

Our Lady of the Sacred Heart Thamarrurr Catholic School

Annual Improvement Plan 2020

Introduction and Purpose

The Annual Improvement Plan (AIP) sets out the goals for Our Lady of the Sacred Heart Thamarrurr Catholic School for 2020. It will align with the schools Strategic Plan which is in the process of being developed.

High Priority Areas

While the AIP is comprehensive there are several High Priority Areas that have been identified as being the most important and having the most impact for the school and the community.

1. Strategic Plan and External Review

OLSH will complete its 2020 - 2025 Draft Strategic Plan before the end of Term One. The Strategic Plan will be finalized after the External Review Process is completed at the end of Semester One.

2. Attendance

Attendance remains the biggest barrier to achievement and one of the most challenging areas to improve. In 2020 OLSH will continue all the current strategies it uses to improve attendance and in addition will employ a community development officer (attendance) to improve outcomes in this area.

3. Aboriginal Workforce Development

In 2019 a lot of progress was made in the area of Aboriginal Workforce Development. Working in partnership with the Catholic Education NT this will remain a high priority area for the length of the Strategic Plan. In 2020 a goal is to introduce relevant and effective education certification courses for our staff.

4. Year Twelve Completion

A major goal for 2020 is to have a minimum of five to six students complete Year 12 and to continue to develop processes in the Secondary School to have a few students complete schooling every year.

5. Buildings

The completion of a new class room block, new teacher housing and detailed planning for school redevelopment for the next four years is a high priority for the school.

6. Leadership Transition

In 2020 both the Head of Secondary (June) and the Principal (December) are planning on leaving the school. This will be a loss of 16 years institutional knowledge at Senior Leadership level. The transition to new leadership will require planning by both the school and the Catholic Education Office.

Key Area	Annual and Strategic Plan Goal	Strategies	Accountabilities	Evidence of Success
Catholic Identity	Catholic Identity Leadership Group meets 7 times a year	Catholic Ethos and RE programs are a strength of the School	Principal	Catholic Identity Leadership Group meets 7 times a year Increased professional development for new staff in Catholic faith and practice
	Increased Catholic emphasis in induction or orientation process	Wadeye induction day and the first five weeks includes specific section on Catholic education and faith.	Principal	
	Sacramental Programs	The School and Parish run well planned programs for	Principal, Catholic Identity Team	Sacramental Programs take place

	To run a RE/Catholic Identity Staff Meeting once a term	Reconciliation, Communion and Confirmation	Principal, Senior Leadership Team	A Catholic Identity staff meeting is run once a term
	To develop the Primary Religious Education Program	Catholic professional development is a strong element of the school's program. All staff meet accreditation requirements.	Principal, Sr Tess Ward, APRE	Practice in the Primary Religious Education Program is developed to meet the needs of our students
	To run Student Retreats in Years Six and Ten		Principal, Heads of School, APRE	Student Retreats are run in Years Six and Ten

Key Area Teaching and Learning	Annual and Strategic Plan Goal	Strategies	Accountabilities	Evidence of Success
	To increase attendance to 54%	The school is working actively to increase attendance	Principal	Attendance increases to 54%
	To increase the numbers of students attending at 80% +	<ul style="list-style-type: none"> Working with RSAS & NT Govt Use AMMA App Use of elders 		Increase the number of students attending 80%+

		<ul style="list-style-type: none"> • Secondary rewards scheme • Use of middle leaders • Appoint Community Development Officer Attendance 		
	To strengthen and further develop the NT Employment Pathways Curriculum Framework	Introduced in 2018 Increased Professional Development, Network Meetings and School visits	Head of Secondary	The NT Employment Pathways Curriculum Framework is strengthened and further developed
	To restructure the senior curriculum to develop pathways for increased Year 12 completion	The school increases the number of students completing Year 12 in 2020-2021	Head of Secondary	Increased number of students are participating in senior secondary programs The school has at least five students graduating Year 12 over 2020
	The Essential Skills of Classroom Management operate as a major base for how classrooms are to operate	The ESCM have been operating in the School since 2014	Senior Leadership and Lead Teacher ESCM	All teachers are trained in ESCM. The program operates per school policy
	To increase the capacity and qualifications of local staff	Appointment of Aboriginal Workforce Development Team	Senior Leadership, CALT, Aboriginal Workforce Development Team	Local education staff increase their qualifications and capacity
	To continue to strengthen the teaching and learning of Murrinhpatha language and literacy in the early years	This program has been ongoing	Principal, Head of Primary, Module Leader Early Years, Curriculum Coordinator	Improvements in Murrinhpatha literacy assessment. Increase in student benchmarks (NTCF ILC).

	through teacher mentoring, student assessment and enough resource development		(Semester two), School Linguist	More students moving to Year 3 literate in Murrinhpatha
	To introduce “Walking Talking Text as an English Oral Language Methodology in T-2	Training Term One	Head of Primary, Module Leader T-2 , Leader Bilingual Education	Walking Talking Texts program is taught in T-2
	Macquarie Literacy Programs To introduce Mac Lit Programs Initial Lit: Year Three Mini Lit, Multi Lit Yrs 4-7	The school has met with Mac Lit and training is planned for April 2020	English Literacy Team	Increased achievement in English Literacy
	Instructional Coaching takes place for selected staff	Instructional Coaching Program started 2019	Senior Management Team	Increased capacity of selected teaching staff
	Numeracy Project 2020-2021 The school will run a Numeracy project with support from the Catholic Education Office NT	A Numeracy Project Leader has been appointed in Primary and Secondary to run the project	Numeracy Project Leaders, Senior Management and Adult Education Leader	A statement on teaching Numeracy will be developed Resources will be developed and purchased for teaching Numeracy The capacity of Aboriginal educators in teaching Numeracy will be developed
	To increase teachers’ capacity in the use of GradeXpert	Introduced in 2018	Head of Primary, Head of Secondary	Through professional development and guided use all teachers increase their capacity in the use of GradeXpert

Key Area Leadership	Strategic Plan Goal	Strategies	Accountabilities	Evidence of Success
	To work with the CEO in developing an effective Transition program as the long-standing Head of Secondary and Principal leave the school in 2020	Develop a systematic plan with comprehensive hand over documentation	Catholic Education Office and OLSH Principal	A smooth and well supported transition takes place
	A new Strategic Plan is completed by April	Discussion and consultation	CALT, Senior Leadership	Strategic Plan developed
	To have seven members of staff undertake CEO NT sponsored Middle Leadership Program	OLSH Wadeye have staff participate in this program since its inception	Senior Leadership	Seven middle leaders successfully complete the Middle Leadership Program
	To continue to support the Wadeye Cadets as a leadership program for OLSH students	Cadet program has been operating at the School since 2013. A new leader was trained in Term 4 2019	Head of Secondary, Cadet Co-ordinator	The Wadeye Cadet program operates successfully
	To deliver a comprehensive program to increase the capacity and qualifications of OLSH Aboriginal staff	Principal, CEO and OLSH Aboriginal Workforce development staff	Principal, CEO Aboriginal Workforce Development Staff	A comprehensive report on Aboriginal Workforce development will be written in Term Four

Key Area Pastoral Care and Wellbeing	Strategic Plan Goal	Strategies	Accountabilities	Evidence of Success
	Working with Menzies run “Skills for Life” Program in secondary school and extend it to Grades Five-Six	Program started in 2017	Head of Secondary, Head of Primary	Skills for Life is successfully implemented in the secondary school
	To train staff in de-escalation programs	Head of Primary trained in 2017	Principal, Head of Primary	Staff are trained in de-escalation strategies
	To review the School Suicide Response Program	The School Suicide Response plan is reviewed in terms of current best practice	Senior Management and Social Worker	A revised Suicide Response is developed
	The Safe4Kids program is run	Safe4Kids was first run at OLSH in 2019	Social Worker and Senior Management Team	Students have increased understanding of their safety The Community is better informed of child safety issues

Key Area Community and Culture	Strategic Plan Goal	Strategies	Accountabilities	Evidence of Success
	To provide regular culture programs and trips to country	Existing practice but an increase in Primary trips is needed	Principal, Head of Primary CALT	Regular culture programs take place
	To continue to encourage and support more intercultural learning and to develop increased local/non local collegiality and understanding	This is existing practice but requires a more systematic and whole year approach	Principal, Head of Primary CALT, School Linguist	A regular, planned and systematic program of intercultural learning takes place
	For each Module/Area of the school to run at least one Parent Engagement Day (PED)	Planning February	Senior Management, CALT	Parent Engagement Days happen
	LPC continues to develop capacity and production	Build on existing practice Employ school graduates	Principal, LPC staff	Increase production of LPC resources Increased capacity of LPC staff

Key Area Finance, Facilities and Resources	Strategic Plan Goal	Strategies	Accountabilities	Evidence of Success
	Detailed plans for school redevelopment completed	Discussion 2017-2019	CEO Infrastructure, Principal Business Manager	Detailed School redevelopment plans completed Semester Two
	New primary school block completed	Planning undertaken in 2019	CEO Infrastructure, Principal, Business Manager	New primary school ready to open for Semester Two 2020
	New staff housing Completed Airport Road	Use existing plans	CEO Infrastructure, Principal, Business Manager	New staff housing completed December 2020
	Planning takes place for new Pre-school	Preschool ready to be built 2021	CEO Infrastructure, Principal, Business Manager	Preschool constructed 2021
	New Signage throughout the school	Planning 2019	Project Manager Principal, Business Manager	School signage completed