

St Francis Xavier Catholic School Runaway Bay 2022 ANNUAL IMPROVEMENT PLAN



Vision

St Francis Xavier School is a Catholic School following in the Ignatian tradition. Our hope is that our students will become more loving in their relationships with others, more courageous when faced with making choices in life and more serving in their lifestyle, as was our patron, St Francis Xavier.

Mission

To BE seeking and finding God in all things. To FOCUS on children being at the heart and centre of our future. To LEAD through shining eyes with quality learning that is authentic, deep and life lasting. To DEVELOP a great place to belong that is safe and peaceful.

Values

COMPASSION

COMPETENCE

CONSCIENCE

COMMITMENT

Strategic priority	Goal (Improvement area)	Success measures	Strategies for improvement	Timeline	Responsibility
<i>DELETE THESE INSTRUCTIONS BEFORE FINALISING PLAN</i>	<i>THIS PLAN SHOULD REFLECT YOUR SCHOOL'S EXPLICIT IMPROVEMENT AGENDA</i>				
	<i>What is the school seeking to improve? Where do you want to be at the end of the year?</i>	<i>How will you mark and measure the change to your performance to know you are successful? This may include the identification of targets.</i>	<i>Describe what specifically will be done to achieve the aimed for success. How will you achieve your goal? What research and evidence-based practices will enable the achievement of the goal?</i>	<i>When will the strategies by undertaken?</i>	<i>Who will be involved?</i>
Catholic identity	Continue Staff Formation in the Ignatian Charism	New staff will complete Ignis 1 Formation	Twilight – Staff Ignatian Spirituality	Semester 1	APRE (Gina) and Ignis Formation Team
	Develop a deeper understanding of the Ignatian Pedagogical Paradigm (IPP) so teachers can make connections to the Religious Education curriculum	Train new facilitators in new Ignis facilitators course	Continue connection with Canisius House and Faber Centre of Ignatian Spirituality	Ongoing	
		Teaching Staff make connections between the IPP and BCE Model of Pedagogy	Ignis formation for identified staff. Update and review staff and student formation plan	Term 1 Semester 1	

	Staff utilise effective modes of Assessment in the learning and teaching of RE		Teaching Staff have a PD in the IPP Use language of IPP in planning review Staff PD in Assessment in RE Curriculum	Term 1	APRE and EORE lead teaching staff
Learning and teaching	Consistent explicit teaching that is responsive to students and enhances student learning outcomes in the form of a school based pedagogy. Develop and document consistent pedagogical practices to embed in authentic learning in English and Math	Student data in English shows improved outcomes in monitoring tools (what does it look like) Development of St Francis Xavier's model of pedagogy Planning includes a range of assessment types Completed and Compliant Planning is uploaded to the portal. Review meeting see evidence of a range of evidenced based assessment types	Document SFX way of Proceeding Review and update monitoring schedule Develop a range of assessment strategies for use in monitoring student outcomes. Teachers review own planning for compliance and bring to termly review meeting Explicit instruction practices using the Waterfall framework across all learning areas highlighted in staff and planning meetings	Published by end of Year Term 1 By end of Week 3 each Term Termly (Week 5) See in review and Walks and Talks Each Term	Leadership Team PLL ST:IE's Classroom Teachers

		<p>See embedded in English Blocks</p> <p>Evidence of explicit instruction practices (Waterfall framework) in planning and Walks and Talks</p> <p>Use of H.I.T.S. in all subject area</p>	<p>L and T team lead teachers on a Learning sprint in the HITS – to inform SFX ways of proceeding</p> <p>Scheduled of Staff meetings to include</p> <p>This order:</p> <p>PD/ Admin / Curriculum /PLC /</p>	<p>Four weekly cycle on staff meeting schedule</p>	
Wellbeing	<p>To have consistent PB4L practices to enable students to feel safe, engaged and have a genuine sense of belonging.</p>	<p>Improvement in student engagement in learning</p> <p>Staff consistency in use of PB4L processes</p>	<p>Review Engage data to identify patterns of behaviour to be responsive to the data during Admin staff meetings.</p> <p>Revisit and refine PB4L flow chart.</p> <p>Effective Classroom Practices Professional Learning (BCE)</p> <p>PB4L Committee meetings review and respond to behaviour data patterns to facilitate improvement in positive behaviour.</p>	<p>Each Term</p> <p>Term 1</p> <p>? Staff meeting or twilight</p> <p>Ongoing throughout the term – fortnightly if required</p>	<p>Leadership Team</p> <p>PB4L Committee</p> <p>Classroom Teachers</p>
Diversity and inclusion	<p>A school community that embraces and celebrates the</p>	<p>Complete and publish school RAP and seek endorsement from BCE EO Aboriginal and</p>	<p>Enact the deliverables of the RAP to build an inclusive community.</p>	<p>Completed by the end of Term 1</p>	<p>APRE</p> <p>RAP Team</p>

	strengths of All First Nations People.	Torres Straight Islander - Engagement and local Elders.		Recommendations to be enacted to finalise RAP – Semester 1	
Organisational effectiveness	Develop organisational practices that build teacher capacity in self-reflection.	Highly effective practitioners who have a common understanding of the explicit and systematic practices at St Francis Xavier	Sustainable professional learning goals and review process Develop St Francis Way of Proceeding "Explicit Teaching Practices	Goals are to be completed and uploaded to the portal by Term 1, Week 5 Published and shared by the end of 2022	Leadership Team PLL All staff

