



ANNUAL IMPROVEMENT PLAN 2024

STRATEGIC DIMENSION	COMPONENTS and STRATEGIC INTENT	STRATEGIES	RESPONSIBILITY WHEN
1. MISSION AND IDENTITY	1.1 CATHOLIC IDENTITY AND EDMUND RICE EDUCATION		
	1.1.1 Engaging with the Charism of Blessed Edmund Ignatius Rice	Touchstones and the College's Values further embedded in all aspects of College Life enriched by the rich context of the Edmund Rice charism.	AP – Mission and Identity
	1.2 RELIGIOUS EDUCATION		
	1.2.1 Religious Literacy	Strengthen religious literacy of students and staff	AP - Mission and Identity
	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 and Identity
	1.3 LITURGICAL LIFE		
	1.3.1 Liturgical Life of the College	Opportunities strengthened for the engagement of staff and students in the liturgical life of the College	AP - Mission and Identity
2. TEACHING AND LEARNING	2.1 AN EXPERT TEACHING TEAM		
	2.1.1 Learning Framework	A shared understanding, vision and practice for authentic teaching and learning is informing the development and implementation of a whole-school learning framework	AP - Teaching and Learning
	2.1.2 Teamwork and Collaboration	Professional learning opportunities for teachers and teachers' aides which strengthen teamwork, collaboration and sharing of improved classroom teaching strategies	AP - Teaching and Learning
	2.1.3 Capacity Building-Coaching and Mentoring	Approaches for coaching and mentoring program focused on building teacher capacity implemented	Human Resources and Compliance Manager
	2.1.4 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 and Learning

	2.6 THE LEARNING CULTURE		
	2.6.1 Students Engaging with the Assessment of Learning	Students reflecting on and contributing to the assessment of their own learning and providing constructive feedback.	AP - Teaching and Learning
3. PASTORAL CARE AND WELLBEING	3.1 STUDENT WELLBEING		
	3.1.4 Transitions across the Stages of Schooling	New and existing approaches and partnerships are supporting the transition of students into the College	AP - 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 OF PROFESSIONALS		
	4.1.2 Recruitment, Induction & Retention of Staff	Maintain an 'employer of choice' strategy whereby the best teachers, educational leaders and specialist staff are recruited, developed, and retained.	Human Resources and Compliance 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.	Human Resources and Compliance Manager
	4.3 WORKPLACE CUTLURE, HEALTH AND SAFETY		
	4.3.1 School as a Catholic Workplace	A shared understanding of the contemporary Catholic workplace with processes for the development and monitoring of staff culture, team building, morale and wellbeing.	Deputy Principal

5. STEWARDSHIP AND SUSTAINABILITY	5.1 BUILDINGS, 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 the Chatswood and Oxford Falls campuses and informed by the College Learning Framework.	Principal and Business Manager
	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
	5.3 ENVIRONMENTAL RESPONSIBILITY		
	5.3.2 Environmental Management	An environmental management plan researched, developed, and fully implemented.	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.	Human Resources and Compliance 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 Board in dialogue, consultation and communication.	Principal and Deputy Principal
	6.2 STRATEGIC PARTNERING		
	6.2.1 EREA Networks	Professional learning networks are fostered and developed across the EREA community.	Deputy Principal
	6.3 STRATEGIC LEADERSHIP, THINKING AND ACTING		
	6.3.1 Strategic Leadership	Strategic leadership is exercised by the College Leadership Team and endorsed by the College Council and characterised by robust, flexible and responsive strategic thinking and planning	Principal
	6.4 GOVERNANCE		

	6.4.1 Governance Compliance	The College governance structures policies and procedures comply with Government legislation and requirements.	Human Resources and Compliance Manager
	6.4.2 Alignment – College Advisory Council and EREA	Close alignment and consistency of purpose maintained between the College Advisory Council’s structure and operations, EREA Strategic Directions and EREA Governance as set out in the ‘Design’ and reflected in the Council’s Annual Plan and aligned with the College Strategic Plan.	Principal