

ANNUAL IMPROVEMENT PLAN 2023

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.	1.2.1.1 Further embed the Touchstones, College values and Charism of Blessed Edmund Rice by engaging Year 5 in a Reflection Day at Oxford Falls. 1.2.1.2 Ongoing Year 7 Touchstone Induction Day – development of a cohesive cohort who can articulate and act consistently with our values. 1.2.1.3 Ensuring that students see alignment between the Charism of Edmund Rice (namely our touchstones) and our works of social justice. 1.2.1.4 Continual involvement of the Edmund Rice Society in Social Justice initiatives, with the view to a Junior Edmund Rice Society.	Head of Junior School Year 7 Coordinator, AP Pastoral Care, Wellbeing & PC Team Mission and Identity Team	24/02/23 10/2/23 Term 1 ongoing
	1.2 RELIGIOUS EDUCATION			
	1.2.1 Religious Literacy Strengthen religious literacy of students and staff	1.2.1.1 Staff and students participate in liturgical celebrations throughout the year. 1.2.1.2 RE classes to be involved at parish masses 1.2.1.3 Students and staff to be involved in monthly Youth Mass	AP Mission and Identity	
	1.2.2 Religious Education Pedagogy and Accreditation A program of professional learning developed and implemented that builds pedagogical			

	1.3.1 Liturgical Life of the College Opportunities strengthened for the engagement of staff and students in the liturgical life of the College	1.3.1.1 Junior School staff will increase our participation in liturgies by adding a Mother's Day, Father's Day, and Grandparent's Day liturgy. 1.3.1.2 Encourage staff to participate in fortnightly Chapel Masses. 1.3.1.3 Opportunity for Junior School to celebrate the sacrament of Reconciliation to be explored. 1.3.1.4 Major feasts celebrated with Mass / liturgy	Head of Junior School	Terms 1 - 4
	1.5 SOCIAL JUSTICE AND OUTREACH			
	1.5.2 Community Service and Outreach Program A cohesive program of community service and social outreach including social justice education, partnerships, immersion, fundraising, and communications strengthened to engage staff, students, parish and parents.	1.5.2.1 Outreach opportunities and social justice initiatives to continue. New ventures to be explored. 1.5.2.2 Immersion program to continue with staff succession planning to take place to increase the experience of interested staff. 1.5.2.3 Major initiatives include: Lenten Collection, Winter Appeal and Christmas Giving. 1.5.2.4 Edmund Rice hours as required reinstated for Years 10 and 11	Social Justice Coordinator AP Mission and Identity	10/08/2023
2. TEACHING AND LEARNING	2.1 AN EXPERT TEACHING TEAM 2.1.1			



Student leaders,
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		3.2.1.4 Attendance at professional development training such as CSNSW Law Symposium, CSNSW Govt Funded Living Works Program, Propsych coaching etc.	AP, PC and Counselling Teams	Term 2 - 3
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4.2 CAPACITY BUILDING THROUGH PROFESSIONAL LEARNING

	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.	5.2.1.1 Review tuition fee options for 2025 onwards. Review other fees for 2024 onwards and review fee structure. 5.2.1.2 Focus on the fee collection process and resources required. Focus on working with current families and fee payment.	Principal, Business Manager Finance and Risk Committee	
	5.3 ENVIRONMENTAL RESPONSIBILITY			
	5.3.2 Environmental Management An environmental management plan researched, developed and fully implemented.	5.3.2.1 Continue to collect data on past resource usage and work with the Property Committee on ways to reduce our usage (power, paper, water etc.) 5.3.2.2 Install solar power at Chatswood Campus	Business Manager, Facilities Coordinator, Maintenance Team Property Committee	
	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.				
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.			
	6.2 STRATEGIC PARTNERING			
	6.2.1 EREA Networks Professional learning networks are fostered and developed across the EREA community.			

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 rov(i)2 (55C.)-4 -(i)2 (55)10 (C)-4 (o)2 (l)2.1 (o0 -1.22 TDxP)-5 i55 J0 -1.22 TDndorc22 TD(o)2 (p)5 (d)1 ()1 (o(o)2 (i -15.6