



## 2016 Annual School Improvement Plan Success Analysis

	<i>Strategic Goal</i>	School Specific Goal	Success Indicators
<b>LEARNING</b>	<i>To work continuously to ensure that our academic results improve and are an accurate reflection of our context.</i>	By the end of 2016, all teachers will demonstrate clear lesson intentions and success criteria in order to improve student understanding of what is necessary to succeed	<p>Staff using lesson intentions, continued professional learning to occur around success criteria. This goal is continued for 2017.</p> <p>Staff participation in PLC structure is positive.</p> <p>Increasing collaborative practice amongst staff has been achieved.</p> <p>Improvement in data (continued increase in median ATAR, high rate of university entrance, improvements in NAPLAN data) indicates achievement.</p>
	<i>To build and recognize exceptional teaching practice and practitioners.</i>	<p>By the end of 2016, the College will have in place an increased range of strategies to ensure that staff are better recognized for their commitment to their role.</p> <p>Throughout 2016, leadership at all levels of the College will work to build the capacity of their teaching staff for future development.</p>	<p>Continuous and ongoing. Positive staff feedback. Spontaneous implementation of staff wellbeing strategies by a number of staff.</p> <p>Inclusion of middle leader in executive team structure successful and positive feedback from middle leaders – to continue in 2017.</p> <p>Performance enhancement process completed – to be tested by HOLAs during 2017.</p>

			<p>Goal setting and end of year interviews commenced and to continue in 2017.</p> <p>Learning walks, teacher observations developing, continue in 2017 as part of the Collaborative Project and PLC structure.</p> <p>Data wall extended to two year groups in 2017, dynamic reflection of student progress.</p> <p>Staff self-evaluation to be further formalised and continue during 2017.</p>
<b>ENGAGEMENT</b>	<i>To improve parental support of the entire life and ethos of the College, including extra-curricular, academic and faith life.</i>	By the end of 2016, we aim to have an increased number of parents involved across the life of our College and to increase the number of parents attending and supporting events.	<p>Strong improvement in number of parents volunteering and attending assemblies.</p> <p>Engagement through the Facebook page has been strong and continues to grow.</p> <p>Positive media coverage in local newspaper.</p>
<b>ACCOUNTABILITY</b>	<i>Generate and reinvest capital reserves into the school</i>	Throughout 2016, identify areas of saving within our budget to enable the generation of greater capital reserves in order to adequately fund major maintenance and improvement items.	<p>Continuous and ongoing. Focus on savings in non-essential area.</p> <p>Establishment of capital reserve achieved.</p>

<b>DISCIPLESHIP</b>	<p><i>To encourage the faith formation of the staff of the College, including staff faith days and opportunities for staff to attain the appropriate Accreditation for their role.</i></p>	<p>During 2016, all staff will complete at least two Accreditation units.</p> <p>By the end of 2016, all current staff to have complete Faith Story and Witness at St Luke's.</p> <p>To ensure that the College annual calendar provides opportunities for both faith and knowledge days in regards to Catholic identity of the school.</p>	<p>Provision of professional development days and online learning opportunities for staff, but not all staff completed 2 units. Staff overall accreditation rate has increased. Several staff also completed courses in the holidays.</p> <p>Achieved as indicated in staff records on myHR.</p> <p>Provision of regular weekly staff prayer time, prayer before meetings, invitation for staff to attend House and Year Masses. Availability of Accreditation units to staff.</p> <p>Achieved and to continue.</p>
---------------------	--	---	---