SCHOOL IMPROVEMENT PLAN
WITHIN THE CONTEXT OF 2011-2015 DIRECTIONS FOR CATHOLIC EDUCATION
IN THE ARCHDIOCESE OF MELBOURNE

School Name: Catholic Regional College
Location: St Albans
School E Number: E1301

For the period of: 2013 - 2016

[Diagram showing various action areas like Education in Faith, Leadership, Learning & Teaching, Student Wellbeing, School Community, and Partnerships for 2011-2015 Directions]
Our School Vision

At the College we strive to live as people of faith and hope, people who are open to the wonder and possibilities that the Kingdom of God will bring. Central to our mission is Jesus’ call to love one another as he loved us. His invitation is simple yet challenging. In our community, each person is sacred and unique, and therefore deserves to be treated with dignity and respect. Diversity is one of our strengths and we strive to live together in harmony, giving each other support, understanding, and a fair go. Together, we work to build positive relationships and a safe and welcoming school environment, one where each person is free to learn and to achieve their personal best. The College endeavours to grow as a community without borders.

Strategic Intent

School improvement is an ongoing process, can only be achieved over time, and requires commitment and consistency of practice across the school. It is a collective and interdependent responsibility; one where everyone in the school community participates, both as a learner and as a teacher. Improving student learning outcomes is the key focus for 2013 – 2016. Knowing our students as learners and as people; high expectations and high levels of trust and support are crucial to this process.

“Human beings are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly affects all indirectly. I can never be what I ought to be, and you can never be what you ought to be until I am what I ought to be. This is the interrelated structure of reality.”

(Martin Luther King Jr. 1965)
## 1. EDUCATION in FAITH

**Goal:** To continue to enhance the faith development of the College community.

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<tr>
<th>Intended Outcome/s</th>
<th>Target/s</th>
<th>Key Drivers</th>
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</table>
| 1.1 That staff, students and families are provided with opportunities and experiences to enable them to identify strongly with the Catholic identity of the College. | 1.1.1 Aim to maintain a rise in all Catholic culture indicators, in particular: Behaviour of students – staff, students and parents Social Justice. 1.1.2 Aim to increase Accreditation to Teach in a Catholic school statistics to remain at or above expected CEOM standards. 1.1.3 If using the CEOM ‘Education in Faith’ surveys, aim for staff and student survey measures to achieve a mean of above 4 in each indicator. | A. Strong commitment to the ongoing faith formation of staff, students and families.  
B. Meaningful celebrations of the sacraments, prayer and liturgy are part of the life of the school.  
C. Integration with faith, culture and life is sought through experience, dialogue and action.  
D. Understanding of, and action for, the common good. |

### Alignment with Strategic Directions for Catholic Education

- To enhance our Catholic Identity
- To build communities of faith and hope.
## 2. LEARNING and TEACHING

**Goal:** To encourage student engagement in quality learning experiences in order to achieve their highest potential.

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<tbody>
<tr>
<td>2.1 That student learning outcomes across Years 7 – 10 will continue to improve.</td>
<td>2.2.1 Aim for NAPLAN Year 9 results to attain an average of 40% in the top three bands in Reading and Numeracy.</td>
<td>A. High Expectations</td>
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<tr>
<td>2.2 That students become more engaged, reflective, responsible and confident learners.</td>
<td>2.1.2 SIS Student Engagement Index of 73.9</td>
<td>B. Curriculum by Design</td>
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<td>C. Using feedback to drive instruction.</td>
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<td>D. Personalising learning.</td>
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**Alignment with Strategic Directions for Catholic Education**

- To enable every young person to be a successful, engaged and purposeful learner.
- To plan and provide safe, contemporary and effective learning environments.
3. STUDENT WELLBEING

**Goal:** To ensure a safe, settled and supportive school environment that contributes to the wellbeing of all and enhances positive learning outcomes.

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<td>3.1 That there is strengthening of students’ abilities to be resilient, responsible and independent learners who contribute positively to the College community.</td>
<td>3.1.1 SIS Student Engagement Index of 73.9</td>
<td>A. Student Voice</td>
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<td>B. Responsibility and independence.</td>
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<td>C. Resilience.</td>
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**Alignment with Strategic Directions for Catholic Education**

- To enable every young person to be a successful, engaged and purposeful learner.
- To plan and provide safe, contemporary and effective learning environments.
## 4. LEADERSHIP and MANAGEMENT

**Goal:** To continue to build a professional learning culture that is underpinned by supportive leadership, role clarity and staff engagement.

### Intended Outcome/s

| 4.1 That all staff see themselves as leaders of learning. |
| 4.2 That a balance of the four cultural pillars of staff climate is achieved. |

### Target/s

| 4.1.1. SIS staff school climate index of 70.2 |

### Key Drivers

A. A **shared purpose** around pedagogy, student wellbeing and faith development.

B. A commitment to **improved classroom practice** and **student learning outcomes**.

C. Building a learning community that is based in student, staff and family **collaboration**.

D. Developing a strong **Performance and Development** culture.

### Alignment with Strategic Directions for Catholic Education

- To attract, develop and retain the very best teachers and staff.
- To promote and develop shared, visionary and inspirational leadership.
- To promote a culture of creativity and innovative practice.
- To ensure ethical governance, high standards and compliance in all schools.
### 5. SCHOOL COMMUNITY

**Goal/s:** To continue to improve connectedness and collaboration through active partnerships between the school, families, parishes and the wider community.

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<td>5.1 That the participation and involvement with families and the wider community continue to improve students’ learning outcomes.</td>
<td>5.1.1 Parent satisfaction index of 83.4</td>
<td>A. Ensuring that dialogue and collaboration are at the core of how we work with families.</td>
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<td>5.1.2 Maintain a school size of between 480 and 520.</td>
<td>B. Engaging families and the community to assist in student learning.</td>
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<td>C. Building a community without borders.</td>
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**Alignment with Strategic Directions for Catholic Education**

- To increase the active engagement of parents in their child’s learning.
- To develop Catholic schools as core community centres.