised Australian Curriculum English Version 9.0</li> <li>Staff feedback at commencement and conclusion of the year to identify collaborative team practices.</li> <li>Written processes in whole school curriculum plan for professional learning team practices and support network.</li> <li>Utilise professional contacts to assist implementation of Professional Learning Teams (Cath Grealy Coaching)</li> <li>PLT Year level catchup to discuss team 'group norms'</li> </ul> | <p><u>Key Actions:</u></p> <ul style="list-style-type: none"> <li>Term 1: Celebration of learning</li> <li>Term 2: Writers Festival</li> <li>Term 3: Sharing progress with our Community of Practice Schools. CTJ Moderation of writing samples.</li> <li>Term 4: Evaluation of targets</li> </ul> | Mt Carmel Staff<br>Brent Johnston (EO: CL&P)<br>Community of Practice with St Martin's, Carina and St Catherine's, Wishart |
| <b>Our people</b>            | By November Mt Carmel school will have designed a 5-year plan connected to BCE 5 priorities so that our National School Improvement Tool recommendations have been reviewed and actioned.  | <p><u>5 Priorities</u></p> <ol style="list-style-type: none"> <li>Catholic Identity</li> <li>Learning &amp; Teaching</li> <li>Wellbeing</li> <li>Our People</li> <li>Diversity and Inclusion</li> </ol>  | <ul style="list-style-type: none"> <li>Development of staff committees to highlight key focus areas in 5 priorities for discernment and reflection of school goals</li> <li>Formation of 5-year plan committee to design Mt Carmel 5-year plan document and corresponding professional learning plan (2023-2027)</li> <li>Seek feedback from staff and BCE EO's for the 5 priorities</li> </ul>  | <p>T1: Formation of committee</p> <p>T2: Draft document shared with community</p> <p>T3: Launch of 5-year plan</p> <p>T4: Professional learning plan draft to correspond to 5-year plan</p>  | Mt Carmel representatives for 5-year plan committee<br><br>Relevant BCE Education Officer support                          |