# Merici College
## Improvement Plan 2017

### Catholic Identity and Faith Formation

Demonstrate a strong identity as a Catholic community and invite all members to deepen their faith and service to others.

**NSIT 10**

- **Signs and Symbols**
  Increase religious artworks, signs and symbols around the school.

- **Interfaith and Ecumenical**
  Promote opportunities with other religious groups.

- **Accreditation**
  Formalise and assist staff to achieve and complete Accreditation requirements.

- **Fundraising and Charity Work**
  Review school fundraising foci - move towards Catholic charity support.

### Teaching and Learning

Provide an engaging educational environment tailored for girls, which challenges them to take risks within and beyond the classroom to achieve individual academic excellence.

**AITSL 1 2 3 4 5 ~ NSIT 2 3 6 7 8 ~ NSSF 6 8**

- **Teaching and Learning**
  Review, revise and update teaching and learning core document.
  Investigate: IBL (Inquiry-Based Learning), PBL (Project-Based Learning), IL & GID (Information Literacy and Guided Inquiry Design). Research and apply for the International Baccalaureate.

- **Australian Curriculum**
  Promote Digital and Design Technologies to increase participation in STEAM projects.

- **Student-centred**
  Challenge students to understand their responsibility in the learning process and contribute to the community of learners by supporting others.

- **Technology**
  Investigate the use of e-portfolios and technology across the curriculum.

- **Departments**
  Review and re-shape departmental and interdisciplinary structures.

### Pastoral Care and Well-being in our Community

Develop and strengthen a community where authentic relationships are nurtured and where dignity and integrity are affirmed.

**AITSL 4 6 7 ~ NSIT 3 5 9 ~ NSSF 2 5 7 9**

- **Pastoral Care of Staff and Students**
  Develop and implement an annual student and staff well-being initiative or program. MindMatters and Sources of Strength Programs.

- **Human Resource Management**
  Improve the selection, induction and retention of quality staff.

- **Student Leadership**
  Redesign student leadership structure and program.
### Leadership and Professional Practice

**Inspire a reflective learning culture where staff are proactive in building their professional expertise within a changing world.**

**AITSL 6 7 ~ NSIT 5 ~ NSSF 3 4**

- **Registration**
- **Workplace Health and Safety**
  - Training through SALT
- **Leadership Development**
  - Provide and create opportunities for staff to engage in opportunities to develop Highly Accomplished and Lead Teacher.
  - Develop an aspiring leaders program.
- **Compliance**
  - Engender shared responsibility for professional learning and accountability.

#### Strategic Resourcing

**Provide physical resources that support teaching and learning, optimising utilisation, sustainability and compliance.**

**NSIT 1 2 4 ~ NSSF 1**

- **Compliance**
  - Ensure archiving practices are up to date.
- **Sustainability**
  - Ensure new resources and facilities are developed in accordance with sustainable practices.
- **Master Plan**
  - Commence Stage 1: Auditorium, Limestone Avenue and Science Lab refurbishment.
- **Future Revenue**
  - Investigate alternative revenue streams for the College.

### REGISTRATION TOOLS

<table>
<thead>
<tr>
<th><strong>AITSL Australian Professional Standards for Teachers</strong></th>
<th><strong>NSIT National School Improvement Tool School Review</strong></th>
<th><strong>NSSF National Safe Schools Framework</strong></th>
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</thead>
<tbody>
<tr>
<td><strong>Professional Knowledge</strong></td>
<td>1. An explicit improvement agenda.</td>
<td>1. Leadership commitment to a safe school</td>
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<td>1. Know students and how they learn.</td>
<td>2. Analysis and discussion of data.</td>
<td>2. A supportive and connected school culture</td>
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<tr>
<td>2. Know the content and how to teach it.</td>
<td>3. A culture that promotes learning.</td>
<td>3. Policies and procedures</td>
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<tr>
<td><strong>Professional Practice</strong></td>
<td>4. Targeted use of school resources</td>
<td>4. Professional learning</td>
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<td>3. Plan for and implement effective teaching and learning.</td>
<td>5. An expert teaching team.</td>
<td>5. Positive behaviour management</td>
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<td>5. Assess, provide feedback and report on student learning.</td>
<td>7. Differentiated teaching and learning.</td>
<td>7. A focus on student wellbeing and student ownership</td>
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<td><strong>Professional Engagement</strong></td>
<td>8. Effective pedagogical practices.</td>
<td>8. Early invention and targeted student support</td>
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<td>7. Engage professionally with colleagues, parents/carers and the community.</td>
<td>10. Catholic identity and faith formation.</td>
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