



Vision At St Andrew's we strive to make Jesus real, through our words and actions, in the spirit of St Benedict who invites us to "Attend with a Listening Heart."

Mission Our actions give witness to the gospel values and are reflected in every aspect of school life. We provide inclusive, high-quality learning, striving for excellence through collaborative, contemporary pedagogy, and positive and supportive learning environments. We are a welcoming community and respect the dignity of each individual, building relationships with a culture of trust, and commitment to reconciliation and restoration.

Values
Work
Prayer
conversion

Community
Peace
Obedience

Stability
Hospitality

Compassion
Humility

Strategic priority	Goal ¹ : Goals that inspire and set your school's direction <i>"Where do we need to go?"</i>	Targets: Measurable targets to track progress towards your school's objectives <i>"How do we know we are getting there?"</i>	Actions: Actions required to drive progress of key results <i>"What will we do to get there?"</i>	Timeline: <i>"When do we want to get there by?"</i>	Responsibilities & Accountabilities: <i>"Who is responsible for ensuring it happens?"</i>
Catholic identity	By the end of 2023 we will seek to enhance the Catholic Identity of the school by inviting the St Andrew's school community to participate in the ECSIP surveys, with the intention being to engage in the school and student story as part of the greater Christian narrative. We will embrace the theme "Grow Our Story" through the exploration of the St Andrew's School story and its connection to the Benedictine tradition and the story of the Good Samaritan Sisters.	75 % of students can articulate an understanding of St Andrew BCE Listens survey data will reflect a stronger awareness of Catholic Identity. Desired participation rates are: 95% of staff 95% of students in Years 5 & 6 40% of parents	Staff PD - unpack story of St Andrew, connected to the story of the Good Samaritan Sisters and the Benedictine tradition Create resources to share with staff, students and community that enhance the connection to our rich history and story as a school Participate in the ECSIP surveys in 2023 Walk and Talk questions will include the exploration of our school story	By the end of 2023	Leadership, All
Learning and teaching	Please complete EIA (page 2)				
Wellbeing	By the end of 2023 we will reimagine staff wellbeing strategies that support strong, caring relationships among staff at St Andrew's, so that gratitude, acceptance, value in imperfection and value in yourself are qualities that are evident in staff relationships We will provide opportunities in knowing ourselves and knowing others.	BCE Listens survey Wellbeing data will reflect that staff satisfaction with work / life balance has been maintained, if not increased	Support teams to establish Team Norms and boundaries Provide increased opportunities for social interactions among staff Commence a praise wall Prioritise for staff, times to recharge, enabling support for each other Provide extra time to teachers, for supported planning and preparation	By the end of 2023	Leadership, All

Explicit Improvement Agenda

St Andrew's Ferny Grove

<p>Our people</p>	<p>By the end of 2023 we will be well versed in an inquiry, learning sprint process that supports both system and individual class challenges</p>	<p>Individual sessions identifying professional goals will be completed signed off with a reflection process at the end of the year</p>	<p>Release time for goal setting and reflection. Time organised to support teachers in learning sprints. Time organised for teachers to share ideas / observe teaching strategies.</p>	<p>By the end of 2023</p>	<p>Leadership, All</p>
<p>Diversity and inclusion</p>	<p>By the end of 2023 we will have created a Reconciliation Plan for St Andrew's.</p>	<p>The published RAP on the Narragunnawali website.</p>	<p>A partnership with Jenny Kent to develop an aboriginal painting that depicts our story. Engage community members</p>	<p>By the end of 2023.</p>	<p>APRE</p>
<p>Organisational effectiveness</p>	<p>By the end of 2023 we will have set up a support process for teacher planning where every teaching team has opportunities to regularly discuss with support teachers. By the end of term 2 we will have developed a Master Plan for St Andrew's</p>	<p>Specialist teachers (PLL, Library, IT, STIE) have opportunities to work with class teaching teams regularly. A completed Master Plan</p>	<p>Planning rosters. Set up collaborative space. Engage with an Architectural Firm. Complete a collaborative Master Plan process.</p>	<p>By the end of the 2023 year. By the end of Term 2</p>	<p>Leadership, All. All community.</p>

Explicit Improvement Agenda

St Andrew's Ferny Grove

Goal: Using challenging tasks to gather evidence of student learning in Mathematics.

Actions	Targets	Timelines	Responsibilities & Accountabilities
<p><i>What are the actions the school will implement to address the improvement focus?</i></p> <p><i>What will be the expected outcome/impact?</i></p>	<p><i>Specific improvements sought in student performance. (measurable student outcomes)</i></p> <p><i>What evidence or targets will be used to measure this impact which are rigorously actioned?</i></p>	<p><i>What is the expected timeframe for the improvement focus to have an impact?</i></p> <p>By the end of 2023 school year</p> <p><i>What milestones are anticipated?</i></p> <p>Engagement in Learning Sprint process across the community</p> <p><i>Is a phased approach (name the phases) needed for change to occur?</i></p> <p>3 connected learning sprints.</p>	<p><i>Who is responsible for this action?</i></p> <p>Leadership, All, BCEEO's (Levels of Teaching Response.)</p> <p><i>Who will need to be involved?</i></p> <p>Leadership, Teaching teams, Parents, Students, Expert Voice</p> <p><i>How will we monitor against school targets to know we are on track to success?</i></p> <p>Planning meeting data discussions.</p>
<ol style="list-style-type: none"> 1. Learning sprints – greater staff efficacy, improved student achievement <ul style="list-style-type: none"> - PD with James - Moderating samples - Questioning techniques, open ended 2. Coaching – teacher clarity and purpose, confidence and ownership from teachers, collectively responsibility (eg.Steve Dunn, Liz Irwan) 3. Walks and Talks – sharing of best practice, professional conversations, providing feedback 4. Professional Learning Plan - Name it, communicate it, celebrate it. 5. Performance & Review Plans with a clear process. 6. Linking the gathering of evidence with levels of teaching response with EO support. 	<p>100% of teachers used challenging tasks to collect evidence of learning within mathematics (formative and summative)</p> <p>Baseline 2022 semester 2 SRS and NAPLAN data.</p> <ul style="list-style-type: none"> - SRS moving C to B? - Increase the percentage of students in the upper two bands by ...? <p>100% participation in reflective conversations about assessment in mathematics eg. Review and Response/coaching conversations.</p> <p>All students can articulate their thinking through a challenging task during LW&T.</p> <p><i>Observations/ Forms doc to collect evidence of student mathematical language. LT focus.</i></p> <p>95% of staff will achieve their Professional goal in mathematics</p> <p>Leadership and teaching staff to have clarity on the levels of teaching response.</p> <p>4.Learning plans are completed by the</p>		

Explicit Improvement Agenda

St Andrew's Ferny Grove

	<p>The expected outcome would be to see teachers participating in more rigorous conversations</p> <p>Students would be more aware of next steps in their learning.</p> <p>You would see a change in planning documents.</p> <p>Sharing practice and professional practice.</p>		
<p>Resources & partnerships</p> <p><i>What targeted resources structures or other support is needed to enable this explicit improvement agenda?</i></p> <p><i>What strategic partnerships are in place to enhance student achievement?</i></p> <p><i>How will this explicit improvement agenda be communicated to staff, parents and the wider community?</i></p>	<p>Connection with an expert voice to journey with us over the course of the E.I.A.</p> <p>Communication will be part of our learning sprint focus. All partners will be involved in dialogue during the process. At the end of the E.I.A we 'Name it (Position paper) and 'Communicate it' (Portal, Web page, Wider community)</p>		