Annual Action Plan
2022

E1397, MacKillop Education, Geelong – Maidstone – Caulfield

Our Vision

MacKillop Education, informed by our Catholic ethos and values, is committed to equity and access to learning for all children and young people. We believe in the transformative and liberating power of education, supported by a safe community that strives for excellence, enabling every student to flourish and achieve their full potential.

Our Strategic Intent

MacKillop Education aims to foster a deeper understanding of our Catholic identity and nurture the spirituality of each person in our community. Student learning outcomes will be enhanced by: a focus on instructional leadership; the implementation of targeted, informed interventions; increased student voice; and the strengthening of learning partnerships through enhanced collaboration with the wider community.

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Excellence in Learning and Teaching

Developing lifelong learners for a global and dynamic world through evidence-based practice, embracing diversity and connecting learning to students' lives and the ways they learn best.

Focus	Targets	Key Improvement Strategies	1	2	Responsibility	Actions	Evidence
Increase staff knowledge, understanding and targeted whole-school/programs implementation of High Impact Teaching Strategies (HITS).	*To ensure the use of data to inform instructional decision-making and targeted interventions*	*Ongoing support for staff to ensure access to, and effective analysis of data that will enable individualised and differentiated learning and teaching.*	X	X	L&T leaders Schools & Programs staff	Staff professional learning linking data to Response to Intervention framework (RTI)	L&T meeting minutes
			X		Literacy Leader	Design and develop instructional decision-making flowchart to inform interventions	Instructional decision-making flowchart
	Enhance the implementation of HITS by providing effective support and feedback	*Enhance understanding of HITS and how these can be implemented in the classroom*	X	X	L&T leaders Teachers	Undertake Moderation Assessments: beginning, mid and end of year	L&T meeting minutes
				X	L&T leaders Teachers	Deliver ongoing professional learning on HITS: • Explicit teaching & feedback	L&T meeting minutes Whole-school PD
	Enhance the individual and collective efficacy of Tier 1 classroom instruction	*Provide opportunities for staff to enhance practice through:* • *Modelling* • *Supervision* • *Instructional coaching*	X	X	LLT L&T leaders	Collect data on staff skills and knowledge, regarding explicit teaching & feedback	Staff data
			X	X	LLT L&T leaders Programs leaders	Provide staff with professional learning through coaching, focussed on explicit teaching and feedback	Instructional walks feedback Supervision L&T meeting minutes
	Provide effective interventions for Tier 2 and Tier 3 students	*The implementation of whole school interventions*	X		L&T leaders Classroom staff	Implementation of targeted interventions aligned with RTI: • Tier 1 (whole-school): Systemic Synthetic Phonics (SSP) • Tier 2&3: MultiLit • All students: play-based learning	Curriculum documentation Learning data

Embedded Spheres:

Learning and Teaching

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Authentic Voice and Agency

Creating a safe and secure environment that nurtures confident and empowered students through active participation in their learning and by providing opportunities for authentic voice.

Focus	Targets	Key Improvement Strategies	1	2	Responsibility	Actions	Evidence
Develop student voice, agency and learning confidence	*A practice of capturing authentic student voice in IEP development and ongoing monitoring and review*	*Improve goal consultation with students.*	X	X	*LLT*	Model best-practice strategies in goal consultation, prior to SSGs	Meeting Schedule Meeting minutes
		Improve goal check-in classroom practices with students	X		*LLT*	Review and update SSG content	SSG agenda
	Embed Respectful Relationships and Positive Education in the curriculum.	*Develop staff confidence and capacity in delivering all areas of the Health and Wellbeing Curriculum*	X	X	*L&T leaders Wellbeing leaders*	Embedding of whole-school Respectful Relationships Scope and Sequence	Curriculum documentation
						Professional learning linking ReLATE within lessons and documenting in curriculum plans	PL presentations Curriculum documents
Develop a whole staff understanding of Child Safe Standards	*Embed Child Safe Standards (CSS) into every-day practice*	*Assess and review our current practices against new Standards*	X		*MELT*	CSS reviews and priority actions identified	CSS Analysis documentation MELT Meeting minutes
		Develop staff knowledge and understanding of new Child Safe Standards and embed in practice		X	*MELT*	Timeline for implementation of new actions created	Timeline document
				X	*LLT*	CSS shared with all staff	Staff Meeting minutes
				X	*EWC*	Child Safety a standing item on Wellbeing Meeting agendas	Wellbeing Meeting minutes

Embedded Spheres:

Learning and Teaching	Student Wellbeing	School Community

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Transformative Faith and Spirituality

Nurturing the faith and spirituality of our diverse school community, through developing a rich understanding of the Catholic tradition.

Focus	Targets	Key Improvement Strategies	1	2	Responsibility	Actions	Evidence
Increase community knowledge and understanding of a contemporary Catholic world view	*All staff will enhance their knowledge and understanding of a Catholic world view*	*Explicit teaching of key events in the liturgical year*	X	X	LLT All staff Supervisors	Develop staff knowledge around key Catholic celebrations and events, through professional learning	PL Presentations Meeting minutes PL feedback
Value and foster the unique spiritual journey of each person in our school community	*Build community knowledge of spiritual practices and the connection to wellbeing and health*	*Provide opportunities to explore spirituality*	X	X	MELT LLT	Share knowledge of key events in the liturgical calendar with the wider school community	Teaching of key events in classrooms
			X		MELT	Strengthen contemporary symbolism across the campuses	Visuals/symbols within physical environments
	A practice of supporting spiritual growth through reflection and dialogue	*Provide opportunities for self-reflection and dialogue*	X	X	All leaders	Model spiritual reflection	Meeting minutes (reflections)
			X	X	All leaders lf	Develop spiritual rituals that can be woven into the fabric of our community	Meeting minutes (reflections)

Embedded Spheres:

Religious Dimension		Leadership and Management

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Collaborative Partnerships for Learning

Enhancing community engagement through effective communication that centres around student learning and achievement and inspires hope.

Focus	Targets	Key Improvement Strategies	1	2	Responsibility	Actions	Evidence
Increase consultation and collaboration to ensure effective communication about student learning and progress.	*Increase effectiveness of communication of L&T changes to stakeholders*	*Setting up SIMON*	X		*Education IT MFS IT*	Installation and setup of SIMON	SIMON
		Develop a whole-staff understanding of SIMON	X	X	*MELT Education IT Teachers*	Development and implementation of a staff training schedule	Staff training schedule & presentations Manuals Upload 2023 curriculum to SIMON
Increased whole-community understanding of ReLATE trauma-informed practices	*Shared staff understanding of ReLATE trauma-informed practice, across all campuses*	*Develop and implement a whole-staff training program*	X	X	*MELT*	Implement ReLATE staff training schedule	Training presentations Participant feedback
	Increase carer understanding of the school's ReLATE trauma-informed practice	*Develop carer knowledge of trauma-informed language and strategies that can assist them in the home*	X	X	*EWC*	Multimodal approach to carer learning sessions, aligned with the staff training schedule	Training presentations Participant feedback

Embedded Spheres:

Learning and Teaching	School Community

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Effective Instructional Leadership

Fostering leadership for learning, with a clear instructional focus and shared responsibility for the improvement of student academic outcomes.

Focus	Targets	Key Improvement Strategies	1	2	Responsibility	Actions	Evidence
Develop a whole school understanding and practice of instructional leadership	*A whole staff understanding of Instructional Leadership (IL)*	*Deepen understanding of Instructional Leadership, utilising the definition created in 2021*	X	X	MELT	Develop a school-wide Instructional Leadership focus each semester, utilising staff voice	IL Manual Staff feedback Staff meeting minutes
			X	X	MELT Staff	Articulate and introduce an explicit IL practice each term, linked to the semester focus	IL school visuals Whole-school staff PL Staff meeting minutes
			X	X	MELT Staff	Visually map IL learning that has taken place	IL Learning Map

Embedded Spheres:

Learning and Teaching	Leadership and Management