



VISION	The St John Fisher community is inspired by God's spirit and the Catholic faith tradition to live, to love and to learn with respect for truth, the courage to seek justice, the gift of peace and the grace to forgive as we respond with equal dynamism to society's challenges today and tomorrow.		
VALUES	<i>Respect</i>	<i>Excellence</i>	<i>Service</i>
	<i>Inclusivity</i>	<i>Integrity</i>	<i>Care</i>



Priority:	Goal:	Success Measures:	Strategies:	Timeline:	Responsibility:
Catholic Identity	Inspire students and staff to embrace a contemporary Catholic view which is supported and promoted through the curriculum and religious life of the College.	<ul style="list-style-type: none"> Deepen the understanding of the Catherine McAuley story & the daily workings of the Mercy Charism in the context of our College, to enhance confidence and promote action within our community. 	<ul style="list-style-type: none"> Professional Learning opportunities which promote Catherine McAuley & Mercy Charism each term Highlight days of religious significance: Mercy Day – September Specific Prayers provided 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> APRE Campus Minister
		<ul style="list-style-type: none"> Improved teacher knowledge of the RE curriculum, evidenced in student engagement in RE learning experiences, improved RE results and feedback. 	<ul style="list-style-type: none"> RE teacher development/ teacher teams to facilitate student learning Induction program for new RE teachers 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> APRE RE Teachers
		<ul style="list-style-type: none"> PSD program is developed to align with the RE curriculum and spiritual formation of students. 	<ul style="list-style-type: none"> PSD program developed 	<ul style="list-style-type: none"> Term 1 2023 	<ul style="list-style-type: none"> APRE AP Wellbeing PSD Teachers
Learning & Teaching	Please refer to EIA (below)				



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Wellbeing	Enhance and maintain positive relationships to achieve excellence in learning and improve social outcomes for all.	<ul style="list-style-type: none"> Students and staff value pastoral care through attendance and engagement in Pastoral Care time, House Assemblies, and other community building activities 	<ul style="list-style-type: none"> All house members attend Pastoral Briefings Develop strategies to maximise Pastoral care time Gather Student voice data 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> AP Wellbeing House Deans Teachers School Officers
	Reinforce the understanding that every teacher is a pastoral care teacher	<ul style="list-style-type: none"> All staff engage in and use the John Fisher Way to support wellbeing in the College 	<ul style="list-style-type: none"> Identify and use age-appropriate check-in strategies “Connect Before Correct” Teacher Goals reflect strategies for supporting wellbeing 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> AP Wellbeing House Deans Teachers School Officers
		<ul style="list-style-type: none"> Maintain attendance expectations: 80% attendance 	<ul style="list-style-type: none"> Consistent communication on the importance of attendance Reinforcing school attendance processes 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> AP Wellbeing House Deans Teachers School Officers
		<ul style="list-style-type: none"> Reduce occurrence of major behaviour incidences: <ul style="list-style-type: none"> 2022: 29 students 	<ul style="list-style-type: none"> Develop staff competency in using Engage to record behaviour incidents. 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> AP Wellbeing House Deans Teachers School Officers
		<ul style="list-style-type: none"> Commencement of the construction of the Wellbeing Centre 	<ul style="list-style-type: none"> Continual oversight of the project Appointing builders Engage with Project Managers 	<ul style="list-style-type: none"> 2023/24 	<ul style="list-style-type: none"> College Leadership Team BCE Building Officer
	Implementation of the renewed PSD Program to ensure connection with emotional, social and spiritual development of individual students.	<ul style="list-style-type: none"> Student engagement measured through survey Teachers engaged in the delivery of a responsive program. Feedback from teachers each term. 	<ul style="list-style-type: none"> Teacher training AMAYDA Resilience Program Alignment with spiritual life of the school, HPE curriculum, formation opportunities, special events. 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> AP Wellbeing House Deans Teachers

Explicit Improvement Agenda

St John Fisher College

Annual Plan 2023

Goal: Refine identified practices and processes across the College to ensure our learning environment is consistently accessible and challenging for all learners as measured by student outcomes.			
Actions	Targets	Timelines	Responsibilities & Accountabilities
<i>What are the actions the school will implement to address the improvement focus? What will be the expected outcome/impact?</i>	<i>Specific improvements sought in student performance. (measurable student outcomes) What evidence or targets will be used to measure this impact which are rigorously actioned?</i>	<i>What is the expected timeframe for the improvement focus to have an impact? What milestones are anticipated? Is a phased approach (name the phases) needed for change to occur?</i>	<i>Who is responsible for this action? Who will need to be involved? How will we monitor against school targets to know we are on track to success?</i>
Continuation of Writer's Toolbox, including teacher and teacher aide professional learning and coaching opportunities, as well as student access to the online tool in Years 7 - 9.	<ul style="list-style-type: none"> Teachers embed Writer's Toolbox techniques into teaching practice and learning tasks as well as assessment items (Yr 7-9). Specific sentence styles and paragraphs are appropriately evidenced in student writing. NAPLAN target: 90% of students to be at or above NMS+1 in all domains in Year 7 & 9 NAPLAN Writing 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> Curriculum Leader Literacy Leader of Pedagogy & Teacher Development Leader of Learning Growth Teachers
Renewed focus on the Crunch that Number program in Years 7 - 9.	<ul style="list-style-type: none"> Review existing program in consultation with Numeracy Coach. Identified teaching strategies and resources used by teachers consistently & effectively. NAPLAN target: 90% of students to be at or above NMS+1 in all domains in Year 7 & 9 NAPLAN Numeracy 	<ul style="list-style-type: none"> Ongoing 2023 	<ul style="list-style-type: none"> Numeracy Coach Maths Curriculum Leader Leader of Pedagogy & Teacher Development Leader of Learning Growth Maths Teachers
Finalise the John Fisher Way of Learning & Teaching Framework.	<ul style="list-style-type: none"> Publish a document which clearly articulates the College's vision for Learning & Teaching and brings together key strategies and influences. Develop a visual representation Build teacher's capacity to ensure school-wide practice of the identified five key classroom practices Teachers are utilising the language and supporting resources of the identified strategies Teacher Goals reflect actions for incorporating framework into their practice. 	<ul style="list-style-type: none"> Term 1, 2023 	<ul style="list-style-type: none"> Curriculum Team lead by Leader of Pedagogy & Teacher Development
TLAP development processes refined to include appropriate annotations for all of our learners	<ul style="list-style-type: none"> Individualised TLAPs for each class which are responsive to student needs and promotes engagement through challenge 	<ul style="list-style-type: none"> Ongoing in 2023 	<ul style="list-style-type: none"> Curriculum Leaders STIEs Teachers
PLCs operate effectively with an overall focus on student growth	<ul style="list-style-type: none"> Data based conversations which result in actions to drive growth in student learning. Connect Before Content Growth Mindset 	<ul style="list-style-type: none"> Ongoing 2023 	<ul style="list-style-type: none"> Leader of Pedagogy & Teacher Development Leader of Learning Growth Teachers

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Resources & partnerships	
Resources:	Writer's Toolbox, BCE Education Officers, QCAA
Strategic Partnerships:	Numeracy Coach, TAFE Qld
Communication Strategies:	Teachers: PLCs, Department & Teacher Microsoft Teams, Middle Leader Meetings, Staff Meetings and Briefings Parents: newsletters, emails Community: social media, local guide and newspaper