



Annual Implementation Plan 2022

Teaching and Learning					
Annual Goal (What are we trying to achieve?)	Focus Area	Actions (What actions will we take to achieve our goals?)	Responsibility (Who will lead this?)	When (Timeline)	Success Indicators (How will we know we have been successful?)
<p>Goal 1: We deliver consistency and best practice in pedagogy to improve student outcomes through collaboration, partnership, with parents/carers and on-going professional learning.</p>	<p>Develop a school culture functioning as a PLC is an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve.</p>	<p>PGiAPs and SMART goal setting by all teaching staff which explicitly links to the development of this T & L goal Phase 1: Leadership Implementation Planning 100 mins Online PD with Gavin in 2021, Whole staff 120 mins with Gavin on pupil free days Develop PLC Action Plan – why, who, what, where, when? Pedagogical Statements finalised for English, Mathematics and Religious Education.</p>	<p>Leadership Team Leadership and Teaching Staff (with CENT staff where applicable) Critical friend: Roy Anderson</p>	<p>Start of 2022 Throughout 2022</p>	<p>PGiAPs in place and reviewed throughout the year - tied to the CENT check in process Collaborative team meetings weekly following Collaborative Teams that Work model. Leadership engaging in weekly PLC meeting process. Teacher planning documents reflect cycles of collective inquiry and action research. Staff able to verbalise the school's Mission and Vision and the Why of PLCs? Evidence of guaranteed and viable Curriculum in school planning documents and Scope and Sequences</p>

<p>Goal 2: We strive to enrich and enhance learning opportunities for all students through effective integration of ICT and STEM based practices to develop students as 21st Century learners.</p>	<p>Curriculum Delivery – engagement in rich teaching and learning experiences, incorporating the integration of ICT</p>	<p>Explicit teaching of Digital Technologies and embedding ICT into daily teaching and learning practices. Continue dedicated Technology Specialist subject that integrates ICT. Extending BYODD to Year 4 student cohort. BYODD policies and procedures are updated to ensure they reflect the context of student needs. PD for staff focussed on how to embed ICT across the curriculum.</p>	<p>Curriculum Leader Technologies Teacher Roy Anderson</p>	<p>Ongoing 2022</p>	<p>Future Technology planning and resourcing has been informed by Audit of Technology use in classrooms. 1:1 student devices through the BYODD program/or school devices across Years 3-6 1:2 student device ratio in Years T-2 (iPads). Updated policies and student agreements. BYODD Parent Information Session for 2022. Evidence of Google Classroom being actively used consistently in Years 3-6.</p>
<p>Goal 3: We use valid, fair, equitable and consistent approaches to assessment that provide meaningful and timely feedback, which promotes learning and facilitates improvement.</p>	<p>Ensure quality assessment and reporting processes are embedded across the school.</p>	<p>Review Whole school data plan and processes with staff at beginning of the year. Data informed practices and decision making are embedded across the school: Leadership team review school wide data regularly. Explore formative assessment options which provide real time reporting and feedback to students and parents. Continue to plan PD opportunities for staff to enhance staff skill in analysing, interpreting and using data.</p>	<p>Curriculum Leader Data Informed Practitioner Curriculum Leader: Mathematics All staff Leadership team</p>	<p>Ongoing 2022</p>	<p>Data entered in GradeXpert at the end of every term as per school's assessment schedule. Real time formative assessment data visible in classrooms and Student Learning Journey folders. Data collated and analysed according to whole school data plan and informs teacher planning documents. Student overview maps for handover and goal setting interviews. Families connected to Essential Assessment Parent Portal.</p>
<p>Goal 4: We provide all students with access to high-quality education that is inclusive and free from any form of discrimination and recognise the individual needs of all learners, identify barriers that can be addressed, and empower learners to overcome barriers.</p>	<p>Inclusive Education practices embedded in school culture using Response to Intervention model to address diverse learning needs of St Mary's</p>	<p>Inclusion Support Practitioner working alongside ISAs to upskill and develop ISA needs. EAP goal tracking sheets to be utilised to monitor and review EAP goals RTI used to identify intervention and support Re-establish inclusive spaces for students Implement process to identify EAL/D students Consistently using the EAL/D learning progressions to track growth on literacy achievement and track in GradeXpert.</p>	<p>Inclusion Support Coordinator Inclusion Support Practitioner</p>	<p>Ongoing 2022</p>	<p>Evidence recorded against student EAP goals. Parent EAP meeting notes where progress is discussed. RTI data collated and analysed NCCD data evident in T&L practices ASC and other student data shared between preschool and COL. EAL/D question included in Principal enrolment interview EAL/D data and reporting evident in GradeXpert.</p>

	<p>Data informed intervention focused on student need.</p>	<p>2021 NCCD data used to identify SEL as a priority area of need for students. Intervention focussed on student needs for Literacy, Numeracy and SEL led by the Inclusion Support team.</p>	<p>Neeti Puri Guy Glover Roy Anderson Claire Koefoed DOE resources</p>	<p>Data collection Term 1 Intervention ongoing 2022</p>	<p>Growth of students as recorded through GradeXpert. Consistent and accurate data collection for: Multi lit Maths Intervention - Back to Front and MAI NCCD data collection through Inspire Consistent SEL data collection through CENT EAP Goal Tracking sheets Partnering with DOE and CENT staff for professional expertise and development/implementing strategies focused on student improvement eg Marie Clay - Reading Inventory Literacy Pro MultiLit</p>
--	--	--	---	---	--

Catholic Identity

Annual Goal (What are we trying to achieve?)	Focus Area	Actions (What actions will we take to achieve our goals?)	Responsibility (Who will lead this?)	When (Timeline)	Success Indicators (How will we know we have been successful?)
Goal 1: The school community is actively evangelising within a multi-cultural and multi-faith community.	Prayer is embedded into all aspects of school life.	Implementation of prayer scope & sequence. Dedicated prayer time across the school in the morning. Use of the Memorial Garden as a prayer space. St Mary's School Prayer is to be implemented into classroom routines and whole school assemblies.	Religious Education Coordinator All teachers	Ongoing 2022	Prayer is incorporated into the daily life of the school and visible.
	Student participation in Sacramental programs.	School-based Sacramental Program developed for St Mary's students.	Religious Education Coordinator & Principal with St Mary's Parish	Semester 1	High number of students in the school completing the Sacraments.
	Embedding the <i>Making Jesus Real</i> philosophy within SEL and the whole school PBIS	<i>Make Jesus Real</i> links are explicitly planned to be implemented to lead the teaching of SEL. <i>Make Jesus Real</i> books are used in Years T-6. Classes at assembly present a weekly theme that is followed throughout the school. MJR language is used to support PBIS.	Religious Education & Wellbeing Coordinator All teachers	Ongoing 2022	MJR is used to support the teaching of SEL. Students and staff use the language of MJR in our everyday life at St Mary's.
	Embedding Catholic Social Teachings into school community with a focus in Laudato Si - Care For Common Home	School newsletters and Facebook pages will share information. Incorporating Laudato Si in the planning of the Sensory Garden project. Development of Care for Common Home squad to help develop whole school understanding.	Religious Education Coordinator & Principal All teachers	Ongoing 2022	Newsletter Articles . Active Care for Common Home squad that meets regularly with REC.
Goal 2: We use contemporary, engaging and relevant learning for staff, children and families in the beliefs, knowledge, traditions and rituals of our Catholic faith.	Develop teacher knowledge of beliefs, traditions and rituals of the Catholic faith.	Professional Development led by REC for staff around the beliefs, traditions and rituals of the Catholic faith – topic determined by needs of staff and feedback. REC to unpack Journey in Faith units and go through Teacher background information with teams prior to teaching.	Religious Education Coordinator & Principal	Ongoing 2022	Staff complete required hours of professional development towards Accreditation A, B and C. Staff undertaking the CornerStone Units as professional development

	Support families in learning about the beliefs, traditions and rituals of the Catholic Faith.	School newsletters and Facebook pages will share information of the importance of key events in the liturgical year. Invitation for families to attend Masses and Liturgies.	Religious Education Coordinator	Fortnightly Ongoing	Newsletter articles.
	Teach students about the beliefs, traditions and rituals of our Catholic faith that are outside the Journey in Faith units.	Students are explicitly taught about the seasons of Lent and Advent. Whole school focus on Mary during the month of May. Priest visits to help unpack questions from children around beliefs and traditions.	Religious Education Coordinator All teachers	Ongoing 2022 Term 2 and 3	Liturgical calendar events are acknowledged and celebrated throughout the year and students can articulate the meaning of these.
Goal 3: We provide intentional, ongoing and reflective opportunities for spiritual development.	Promote and develop the faith formation of students, family and staff.	Provide opportunities for students and staff to participate in Christian Meditation across the school. Provide opportunities for students and staff to participate in prayer and Mass rituals.	Religious Education Coordinator	Ongoing 2022	Student, staff and parents responses to satisfaction survey agree that faith formation is nurtured by the school.
	Support families in learning about the beliefs, traditions and rituals of the Catholic Faith.	School newsletters and Facebook page will share information of the importance of key events in the liturgical year. Class and school newsletters will include ideas for opportunities for prayer for families linked to Religious Education units of work or liturgical year.	Religious Education Coordinator	Ongoing 2022	Families are aware of the Catholic faith traditions being recognised in the school.
Goal 4: We actively nurture, strong and enduring links with our parish and wider community.	Maintain links between school and parish.	Staff Commissioning Mass Term 1. St Mary's students and staff present at family Masses. Clergy invited to attend school events. Clergy visits to the classrooms.	Religious Education Coordinator Principal	Ongoing 2022	Attendance at Commissioning Mass, Family Masses and school events.
	Maintain links between school and wider community.	Commissioning of Social Justice Squad that supports, Caritas , Catholic Missions , Vinnies	Religious Education Coordinator	Ongoing 2022	Various fundraising initiatives throughout the year. Active Social Justice Squad that meet regularly with REC.

Pastoral Care and Wellbeing

Annual Goal (What are we trying to achieve?)	Focus Area	Actions (What actions will we take to achieve our goals?)	Responsibility (Who will lead this?)	When (Timeline)	Success Indicators (How will we know we have been successful?)
<p>Goal 1: Every student's wellbeing, safety and holistic development is the focus of a whole school approach guided by a PCWB framework to ensure fidelity and consistency.</p>	<p>Consistent, trauma informed and evidence based student wellbeing procedures and practices that reflect our Catholic Identity are embedded into school culture.</p>	<p>Wellbeing is monitored and promoted consistently Whole school approach SEL/wellbeing is continue 2021 review of PBL and pastoral care and wellbeing practices will inform next steps CENT framework will used to inform St Mary's PCWB framework Implement Child Safeguarding Curriculum and link with MJR, SCT and The Four Rs Clear promotion of student wellbeing, through consistent language, regular family communication through newsletter</p>	<p>Wellbeing Leader Principal PCWB SIRT Team Shane Donohue Christine Sutherland</p>	<p>Ongoing 2022</p>	<p>Development of St Mary's PCWB Framework Regular meetings with school counsellor, principal, Catholic Care and DSM. Students can identify a 'safe person' at the school. Refined PBL playbook through whole staff PLC process SEL curriculum planned and embedded through guiding Child Safe Curriculum document and linked to MJR and The Four RS</p>
<p>Goal 2: Students have a sense of belonging and connection and their wellbeing is supported by positive learning environments and consistent language through whole school initiatives that are evidence based, culturally aware, trauma informed and reflective of our vision and mission.</p>	<p>Student pastoral care and wellbeing is developed and promoted through a response to intervention approach that responds to the diverse needs of all students.</p>	<p>Develop a sensory garden through an action team Implement Child Safeguarding Curriculum and link with MJR, SCT and The Four Rs Clear promotion of student wellbeing, through consistent language and visual representation throughout the school Continue implementation of SEL initiatives as part of school PCWB framework</p>	<p>Wellbeing Leader Leadership team PCWB Team Sensory Garden action team Chaplain Classroom teachers</p>	<p>Ongoing 2022</p>	<p>Evidence of school use of: RTI document for PCWB in St Mary's PCWB Framework Tier 3 MJR, Child Safe Curriculum embedded. The Four R's and Spirit of St Mary's digital platform. Zones of Regulation and Growth Mindset Tier 2 small group SEL support Tier 1 IBP , 1:1 SEL support, School based counsellor</p>

Pastoral Care and Wellbeing

<p>Goal 3: The Wellbeing of our school community, including staff, children and families, is promoted, monitored and supported.</p>	<p>Wellbeing initiatives support all stakeholders within St. Mary's Community</p>	<p>Wellbeing data collected, analysed and used to inform future directions. Staff wellbeing initiatives run across the school year. Families/community wellbeing initiatives and resources shared regularly through Newsletter and School Stream. Termly family gatherings identified in the school calendar. Develop sensory garden action team with members representing the whole school community</p>	<p>Wellbeing Leader Leadership team Chaplain Classroom teachers DSM</p>	<p>Ongoing 2022</p>	<p>Evidence of: Wellbeing data collected from all stakeholders analysed Staff wellbeing resources and initiatives continued. Collaboration with Catholic Care to provide family support. DSM coordinating regular Defence family engagement initiatives. Sensory garden developed with participation and voice of the whole school community</p>
--	---	---	---	---------------------	---

Leadership

Annual Goal (What are we trying to achieve?)	Focus Area	Actions (What actions will we take to achieve our goals?)	Responsibility (Who will lead this?)	When (Timeline)	Success Indicators (How will we know we have been successful?)
<p>Goal 1: We provide an opportunity for staff to access relevant and contemporary professional learning and to actively undertake leadership opportunities.</p>	<p>Educational Leadership- Staff Leadership</p>	<p>Staff to review and unpack our Vision and mission and explore evidence of this in action in our context. PGIAPs and SMART goal setting by all teaching staff which explicitly links to the development of school goals.</p>	<p>Principal, SIRF Leadership team and relevant subject coordinators</p>	<p>Term 1 Ongoing 2022</p>	<p>Induction and Commissioning of Leadership processes for staff and students. Regular SIRF meetings held for school wide consultation. SIRF Reports distributed to the SMCP Board. PGIAPs in place and reviewed throughout the year - tied to the CENT check in process</p>
<p>Goal 2: We promote and facilitate the growth of student leaders through exploration, investigation and encourage them to lead in the footsteps of Jesus.</p>	<p>Pastoral Leadership and connection to our Catholic faith – Student Leadership</p>	<p>Students meet regularly with SIRF leader to identify goals and conduct reflections on past leadership experiences.</p>	<p>Leadership SIRF team to assist , teachers, parents and Principal</p>	<p>Ongoing 2022</p>	<p>Students and Year 6 Teachers meet regularly through the school year to set student leadership goals. Development of structures and processes for election of leaders and a description of</p>

					expectations associated with their role/ portfolio.
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.	Cultural Leadership- Parent Leadership	Regularly communicate and promote work of Board and P & F parent bodies Partnership in setting priorities for the Board in support of Policy formation. Eg timeline. Actively initiate opportunities, which promote membership of the P and F and Board.	Leadership SIRF team to assist , teachers, parents and Principal	Ongoing 2022	Evidenced in School newsletter and communications to the parent body Timeline of Policy documents which are up for review developed early in the year and subsequently distributed to the Board when scheduled. Regularly feature the achievements or work of the P&F and Board in school communications.

Facilities, Finances and Resources

Annual Goal (What are we trying to achieve?)	Focus Area	Actions (What actions will we take to achieve our goals?)	Responsibility (Who will lead this?)	When (Timeline)	Success Indicators (How will we know we have been successful?)
Goal 1: Educational facilities are safe, attractive, and contemporary to meet the needs of 21 st Century learners.	Facilities management	Development of School Master Plan in consultation with all stakeholders; organising a Project Control Group	CENT WHS Coordinator Principal Architects Bruce McEvoy (CEO)	Ongoing 2022	School plan document in place and informing subsequent BGA and works schedules
Goal 2: School resources and Digital Technologies are used effectively and we provide contemporary resources, training and development	Resources Management	Ensure IT equipment and infrastructure is in place to the support the Teaching and Learning programs requirements Eg BYOD, Personnel; Compliance with NT Schools and NAPLAN Review the use and purposing of rooms across the school to ensure the focus is on meeting the learning needs of student	Principal Finance Curriculum IT Personnel NT Schools	Ongoing 2022	Policies in place which inform IT equipment for students and staff meet the teaching and learning needs Compliance for a smooth NAPLAN testing period (bandwidth; connectivity and access to required materials and media) Upgrading of Dental room; archive and uniform storage Provision of withdrawal rooms and spaces for children to access focussed learning
Goal 3: Our financial practices, processes and procedures are transparent and efficient.	Financial Management	Review Policies and procedures for FFR Critical incident; Lock Down; Debt collection; Cyclone policy COVID Pandemic plan is reviewed and updated as required	Principal, School Board, WHS coordinator	Ongoing 2022	Weekly Operations meetings to discuss the effective and efficient running of the school Finance Officer, Principal, Communications, Deputy, School secretary, ELC AD Systems and Processes; Timetables and Rosters all ensure staff deployment to meet student needs Fortnightly payroll occurs
Goal 4: Our school practices and educational programs promote a commitment to environmental stewardship and sustainability	Environmental Sustainability	Imbed community practices based upon 'Ladauto Si' which promote and enhance widespread participation and education of environmental sustainability eg. sensory garden Encourage and celebrate responsible use of plant and materials based on CST and ethical work practices. Employ structures and processes to support the success of ethical/sustainable practices.	Principal SIRF Leader CST and Catholic agencies Finance Officer School Support services - cleaning and maintenance personnel	Ongoing 2022	Updated recycling practices across the schooleg bin, reuse; recycle; repurpose Visibly see signage and practices acknowledged and celebrated at school assemblies and via communications External agencies are invited to SMCPs and regularly featured within the school newsletter and communications Limits set for use of paper and disposables in our everyday operations

					Ensure that all furniture and school supplies are sourced and supplied from ethical manufacturers and suppliers.
Goal 5: St Mary's Catholic Primary school is marketed and promoted consistently and effectively to the wider community	Marketing	Actively promote and market the school via a range of multimedia and social media platforms Review and enhance current forms of marketing as well explore future opportunities Employment of a marketing expert to develop and drive key marketing strategies Designated Communications Officer responsible for a range multimedia promotions across the school community	Principal SIRF Leader Communications Officer Finance Officer External media agencies	Ongoing 2022	School Newsletter to go out weekly rather than fortnightly Additional banners for the externals of the school Marketing plan in place - focused on St Mary's point of difference MacKillop Hall displaying artworks and graphics promoting school Catholic charism External/Internal painting in school colours to match the front face of school

Community and Culture

Annual Goal (What are we trying to achieve?)	Focus Area	Actions (What actions will we take to achieve our goals?)	Responsibility (Who will lead this?)	When (Timeline)	Success Indicators (How will we know we have been successful?)
Goal 1: We celebrate our cultural diversity by acknowledging and valuing the cultures and traditions within our school community and ensuring increasing participation and representation from all cultural groups.	Celebration of Cultural Diversity. Our mission as a community of welcome and inclusion.	Implement goals from the St Mary's RAP (Reconciliation Action Plan). Culturally significant events are acknowledged by and celebrated in the school. Emphasise diverse understanding and respect of differing cultures and opinions in all school communications especially in light of COVID 19 protocols. Implement culturally aware practices. Introduce 8 Ways of Learning.	Community and Culture leader AIEW Everyone	Ongoing 2022	Implementation of RAP actions. Culturally significant events (Reconciliation week, Harmony Day, Naidoc Week, National Apology etc) are acknowledged at school assemblies, class events etc. Cultures of school families represented in Sensory Garden. Regular communications demonstrate and encourage a sense of shared understanding and mutual respect based on the common good. Cultural Awareness Plan and PD shared and led by AIEW with staff. AIEW supporting teachers to embed Indigenous perspectives across curriculum areas.
Goal 2: We promote stronger links with parents/carers, to ensure there is a sense of belonging, mutual trust and respect within the school community.	School and Family Partnerships	Promote active participation from families in the Parents & Friends Committee and School Board. Incentive for families who actively take part in P&F/Sensory Garden Community Project.	P&F President with Principal and	Ongoing 2022	Seek membership from a broad range of our community stakeholders. School board and P&F Committee that has 1 parent representative from each class.
	School and community Partnerships	St Mary's Playgroup continues to be widely advertised and open to a broad network of families across Darwin city and Defence networks.	Community and culture leader Playgroup coordinator	Ongoing 2022	Active playgroup that is attended by school families and those outside of St Mary's Attendance numbers are consistently high for weekly Playgroup sessions.
	Communications with families.	Streamlining communication with families by utilising School Stream App for all parent communication. Implementing other features of School Stream for collection of Permission forms, online ordering and payments.	Community and culture leader Leadership Communications Officer	Ongoing 2022	All families connected to the School Stream App and stats show that it is being actively used. Processes set up within admin with a dedicated communications officer to circulate school information in a timely manner.