



## ANNUAL IMPLEMENTATION PLAN: 2022

### St Mary's Primary School Sale



Diocese of Sale  
Catholic Education Ltd

#### School Vision and Mission

##### **Vision**

St Mary's School is a welcoming and inclusive community where:

A quality Catholic education environment exists that is strengthened through school, family and parish partnerships.

The social, emotional, moral, spiritual and physical wellbeing of our students is pivotal to student health, safety, learning and success

Staff and students are challenged to extend their learning in a safe and supportive environment.

Individuality is celebrated and the wellbeing of students, staff and families is promoted.

##### **Mission**

St Mary's School exists to serve the families of St Mary's Parish, Sale. Mindful of the rich heritage of Sisters of Sion and the Sisters of St Joseph of the Sacred Heart our school is committed to our Catholic tradition and enlivening the Gospel in the community.

As such the teachings and example of Jesus Christ permeates all aspects of school life; relationships and learning.

St Mary's is a vibrant Catholic community where diversity is celebrated, success is acknowledged and all are empowered to achieve.

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#### Strategic Intent

St Mary's School is committed to ensuring high quality outcomes for all students through:

- School community- a faith filled community.
- Every leader - an instructional leader
- Every teacher- an expert teacher
- Every child- an accelerated learner

#### Notes

**Goal:** As per SIP

**Strategies:** AIP taken from SIP

**Measures of Success:** Can be taken from SIP or refined to more accurately reflect specific actions for this year

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#### STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION

#### IMPROVEMENT DOMAIN: Catholic Identity and Religious Education

#### *Improvement Dimension: Catholic Identity and Religious Education*

#### Priority Objective:

- Post Critical Belief is promoted through recontextualising and dialogical communities

**GOAL:** To maintain and enhance Catholic Identity by embedding the Religious Education Curriculum 'To Live in Christ Jesus' in a dialogical and recontextualised manner.

Strategies	Measures of Success	Actions	People Responsible	Timeline
Deepen the expertise of teachers to deliver high quality religious education	Teacher planning and teaching is in line with the Diocesan Religious Education Curriculum and Sexuality Education in Catholic Schools documents	Develop teachers understanding of the progression of learning in the RE Curriculum 'To Live in Christ Jesus' and Sexuality Education in the Catholic School Resource including staff formation; professional learning and resourcing	REL & Classroom Teachers	All year
Build leader and teacher capacity to create recontextualised dialogical communities	Teachers and leaders have achieved and maintained relevant Accreditation status	Support all teachers to be appropriately accredited	REL & Classroom Teachers	All year
Strengthen parish/school partnerships	Evidence of invitational language and student voice	Develop community engagement strategies that promote Catholic school identity and build community	Principal, REL, Staff and Parish Priest	All year

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#### STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION

#### IMPROVEMENT DOMAIN: Learning and Teaching

#### *Improvement Dimension: Expert Teacher Practice and Improved Student Outcomes*

#### Priority Objective:

- Students in all schools achieve learning growth and experience success through exposure to high quality teaching practices within safe and inclusive environments.

#### GOAL: To build the professional capacity of all teachers to be expert teachers.

Strategies	Measures of Success	Actions	People Responsible	Timeline
Develop expert leader and teacher capacity.	Assessment practices demonstrate an accelerated rate of growth for every child.  Teachers know and make use of the Teaching and Learning Cycle.	Develop professional collaboration and collective efficacy in teacher and leader practice	Leadership and Classroom Teachers	All Year
Increase opportunities for student voice and agency	Student perception of learning confidence increases	Ensure a child safe culture through a focus on student voice and agency  Teachers demonstrate a clear and unconditional belief in student ability and potential	Principal, Child Safety Officer, Classroom Teachers	All Year

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#### STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION AND SUSTAINABLE ORGANISATION

#### IMPROVEMENT DOMAIN: Leadership

#### *Improvement Dimension: Leadership for Learning*

#### Priority Objective:

- Leaders within DOSCEL and its schools are supported to thrive, through professional learning, development, and practices that support wellbeing

#### GOAL: To continue to build the instructional leadership of all leaders.

Strategies	Measures of Success	Actions	People Responsible	Timeline
School leaders create the conditions in which expert teacher practice is developed	The school has an established Professional Learning Plan aligned with the school and Diocesan priorities	Leaders support a focus on teacher impact through the development of collective efficacy	Principal and Leadership	All year.
Leaders ensure the Organisational Climate drives the Teaching Climate	Improve the Organisational Climate Aggregate Indicator consistently over the four year period	Leaders lead with clarity and ensure effective communication across the school	Principal and Leadership	All year

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#### STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION AND SUSTAINABLE ORGANISATION

##### IMPROVEMENT DOMAIN: Leadership

##### *Improvement Dimension: Child Safety*

##### Priority Objective:

- DOSCEL and its schools continue to plan for and provide a safe and suitable environment for all students and staff
- Child safety and vulnerable adult practices are embedded within the culture of DOSCEL and its schools

##### GOAL: To continue to embed Child Safe practices.

Strategies	Measures of Success	Actions	People Responsible	Timeline
Continue the development, implementation and sustainability of child safety and vulnerable adult practices in the school	The school has evidence that all volunteers; employees and contractors have WWCC, Covid Vaccination and adhere to expected health & hygiene protocols	Review and update policies; procedures and other documentation in relation to Child Safe practices	Principal and Child Safety Officer Admin officer & Covid marshal	All year
Monitor and support policy implementation; procedures and practice in relation to child safety	The school has evidence of policies and procedures that support the use of the PROTECT protocols	Audit and review Child Safe practice in line with legislative standards on an annual basis (modules and initiatives)	Principal and Child Safety Officer	All year
Improve and sustain an inclusive child safety culture in the school whilst further developing the role of the Child Safety Officer	A child friendly version of child safe policy and procedures is evident in the school	Implement the 'St Mary's Child Safety Plan' for 2022 Provide opportunity for students to give regular (termly) feedback via surveys, SRC and meetings with Yr 6 student leaders.	Principal and Child Safety Officer	All year

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#### STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION AND SUSTAINABLE ORGANISATION

**IMPROVEMENT DOMAIN: Leadership**

*Improvement Dimension: Resources*

**Priority Objective:**

- DOSCEL and its schools continue to plan for and provide a safe and suitable environment for all students and staff
- All parts of DOSCEL use effective systems that manage compliance and risk.

**GOAL: To make effective use of available resources to enhance teaching and learning.**

<b>Strategies</b>	<b>Measures of Success</b>	<b>Actions</b>	<b>People Responsible</b>	<b>Timeline</b>
School building design and master planning reflects the research into effective learning environments	The School Master Plan is completed in response to the School Education Brief.	Engage an Architect and produce the School Master Plan	Principal and Leadership	All year
A professional culture is developed and sustained within the school meeting and exceeding all legislative requirements in regard to resources and facilities.	The School Master Plan embodies the School and Diocesan Education Brief for the provision of evidence-based practices.	Develop an evidence-based school master plan in consultation.	Principal and Leadership	All year