



2025 ANNUAL IMPROVEMENT PLAN

STRATEGIC DIMENSION	COMPONENTS	STRATEGIC INTENT	RESPONSIBILITY
1. MISSION AND IDENTITY			
	1.2 RELIGIOUS EDUCATION		
	1.2.2 Religious Education Pedagogy and Accreditation	A program of professional learning developed and implemented that builds pedagogical skills, qualifications, and accreditation to teach RE	AP – Mission & Identity
2. TEACHING AND LEARNING			
	2.1 AN EXPERT TEACHING TEAM		
	2.1.3 Capacity Building - Coaching and Mentoring	Approaches for coaching and mentoring program focused on building teacher capacity implemented	Deputy Principal
	2.1.4.1 A Culture of Professional Learning	A culture and practice of professional learning established for all staff comprising highly contemporary programs which address College and individual professional learning priorities focused on pedagogical innovation and curriculum change	AP – Teaching & Learning
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3. PASTORAL CARE			
	3.2 PROGRAMS AND STRUCTURES		
	3.2.1 Positive Learning Behaviours	Positive learning behaviours are modelled and promoted across the school community.	AP – Pastoral Care



4. A CATHOLIC WORKPLACE			
	4.1 AN EXPERT TEAM OF PROFESSIONALS		
	4.1.2 Recruitment, Induction and Retention of Staff	Maintain an 'employer of choice' strategy whereby the best teachers, educational leaders and specialist staff are recruited, developed and retained	HR Manager
	4.2 CAPACITY BUILDING THROUGH PROFESSIONAL LEARNING		
	4.2 3 Building Leadership Capacity	Leadership capacity is developed and extended consistent with National teacher accreditation requirements including the requirements of higher levels of accreditation.	HR Manager
5. STEWARDSHIP AND SUSTAINABILITY			
	5.1 BUILDING, FACILITIES AND BUILT INFRASTRUCTURE		
	5.1.1 Facilities Master Plan	Planning for the delivery of the facilities Master Plan, specifically the provision of contemporary and adaptable facilities and teaching environments on our Oxford Falls campuses and informed by the College Learning Framework.	Principal Business Manager AP – Cocurricular
	5.2 FINANCIAL SUSTAINABILITY AND AFFORDABILITY		
	5.2.1 Sustainability and Changes in Funding Levels	Long-term financial sustainability of the College is maintained in the context of changes to educational funding.	Business Manager
	5.5 RISK MANAGEMENT		
	5.5.1 Risk-Aware Culture	The College has a well-established risk-aware culture minimising the occurrence and impact of risk	HR & Risk Manager
6. STRATEGIC LEADERSHIP AND PARTNERING			
	6.1 COLLEGE COMMUNITY ENGAGEMENT		
	6.1.1 Consultation and Communication Strategy	The College's overall communication and consultation strategy is meaningful and timely and engages parents, staff and Council in dialogue, consultation and communication.	Principal