Stella Maris College

School Improvement Plan

Stella Maris College 52 Eurobin Avenue Manly

2015-2016
Stella Maris College campus is located at the northern end of Manly Beach in Eurobin Avenue. The College also utilises the Benedict Campus, at 270 Pittwater Road Manly which became functional as a second campus in 2012.

Stella Maris enjoys a very positive profile within the Manly community because of its diverse and comprehensive curriculum, with an expanding emphasis on the integration of information technology across the curriculum, its nurturing pastoral care environment and the social justice initiatives undertaken by the students.

Performance Assessment

The survey instrument, 'A diagnostic inventory of school alignment' (DISA) is administered by the University of Southern Queensland each year. The survey is made available to all students, all parents and all staff. As well as this a focus group of senior students met to discuss their satisfaction with the College structures, procedures, staff and curriculum.

The data gathered in 2015 indicates a number of successes at the College and with College life:

1. Staff, parents and students all share the opinion that the College agree that the school has success in student achievement, and the school’s image in the community as a good school has a caring and respectful environment for all.

2. Staff and parents are positive about student well-being, in particular positive relationships, respectful of others, strong sense of self-worth and that teachers are professional and do a good job.

3. Staff indicate that students are well prepared for transition beyond school, while parents are happy that the building and grounds are well maintained.

4. All three groups know the school values and staff agree that the Principal promotes the school vision, values and programs in the wider community.

The data indicates some challenges:

1. All three groups indicate that teachers do not have a big say in school decision making.

2. Teachers and students believe the school buildings and grounds could be aesthetically more pleasing.

3. Staff indicate more time could be made available for shared staff reflection.

4. Students agree that students could show more pride in their school and be more engaged in their learning.

The Stella Maris College Board and the Leadership Team of the College review the Strategic Plan annually and rewrite this plan every two years. In conjunction with this Strategic Plan the School Improvement Plan is reviewed.

In developing the School Improvement Plan the College will have regard for the five National Reform Directions

1. Quality teaching

2. Quality learning

3. Empowering school leaders

4. Meeting student need

5. Providing detailed information to the community
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<th><strong>PRIORITY</strong></th>
<th><strong>ACTION</strong></th>
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| Quality teaching and learning | • Develop a Professional Learning Program for all teachers that reflects the AITSL Professional Standards  
• Use data on student achievement to strengthen pedagogical practice and improve academic achievement in the College  
• Engage with the STAR Learning Framework to guide the College syllabus programming and enhance assessment design |
| Empowering school leaders    | • Commit to ongoing professional development of staff to ensure a skilled workforce into the future  
• Continue emphasis on, and resourcing of, professional development for teachers and middle managers  
• Engage students in communication and action in the College through the Student Representative Council and Student Leadership Team |
| Meeting student needs       | • Use data to identify and support students- in particular identifying students with learning needs and high achieving students  
• Creation and support of identified classes to extend able students and support students with learning needs  
• Provide adequate resourcing for these programs  
• Maintain focus on pastoral care with appropriate levels of resourcing  
• Continue to provide a full time counsellor  
• Offer a wide diversity of subject choice  
• Provide an extensive range of extra and co-curricula activities |
| Providing detailed information to the community | Information is publically available on  
• College Website  
• College Annual Report  
• My School Website  

Information is available to the College community members through  
• Parent portal  
• Student portal  
• Weekly College newsletter  
• Annual College Yearbook  
• College social media platforms  

Information is shared with the College community on  
• Parent Welcome Evenings  
• Information Nights  
• Student Learning Conferences  
• Parent Learning Seminars |
Aboriginal and Torres Strait Islander Education Action Plan

The priorities in the provision of education and training in New South Wales are:

- improved outcomes for all Aboriginal and Torres Strait Islander students in literacy and numeracy, attendance, retention and completion;
- professional development of teachers and support staff in relation to Aboriginal and Torres Strait Islanders
- engagement with Aboriginal and Torres Strait Islander parents and communities.

Stella Maris College currently has no current students who identify as Aboriginal or Torres Strait Islander but the Strategic Plan outlines the need to initiate programs that engage the College with an appreciation and experience of the culture and identity of Aboriginal and Torres Strait Islanders. In conjunction with other Good Samaritan schools a group of students visit the Santa Teresa Mission in the Northern Territory annually. This Mission is one of the major projects which the whole College supports throughout the year through education and fund raising.

During 2015 consultation was undertaken with the Manly Council Aboriginal Heritage office on the the creation of an appropriate acknowledgement of country for the College and this approved version has since been used at official events. Consultation was also undertaken regarding the provision of professional development for teachers in relation to Aboriginal and Torres Strait Islanders.

National Safe Schools Framework

This framework emphasises the importance of student safety and wellbeing for effective learning in all school settings.

Stella Maris College addresses this framework through implementation of a number of policies:

- Safe Environment and Security Policy
- Student Anti Bullying Policy
- Discipline Policy
- Student Wellbeing Policy
- Student Harassment Policy

The proper implementation of these policies underpin our pastoral care and ensure a safe and supportive environment for students.

Development and Review

The School Improvement Plan is developed by the College Leadership Team in consultation with the College Board. This plan ensures that the needs of the whole College community are met.

The Leadership Team review the School Improvement Plan annually and the College Board develop and sign off the Strategic Plan every two years.

A section of the Annual Report includes reflection on achievements and initiatives identified in the School Improvement Plan.

The Principal/CEO reports monthly to the College Board against the strategic priorities and their progress.

All Board committees produce reports for each Board Meeting.

The School Improvement Plan is included in the School Annual Report and is readily available to the public on the College Website.