



**San Sisto College**  
*Women of Integrity Shaping the Future*

***STRATEGIC RENEWAL PLAN***

***2018 - 2019***

*Prepared in consultation with College Staff, College Board and P&F and based upon the 2 Year Strategic Renewal Plan 2018 - 2019*

*Prepared: 2018*

*Updated:    Reviewed:*

## Strong Catholic Identity

**Aspiration: Strengthen capacity to lead, engage and teach with a re-contextualised Catholic world-view within each school and office community**

BCE STRATEGIES		SAN SISTO BROAD INDICATORS	STRATEGIES
1	Community faith formation	<ul style="list-style-type: none"> <li>Sustained engagement by staff and students in Retreats;</li> <li>Continued recognition of the importance of and need for retreat experiences at all levels of the College;</li> <li>Sustained engagement by staff and students in a variety of prayer opportunities e.g. labyrinth, meditative prayer, staff prayer, homeroom prayer;</li> <li>Engagement by staff and students in Eucharist e.g. San Sisto Day, College masses, school masses, Community mass.</li> </ul>	<ul style="list-style-type: none"> <li>To continue to provide opportunities for faith formation;</li> <li>To emphasise and encourage staff and student spiritual formation opportunities;</li> <li>To actively seek avenues to facilitate spiritual formation;</li> <li>Seek ways of offering sacramental opportunities e.g. Reconciliation during Lent;</li> <li>Promote social justice opportunities as a means to facilitate faith formation.</li> </ul>
2	Sustain a Catholic identity by delivery a planned, strategic and integrated leadership for mission	<ul style="list-style-type: none"> <li>All aspects of leadership of College life are infused with a consideration of Catholic identity.</li> </ul>	<ul style="list-style-type: none"> <li>Consideration of Catholic identity in all aspects of College life e.g. curriculum, pastoral care, administration, operations, and religious life of the College;</li> <li>Induction of new staff in Catholic identity;</li> <li>Provision of immersion opportunities for staff and students.</li> </ul>
3	To deliver a planned, strategic and consistent approach to Dominican charism	<ul style="list-style-type: none"> <li>The seeking of overt opportunities to highlight Dominican charism;</li> <li>Sustained and nurtured infusion of Dominican charism across all facets of College life including curriculum;</li> <li>Continued growth in staff and student understanding of the charism and the College's history.</li> </ul>	<ul style="list-style-type: none"> <li>Investigate, encourage and support staff pilgrimage opportunities;</li> <li>Explicitly induct new staff in aspects of Dominican charism;</li> <li>Proactively identify explicit opportunities to highlight the work and message of all Dominicans, past and present, in relation to College life;</li> <li>Continue the building of relationships with the broader Dominican education network e.g. Dominican Education Australasia.</li> </ul>
4	Sustained excellence in classroom Religious Education teaching through engagement with school-wide pedagogy and system initiatives	<ul style="list-style-type: none"> <li>Learning and teaching</li> </ul>	<ul style="list-style-type: none"> <li>Religious Education teaching and planning monitored for continued alignment with validated work program;</li> <li>All teachers of Religious Education hold accreditation to teach RE (or be working towards).</li> </ul>

# Excellent Learning and Teaching

*Aspiration: Grow engagement, progress, achievement and wellbeing for each student*

BCE STRATEGIES		SAN SISTO BROAD INDICATORS	STRATEGIES
1	Facilitate student progress in literacy and numeracy	<ul style="list-style-type: none"> <li>Measurable growth in student writing performance via Writing Measurement Tool, PATR, NAPLAN, QCS;</li> <li>Increased staff engagement with literacy initiatives across all curriculum areas;</li> <li>Improved student performance on QCS writing task.</li> </ul>	<ul style="list-style-type: none"> <li>Progress student demonstration in literacy against SMART goal;</li> <li>Quarantining of dedicated literacy and numeracy time in Years 7-10 Curriculum;</li> <li>Continued use of Bump-it-up approach across all curriculum areas;</li> <li>Targeted staff professional development in identified teams with respect to the writing monitoring tools.</li> </ul>
2	Advancing student academic progress	<ul style="list-style-type: none"> <li>School results and QCS results are in greater alignment;</li> <li>Students approach QCS tests with greater confidence and understanding;</li> <li>Self-direction in student learners.</li> </ul>	<ul style="list-style-type: none"> <li>Investigate opportunities for cross marking of student work in single teacher subjects;</li> <li>Conduct schoolwide audit of scaffolding and feedback practices across all curriculum areas;</li> <li>Develop gradual release of responsibility for scaffolding and feedback across years 7-12 in all subject areas;</li> <li>Embed approaches to scaffolding and feedback in school assessment policy;</li> <li>Reconceptualise Academic Mentoring Program to incorporate student achievement data for the establishment of measurable academic goals;</li> <li>Refinement of QCS preparation program to target student needs eg prospective one to five OP students, assessment techniques, instrument techniques and baskets.</li> </ul>
3	Prepare for and implement Senior Schooling initiatives for 2019 and beyond	<ul style="list-style-type: none"> <li>Widespread community understanding and confidence in the new Senior Schooling Framework;</li> <li>Timely planning for the implementation of the new syllabus documents and assessment techniques within existing school commitments;</li> <li>Staff confidence and proficiency with new curriculum documents and approaches;</li> <li>Consideration for the implementation of new senior subjects.</li> </ul>	<ul style="list-style-type: none"> <li>Strategic release of information to parents, students and wider community regarding 2019 curriculum;</li> <li>Development of implementation plan for senior schooling initiatives;</li> <li>Staff professional development to foster teacher capability with new syllabus documents;</li> <li>Provision of release funding to allow for planning;</li> <li>Timetabling structures to provide sufficient time to deliver new courses with respect to Term 4 Year 12 External Exam Block.</li> </ul>
4	Innovate for excellence by building on learning and teaching initiatives and practices	<ul style="list-style-type: none"> <li>Restructuring of Middle Leadership Framework to prioritise learning and teaching and to be reflective of system expectations and initiatives;</li> <li>Improved student performance in literacy.</li> </ul>	<ul style="list-style-type: none"> <li>Expand our incorporation of the BCE Model of Pedagogy in conjunction with our commitment to Habits of Mind and Spirit Framework;</li> <li>Ongoing commitment to the Excellent Learning and Teaching—Moving Forward strategy with an emphasis on the Bump-it-up approach;</li> <li>Introduction of dedicated curriculum time to thinking</li> </ul>

			skills/cognitive verbs.
5	Achieve maximum learning potential by working with parents and the broader community to support each child	<ul style="list-style-type: none"> <li>• Positive and affirmative relationships with parents and members of the community; • Increased parent involvement in the College;</li> <li>• Increased links outside of the College eg Primary Feeder Schools;</li> <li>• Increased links between San Sisto College and other College to establish collaborative practices and forge networks;</li> <li>• Increased Parent Information sessions;</li> <li>• Closer monitoring of student attendance.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase and broaden opportunities for communication and engagement with parents eg website, use of email, information evenings, Verigram, portal;</li> <li>• Continue to conduct primary school visits and increase academic outreach to feeder schools;</li> <li>• Closely monitoring student attendance and working with parents to ensure that this occurs;</li> <li>• Seek opportunities to engage with other colleges with a variety of informal and formal mechanisms eg Nudge, Cluster, Social Justice.</li> </ul>

## Building a Sustainable Future

***Build sustainability through people and capability. Ensure stewardship of resources with transparency, accountability and compliance.***

BCEC STRATEGIC INTENTS		SAN SISTO BROAD STRATEGIC INTENTS	STRATEGIES
1	Continue the development of sustainable future strategies reflective of Church teachings	<ul style="list-style-type: none"> <li>Knowledge within community of Church teachings that guide sustainable practices.</li> </ul>	<ul style="list-style-type: none"> <li>Decisions made within the College are in line with Church teachings.</li> </ul>
2	Continuous improvement of all staff through performance and development process	<ul style="list-style-type: none"> <li>All College employees are aware and included in goal setting and improvement process;</li> <li>Leadership programs are available for access by employees;</li> <li>Establishment of learning communities within the College.</li> </ul>	<ul style="list-style-type: none"> <li>Incorporate allocation of PD for RE teachers to move towards the accreditation of the team;</li> <li>Ensure BCE Leadership Programs are promoted to staff and supported by CLT;</li> <li>Encourage the networking of teachers at academic and pastoral levels;</li> <li>Investigate programs for mentoring for less experienced teachers.</li> </ul>
3	Improve the health and wellbeing of all staff and community	<ul style="list-style-type: none"> <li>Introduction of new Middle Leadership Role (Program Leader Learning Enhancement);</li> <li>Provision of new repurposed WELL facility;</li> <li>Dedicated facilities and amenities for staff and students (Gym, Showers).</li> </ul>	<ul style="list-style-type: none"> <li>Ensure alignment between wellbeing and academic performance;</li> <li>Work with staff and community to enhance opportunities for wellbeing;</li> <li>Continue to promote student wellbeing in light of changing and emergent needs (educational, wellbeing).</li> </ul>
4	Optimise the College Digital Strategy Framework	<ul style="list-style-type: none"> <li>Creation of new role in Middle Leadership Framework (Academic Leader Digital Integration);</li> <li>Documented Digital Plan;</li> <li>Dedicated facilities for robotic and STEM opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Formalize the digital plan for the College;</li> <li>Improve the proficiency of the staff regarding the use of e-learning tools.</li> </ul>
5	Practices and facilities to be reflective of current and future needs and growth	<ul style="list-style-type: none"> <li>Whole college is equipped with first class facilities;</li> <li>Implemented system in place for archiving.</li> </ul>	<ul style="list-style-type: none"> <li>Redevelopment of the Dominic Block;</li> <li>Investigate and implement an archiving process to protect and maintain college identity and records.</li> </ul>
6	Strengthen decision making and accountability at governance of the college	<ul style="list-style-type: none"> <li>Completion of BCE Governance course by the Principal and Deputy Principal; • Chairperson appointed;</li> <li>Person appointed to finance committee; • Biannual reporting of actual performance against budget;</li> <li>Practices are aligned with staff policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Shortlist and approach suitable parents to the Board and ensure sustainability;</li> <li>Appointment of a new board chairperson;</li> <li>Appointment of a finance committee member;</li> <li>Closer monitoring of results against targeted, specific budgets;</li> <li>Review of staff handbook to reflect staff and community needs.</li> </ul>
7	Improve environmental sustainability	<ul style="list-style-type: none"> <li>Staff and students recognise the importance of environmental sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>Seek ways of incorporating sustainability practices into all plans for buildings.</li> </ul>