

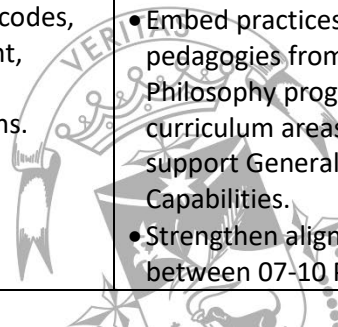


San Sisto College

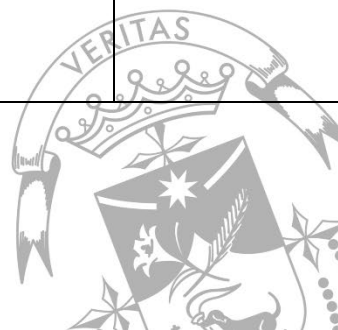
Annual Operational Plan 2021

2021 Priorities		BCE's Goals	SSC Goals	Associated Objective	Activities	Completion By	Staff Involved
Learning & Teaching:	Student Performance	Focus on student performance and how we approach and improve our NAPLAN results as a critical measure of our performance.	Monitoring, analysis of and response to trends in student academic performance.	Targeting of NAPLAN – positive effect size for all students.	<ul style="list-style-type: none"> • All staff to experience the NAPLAN testing environment (e.g. staff meeting). • AL analysis of NAPLAN, PAT-M & PAT-R papers and data. • Purposeful embedding of NAPLAN skill development in curriculum lessons (led by AP: CP, AL: L&T & ALs) • More formal structures for the implementation of PAT-M and PAT-R testing to convey importance of these to the community. 	<ul style="list-style-type: none"> • Early Term I • End of Term I • End Term II • Late Feb for early March implementation 	<ul style="list-style-type: none"> • CLT • ALs to lead in departments. • Teaching staff
				College-wide focus on Numeracy.	<ul style="list-style-type: none"> • Perform a numeracy audit across subject areas to identify the numeracy demands in each subject area. • Use audit findings to co-plan with Academic Leaders to address subject- 	<ul style="list-style-type: none"> • End Term I 	<ul style="list-style-type: none"> • CLT, • BARP to lead audit; • HELT; • additional ALs

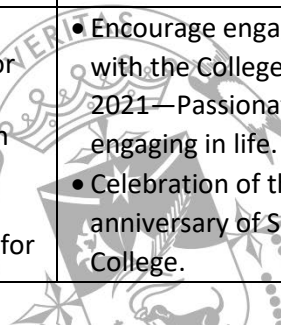
					<p>specific numeracy demands (whilst maintaining consistency of approach across the College).</p> <ul style="list-style-type: none"> • Revision of Year 7 & 8 Mathematics programs to strengthen focus on the development of conceptual understanding (integrated and functional grasp of mathematical ideas). Approach will be based on BCE's four key dimensions framework for teaching Mathematics. 	<ul style="list-style-type: none"> • Planning & implementation across Terms II-IV. • Commences Term IV, 2020; to continue across Terms I-IV, 2021. 	
				Maintenance of Literacy focus.	Continue emphasis on WAT	Ongoing: term by term	<ul style="list-style-type: none"> • CLT, • ROBC, • BARP to lead, • All staff.
				Review of senior schooling.	Analysis of 2020 data (IA and EA, ATAR, VET, QTAC) and experiences to inform future planning and developments.	End Term I	<ul style="list-style-type: none"> • CLT, • AL group; • SDD
	Australian Curriculum	Provide clarity and consistency of application and compliance with AC.	All 07-10 Scope & Sequence documents mapped against Australian Curriculum.	Scope & Sequence explicitly aligned with AC documentation. E.g., content descriptor codes, Line of Sight, Learning Progressions.	<ul style="list-style-type: none"> • Strategically staff Philosophy classes to support dissemination of desired pedagogies into curriculum areas. • Embed practices and pedagogies from 07-10 Philosophy program into curriculum areas to support General Capabilities. • Strengthen alignment between 07-10 Philosophy 	<ul style="list-style-type: none"> • Prior to commencement of academic year. • Across the year; explicit professional development early Term I. 	



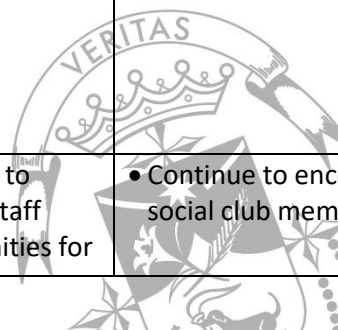
					<p>program to support General Capabilities.</p> <ul style="list-style-type: none"> • Develop AL understanding of what AC compliance looks like. • Lead AL audit of S&S documentation for AC compliance. 	<ul style="list-style-type: none"> • Across the year; explicit professional development early Term I; working with AL group across year. 	
				Assessment practices and grading decision-making aligned with Achievement Standards.	<ul style="list-style-type: none"> • Review of 7-10 assessment items 	December	<ul style="list-style-type: none"> • ROBC • ALs
Organisational Effectiveness:	Enrolments	A focussed review on factors impacting on enrolments and development of a sustained system and school response.	Continued emphasis on existing enrolment practices.	Continue to organise and implement events/practices that encourage new and maintain current and future enrolments.	<ul style="list-style-type: none"> • Open Day and College tours. • Personal interview strategy School visits. • Attraction and retention strategies eg increased pastoral team roles with focussed year levels. • Continue to develop valued connections with students and their families 	Ongoing	<ul style="list-style-type: none"> • CLT • Pastoral Team • All staff



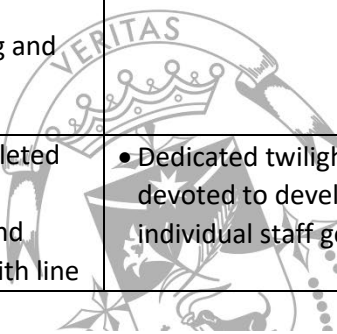
	Financial Stability	Focus on budgeting and financial management which addresses sustainable school finance performance and addresses local school contexts.	Greater College-wide understanding of new budgeting environment and the impacts on school operation at all levels.	<ul style="list-style-type: none"> • Master planning for the future; • Budgeting at all levels, promoting increased awareness of stewardship of money; • Operational considerations of increased enrolments; • Finance committee meetings (sub committee of College Board); • Community input in College spending at Board and P & F meetings; 	<ul style="list-style-type: none"> • Working with the architect following extensive community feedback to develop 10-year plan to accommodate increased enrolments. • Different learning spaces/differing needs of students/ different staff areas. • Continue to educate and optimise budgets within department goals/activities. 	Ongoing	<ul style="list-style-type: none"> • CLT • Business Manager • Middle Leaders • All staff
Catholic Identity		Embed a contemporary approach to our Catholic worldview and identity.	Embedding of Catholic Perspectives across the curriculum.	Integration of Catholic Perspectives in all curriculum areas of the College.	<ul style="list-style-type: none"> • Sharing of information on Catholic perspectives at departmental meetings. • Twilight time dedicated to embed Catholic Social teachings into class TLAP's. 	Ongoing	<ul style="list-style-type: none"> • CLT • Middle Leaders • All teaching staff
		Deepen the spiritual, scriptural, and theological capacity of our students, staff, and community.	Advocate for the common good through formation, social justice and ecological action.	<ul style="list-style-type: none"> • Provide opportunity for further staff involvement in RLOS. • Search for opportunities for 	<ul style="list-style-type: none"> • Encourage engagement with the College theme for 2021—Passionately engaging in life. • Celebration of the 60th year anniversary of San Sisto College. 	Ongoing	<ul style="list-style-type: none"> • CLT • All staff



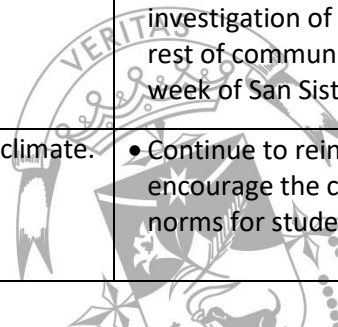
				<p>continued celebration of the Catholic story, Dominican traditions, rituals, prayer, and action.</p>	<ul style="list-style-type: none"> • Review of staff and student formation plans including review of student immersion for future year; • Continue encouragement of staff to attain and maintain accreditation to teach RE. 		
Wellbeing		Create safe environments that nurture all aspects of wellbeing.	College expectations well understood and enacted by staff and students.	<ul style="list-style-type: none"> • Attendance and academic data summarised on a regular basis (Term I – IV). • Use of data strategies to identify and respond to cohort and individual student needs. 	<ul style="list-style-type: none"> • Attendance charts and HR competitions Student rewards for individual and group attendance • Communication with home regarding attendance expectations. • Meetings with parents to support student attendance. • Production of regular attendance data for SC/APSW action. • Formation of Program Leader group to provide big picture data analysis for cohorts and individual students. • All teaching staff to encourage and support attendance expectations. 	Ongoing	<ul style="list-style-type: none"> • CLT • Pastoral Team – SC's/APSW • SDD • - PLSPW – data analysis • WELL Staff • HR Teachers • General Classroom teachers – absence from specific subject classes.
				<ul style="list-style-type: none"> • Continue to provide staff opportunities for 	<ul style="list-style-type: none"> • Continue to encourage social club membership. 		Ongoing



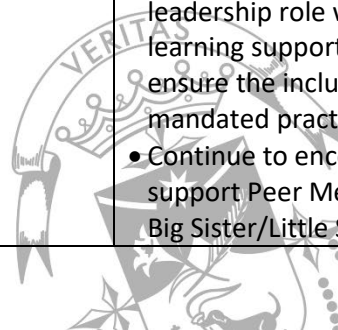
				community building and wellbeing.	<ul style="list-style-type: none"> • Continue to organise staff events (race day/coffee van/ Christmas lunch/social drinks/RE Book club/ Melbourne Cup Lunch/ San Sisto Day lunch/ Fun run involvement) 		
				Staff demonstrate professional standards e.g., dress, punctuality, preparation of classes, meeting participation, positive outlook	<ul style="list-style-type: none"> • Reminder in staff PD days to abide by college expectations. • Regular staff meetings/briefing and department meetings. • Regular reminder in meetings at all levels regarding college expectations. 	Ongoing	All staff
People		Build a talented, committed, and high-performance workforce.	Develop and resource a whole school approach to Mentoring and Coaching.	<ul style="list-style-type: none"> • Increased teacher capacity and consistency via reflection and refinement of practice. • Increased staff understanding of vocabulary, expected and effective practices. • Mentoring and Coaching program 	<ul style="list-style-type: none"> • ELT time to establish buddy/mentoring/coaching • Cyclical mentor/Practice/ Feedback program • Pop ups to reflect staff PD needs • Coaching program for deeper skill development 	Term Cycles of Mentor/Practice/ Feedback/ Share	All staff ROBC to coordinate
		Invest in the professional and spiritual	Greater alignment between individual goal	Goals completed by all staff members and reviewed with line	<ul style="list-style-type: none"> • Dedicated twilight time devoted to development of individual staff goals with 	Ongoing	<ul style="list-style-type: none"> • CLT • Middle Leaders



		development of staff.	setting, Departmental and College strategic Planning.	manager.	College Annual Operational Plan. <ul style="list-style-type: none"> • Each staff member has at least one goal embedding Catholic Identity. • Review staff formation plan • Re formation day for staff and staff weekend retreat • Investigate staff pilgrimage for future years 		• All Staff
		Create meaningful pathways and opportunities for leadership.	Leadership programs are available for access by employees.	Promotion of these courses by CLT to staff.	<ul style="list-style-type: none"> • Advertise to staff leadership courses within BCE; • Ensure that all opportunities for acting leadership opportunities within the College are filled using appropriate procedures; 	Ongoing	• CLT
Diversity & Inclusion		Grow communities that value, celebrate, and respond to individual identity and cultural diversity.	Continued emphasis on SSC as an inclusive environment, where all feel welcomed within our community.	Celebrations to mark the 60 Year anniversary of the College	<ul style="list-style-type: none"> • Badges for all staff and students presented at Opening Mass • Formal celebrations at San Sisto Day Mass • Community celebrations at Open Day (Past Pupils) and investigation of event for rest of community in the week of San Sisto Day 	Ongoing	• CLT • ALL Staff
				Classroom climate.	<ul style="list-style-type: none"> • Continue to reinforce and encourage the classroom norms for students (Sister 	Ongoing	• CLT • ALL Staff



					Standards) within all classroom areas.		
				Interactions between staff and students.	<ul style="list-style-type: none"> • Continue to encourage staff to build positive relationship with their students. • Continue to embed Habits and Mind and Habits of Spirit into everyday conversation and life within the college community. • Regular use of Reconciliation Garden space/Indigenous matts 	Ongoing	<ul style="list-style-type: none"> • CLT • ALL Staff
				Positive attitude towards new and existing enrolments; look for the good in all.	<ul style="list-style-type: none"> • Regular meetings for Indigenous students with Indigenous Liaison Officer. • Continue to pay respect through Acknowledgement of Country. • Development of a staff leadership role within the learning support area to ensure the inclusion of mandated practices. • Continue to encourage and support Peer Mentor and Big Sister/Little Sister 	Ongoing	<ul style="list-style-type: none"> • CLT • ALL Staff



					<p>activities in order to promote inclusivity.</p> <ul style="list-style-type: none"> • Use of Cecelia's Square to celebrate special days (busking/Int. Womens Day/ Cultural Days/ Anti-Bullying Day/ Day for Daniel Day). 		
				<p>Pride and care for teaching spaces and outside areas.</p>	<ul style="list-style-type: none"> • Reminder to all staff at the beginning of the year to ensure that the classrooms are kept in a suitable condition. • Regular emu pick-up sessions to be organised 	Ongoing	<ul style="list-style-type: none"> • Environmental Club • All Staff • All students

