



## Annual Implementation Plan

### SIRF LEADERSHIP 2019

**Goal 1: We provide an opportunity for staff to access relevant and contemporary professional learning and to actively undertake leadership opportunities.**

Focus area SIRF	Strategies / Actions this year	Performance measures (links to targets in SSP)	Leadership and resources	Timing
Educational Leadership- Staff Leadership	Staff to review and unpack our Vision and mission and explore evidence of this in action in our context. Staff meeting or get together/refresher when required throughout 2019	Staff meeting focus-term 1.	Principal, SIRF Leadership team and coordinator	During Term 1,
	School vision is included in weekly newsletters to families	Newsletter entry	Principal	Term 1 ongoing for the rest of year

	Regular SIRC meetings are scheduled with SIRC teams and parent SIRC members are involved in actioning SIRC Plans and reviewing in 2019	At least 3 SIRC meetings/year or 1 per term	SIRC leaders	Each semester
	Professional development opportunities are emailed. Staff to be encouraged at staff meetings to extend their skills/leadership knowledge by completing extra PD.	Principal/ DP to ensure staff are aware of opportunities	Principal / DP	ongoing
	Opportunities for Middle leaders from St Mary's to be part of the Brown Collective Middle Leaders program	select staff to be part of this process	DP / Principal	Establish first term.
	Allocate a mentor for each new staff member and ensure there are regular and sustained meetings to assist in the induction and mentoring process .	Allocate regular meeting times/catch ups/check ins	Principal / DP	Establish first term.

**Goal 2: We promote and facilitate the growth of student leaders through exploration, investigation and encourage them to lead in the footsteps of Jesus.**

Focus area SIRF	Strategies / Actions	Performance measures (links to targets in SSP)	Leadership and resources	Timing
Pastoral Leadership and connection to our Catholic faith – Student Leadership	Students will demonstrate their leadership skills through organizing assemblies, organized sport activities at lunch, homework club and volunteering at school functions to put their leadership skills into practice.	SIRF leader (teachers) will work closely with student leaders and class representatives to ensure that they are given plenty of notice about upcoming school events and are taught leadership skills	Leadership SIRF team to assist , teachers, parents and Principal	Ongoing. Start in term 1 with leadership lessons.
	Students meet regularly with SIRF leader to identify goals and conduct reflections on past leadership experiences.	Meet one recess on the same day each week	SIRF leader and SIRF committee teacher	Term 1 to meet Term 2 begin putting what we do in meeting into practice

**Goal 3: We promote and encourage parents of our school community to be actively involved in the leadership of our school and work collaboratively and in partnership with school staff and parish.**

Focus area SIRF	Strategies / Actions	Performance measures (links to targets in SSP)	Leadership and resources	Timing
Cultural Leadership- Parent Leadership	Increased communication with families through email, phone and face to face formal/or informal conversations around positive successes about their child.	Minimum of 3 families to be contacted a week initially. Use of Class Dojo, emails, record of contact, positive affirmation	SIRF Leadership team to provide a	Term 1 and ongoing  Term 1 with new

	<p>Visual St Mary's staff board outlining positions</p> <p>Parent help and support for school functions P &amp; F and school board – Encourage more parents to join and be a part of our school community</p> <p>Assist P&amp;F in the facilitation of at least one parent representative per class to liaise with other parents and promote school events. Ensure staff are aware of who is representing their class</p>	<p>cards, or face to face conversations</p> <p>Parent rep for each class</p>	<p>table for staff to keep track/monit or their conversatio ns/contact with families. SIRF leader to re provide positive affirmation cards</p> <p>SIRF LEADERSHIP COMMITTEE AS A WHOLE Principal All staff</p> <p>Principal, DP, P&amp;F</p>	<p>staff</p> <p>Annually</p> <p>Ongoing</p>
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