



SCHOOL IMPROVEMENT PLAN 2021

DIMENSION:	Mission, Identity and Voice		
SCOPE:	This strategic dimension includes health, wellbeing, pastoral care, quality and character of catholic life; personal excellence, mentoring, leadership programs, faith formation, prayer, liturgy and sacraments, community service, advocacy groups, retreats and immersions.		
Strategic Actions - Guided by research and best practice, we will:		Co-ordination	Review Date
1 Ensure opportunities for the Aquinas College community to engage with the theology of our environmental advocacy and sustainability endeavours , e.g. bringing “Laudato Si” to life within the works of the Sustainability Group.		Richard Mavros	Term 4
2 Prioritise Student Voice in reconciliation and future direction of the College through engagement and continue growth of the student leadership councils, ensuring a consistent approach across all three schools.		Heads of School	Term 4
4 Creation of an Aquinas College Social Vision that focuses on various issues of equality and social justice both locally and internationally that aligns with our distinctive values-based identity (Mission) and contributes to a better and fair society.		Principal	Term 4
5. Establish an Aquinas Society to create spaces for dialogue and respectful debate among our Aquinas College community, broader society and expert guest speakers in order to enable people to be agents of change in creating a more just society – beginning with awareness raising, education and ultimately inspiring advocacy and social action.		Religious Formation Team	Term 4
6. Contextualise the Religious Formation programs with the Aquinas College Learning Journey v2 , in order to integrate core focus areas of our Catholic Identity and Student Leadership programs and our Edmund Rice Movement.		Heads of School	Term 4
7. Review Management of Student Behaviour Policy to ensure standards are appropriate, explicit with clear consequences/actions with an expectation of respectful language, and courtesy.		Deputy Principal	Term 3

DIMENSION:	Teaching and Learning		
SCOPE:	This strategic dimension includes curriculum and co-curriculum design; academic and vocational programs offered; timetabling; study skills and independent learning; assessment and reporting; eLearning and use of technology in the curriculum; homework policy; specialist music program, work experience, careers advice, academic value added: improvement: personal best.		
Strategic Actions - Guided by research and best practice, we will:		Co-ordination	Review Date
5 Development and implementation of a blended curriculum model in Year 11 & 12 to accommodate the introduction of Aquinas Link program that provides a greater priority on preparing students for post-school life and transition to post College.		Director of Studies	Term 3
Introduction, development and management of Extended Day program		Heads of School	Term 3
Review and Development of Sports and Fitness Program throughout the College		Head of Sport	Term 2

DIMENSION:	Formation of Staff		
SCOPE:	This strategic dimension includes professional, career and leadership development and faith formation for all staff; coaching and mentoring of staff; standards and skills for teaching and pastoral care; staff induction, staff communication and participation; staff recognition celebration, staff well-being.		
Strategic Actions - Guided by research and best practice, we will:		Co-ordination	Review Date
3	Continued emphasis on Staff Professional Portfolios and Teacher Performance Management . To align with staff professional development program standards of personal excellence.	Deputy Principal	Term 4
5	Conduct a review of teacher expectations and workload in light of MS and SS rhythms ensuring the quality of teaching and learning are remaining a high priority.	Deputy Principal	Term 3
6	To develop a clear and accountable plan for staff expectations for co-curricular hours.	Deputy Principal	Term 3
7	Continue to develop ICT capabilities of staff and students to enable wider access to learning opportunities beyond the classroom	Director of ICT	Term 4

	DIMENSION:	People, Resources and Community	
	SCOPE:	This strategic dimension includes parent partnership and communication; boarding community; involvement of former pupils; formation for parents, community relationships; links to schools, parishes, charitable organisations, higher education institutions and government. In addition all aspects of space, buildings, grounds and facilities including information technology; staffing, funding and resources; environmental sustainability; safety and security; governance, risk and compliance.	
	Strategic Actions - Guided by research and best practice, we will:		Co-ordination
			Review Date
PEOPLE	4. Develop a parent code of conduct in consultation with the school board- including sanctions for breaches 5. Creation of a purposeful marketing / publicity campaign.	Principal Dean of Development	Term 2 Term 3
RESOURCES	2. Facilities & Infrastructure: complete and implement a new College Master and Development Plans that improves learning, optimises space and ensures a beautiful, functional school environment; and 3. Finance & Fundraising: maintain a prudent approach to financial management, investigate and plan for changes to income streams and work with the College Foundation to establish a financially viable and effective fundraising program to realise long term objectives.	Principal Dean of Finance	Term 2 Term 3
COMMUNITY	1. Creation and implementation of a College Social Vision . 4. Establish national and global partnerships and collaboration with other Schools 5. Develop a working relationship with NDUA; Public Universities and agencies; TAFE to enhance curriculum and post-school opportunities and to encourage staff to grow further professionally. 6. The establishment of a community hub to provide opportunities for community for engage with the College. (E.g. Community choir, Performing Arts school; swimming)	Principal	Term 3 and 4