

EMMAUS COLLEGE, JIMBOOMBA

2014 STRATEGIC RENEWAL PLAN

SUMMARY OF ACHIEVEMENTS



PRIORITY 1 - Mission and Religious Education

Broad Strategic Goal: Enrich the religious identity and culture of Emmaus College's ecumenical journey through individual and community service, worship, celebration and education.

Scripture Reference	Strategic Intent	2014 Goals/Strategies	Achievements
<p><i>Now on that same day two of them were going to a village called Emmaus, about seven miles from Jerusalem, and talking with each other about all the things that had happened. While they were talking and discussing, Jesus himself came near and went with them, but their eyes were kept from recognizing him. And he said to them, "What are you discussing with each other while you walk along."</i></p>	1.1, 1.3	<ul style="list-style-type: none"> Connect and collaborate with new pastors and all staff to refocus on the ecumenical nature of the school 	<ul style="list-style-type: none"> Induction of new pastors at Pastors Meetings Provision of RE program information to new pastors Pastors invited to attend and present at PD Attendance of pastors at spirituality day
	1.3	<ul style="list-style-type: none"> Identify a selection of sacred songs that enhance community participation in liturgical worship 	<ul style="list-style-type: none"> Small selection of songs identified to enhance worship
	1.2	<ul style="list-style-type: none"> Complete draft RE curriculum (draft units written for P-10) 	<ul style="list-style-type: none"> Draft units written and trialed across P-10
	1.2	<ul style="list-style-type: none"> Professional learning linked to key aspects of RE curriculum with ecumenical difference Engage pastors in a review of the Emmaus RE program in light of new draft units 	<ul style="list-style-type: none"> Professional Learning sessions conducted for all staff Professional Learning sessions conducted for teachers of RE according to topics identified as priorities by teaching staff Pastors attended and conducted whole staff/P-6/7-12/year level meetings to enhance teachers' knowledge and understanding of RE content Positive feedback gathered from teachers following PD sessions Teachers have identified professional learning priorities for 2015
1.4	<ul style="list-style-type: none"> Provide further opportunity for the spiritual formation of staff that enhances personal faith growth and knowledge that supports effective RE teaching 	<ul style="list-style-type: none"> Ongoing opportunities for spiritual formation of staff particularly with a view to more deeply understand the traditions associated with the College Increased attendance at Wednesday morning staff prayer Staff spiritual formation day planned for January 2015 	

PRIORITY 2 - Learning and Teaching

Broad Strategic Goal: Empower confident, creative, successful, active lifelong learners who enrich their lives, and the lives of their community, by equipping them with the skills, knowledge and capability for their journey in a globalized technological society in living the Gospel of Jesus Christ.

Scripture Reference	Strategic Intent	2014 Goals/Strategies	Achievements
<p><i>When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him, and he vanished from their sight.</i></p>	2.2	<ul style="list-style-type: none"> • Trial implementation of HPE P-10 • Implementation of Geography syllabus • Trial implementation of Music (P-6) 	<ul style="list-style-type: none"> • Implementation of the HPE syllabus • Trial implementation of Technology and The Arts P-10 • Review of P-6 Music program in light of priorities in new syllabus • Professional Learning for teachers in each of these trial subject areas • Targeted Geography professional learning sessions conducted by Gary Butner for all teachers in P-6 • Geography units written and trialled in P-6 classes
	2.1 2.3 2.4 2.6	<ul style="list-style-type: none"> • Utilise BI tool to evaluate and inform teaching for learning progress and achievement (SRS, NAPLAN and ACER) • Make learning visible, personalised, active and interactive through use of the Model of Pedagogy and Visible Learning strategies • Launch Emmaus College Vision of Learning 	<ul style="list-style-type: none"> • Teachers involved in a range of professional learning sessions regarding the use of BI to support planning and to track learning progress • PAT R data tracked using BI and quadrant map used to identify learners at risk or learners who are not making typical progress • Model of Pedagogy used in all PD sessions with staff regarding implementation of the Vision for Learning • Model of Pedagogy used a guiding tool during the planning process across all subjects but with a particular focus in literacy and numeracy • Model of Pedagogy used as a platform for data collection (NCCD) and ongoing planning and monitoring of adjustments for learners with complex needs • Emmaus Vision for Learning launched • Professional Learning sessions held each term for P-12 staff around the implementation of the Vision for Learning • P-12 language of learning developed to assist the consistent implementation of the Vision for Learning • Learning Intentions and success criteria used more consistently across subject areas and year levels
		<ul style="list-style-type: none"> • Continue rollout of resources to support implementation of ICLT plan (greater access to laptops iPads in P-6) 	<ul style="list-style-type: none"> • Rollout of iPads continued in Years 3, 4 and 5 (6 per class) • Use of iPads to support learning included in planning documents across a range of subject areas

	<p>2.5 3.7</p>	<ul style="list-style-type: none"> • SWPB for learning through teacher team professional learning sessions 	<ul style="list-style-type: none"> • P-6 Pastoral Conversations conducted by Russell and Liesl throughout the year • P-6 Pastoral meetings focused on SWPB for learning • Pastoral Leaders focused on SWPB for learning across 7-12 • P-12 professional learning aligned to SWPB for learning for all staff and supported by the implementation of the Vision for Learning
	<p>2.4</p>	<ul style="list-style-type: none"> • Develop a middle schooling pedagogy that is shared, understood and utilised by all 7-9 teaching staff 	<ul style="list-style-type: none"> • Targeted professional learning sessions for 7-12 teachers on middle schooling pedagogy facilitated by Donna Pendergast • 7-12 Curriculum meetings focused on middle schooling pedagogy • Academic Coordinators engaged in professional learning linked to developing a shared understanding of pedagogy across a range of subject areas
		<ul style="list-style-type: none"> • Review panel feedback and effectively remediate issues raised 	<ul style="list-style-type: none"> • Particular focus by Academic Coordinators on reviewing panel feedback with relevant teachers with a view to remediating any issues quickly and appropriately
	<p>2.6</p>	<ul style="list-style-type: none"> • Implement a P-12 model of learning support based on teacher teams aligned with the model of pedagogy 	<ul style="list-style-type: none"> • P-12 database developed to track and monitor adjustments for learners with complex needs • AP Curriculum (P-6 and 7-12) worked collaboratively with STIE (P-6 and 7-12) to develop whole school processes linked to the support of all learners • Teacher teams engaged in professional learning aligned to the Model of Pedagogy when planning for students with a range of learning needs
	<p>2.7</p>	<ul style="list-style-type: none"> • Development of Yr 10 program that assists students to improve access to pathways (school and post-school options) 	<ul style="list-style-type: none"> • Program implemented to support pathways for all Year 10 students in collaboration with Year 10 Pastoral Coordinator, Guidance Counsellor, APSW, APC and Head • Program to be reviewed in 2015

PRIORITY 3 - Professional Practice and Collaborative Relationships

Broad Strategic Goal: Enable strong professional relationships within Emmaus and community that support all in the journey of teach, challenge, transform.

Scripture Reference	Strategic Intent	2014 Goals/Strategies	Achievements
<p><i>That same hour they got up and returned to Jerusalem; and they found the eleven and their companions gathered together. They were saying, "The Lord has risen indeed, and he has appeared to Simon!" Then they told what had happened on the road, and how he had been made known to them in the breaking of the bread.</i></p>	3.4	<ul style="list-style-type: none"> • Development of targeted mentoring program for middle leaders and those aspiring to be middle leaders • Provide opportunities for teacher leadership through participation and facilitation of action learning projects 	<ul style="list-style-type: none"> • P-12 teachers engaged in Maths action learning projects with a focus on developing leadership skills • Teachers actively involved in leading professional learning sessions linked to the implementation of the Vision for Learning
	3.1	<ul style="list-style-type: none"> • Strengthen the shared mission of parish and school with particular focus given to new clergy and parish representatives 	<ul style="list-style-type: none"> • Induction of new pastors by APRE • Focus on shared mission and understanding of Pastoral Covenant at Pastors' meetings
	3.2	<ul style="list-style-type: none"> • Review membership of College board to extend invitation to new members 	<ul style="list-style-type: none"> • Membership reviewed and new member invited to join the College Board
	3.3	<ul style="list-style-type: none"> • All teaching staff to develop and maintain Professional Learning Plans aligned to National Professional Learning standards • Heads to facilitate and manage the process of staff development and review of professional learning plans • Provide opportunities for teachers to observe peers as part of performance management and development of professional learning plans 	<ul style="list-style-type: none"> • Teachers involved in observation of peers teaching Maths as part of action learning project • Professional Learning Plans developed by all teaching staff and regularly reviewed in consultation with Heads and Academic/Pastoral Coordinators • Teacher participation in professional learning aligned to Professional Learning Plan
	3.5 3.8	<ul style="list-style-type: none"> • Continue consultative and collaborative links with BCE through MSD, Data Wise Community and SWPB for learning • Develop effective professional learning communities within teacher teams across the school 	<ul style="list-style-type: none"> • Multiple opportunities for teachers to engage in professional learning teams throughout the year eg Vision for Learning implementation meetings, teacher team meetings across year levels and subject areas
	3.6	<ul style="list-style-type: none"> • Extend links with the Kindergarten with a specific focus on continuity of learning for students 	<ul style="list-style-type: none"> • Conversations started between Prep teachers and Kindy teacher regarding transition plans • Year 6 students involved in buddy reading with Kindy students during library visits

PRIORITY 4 - Strategic Resourcing

Broad Strategic Goal: Effectively and justly manage resources required for the journey of the current and future Emmaus Community.

Scripture Reference	Strategic Intent	2014 Goals/Strategies	Achievements
<i>They came back, saying that they had seen a vision of angels who told them that he is alive.</i>	4.2 4.3	<ul style="list-style-type: none"> Prioritise professional learning of staff in the budget 	<ul style="list-style-type: none"> Professional Learning for all staff has been prioritised in accordance with school priorities Staff attendance at conferences, professional learning sessions, network meetings and other relevant PD opportunities
	4.4	<ul style="list-style-type: none"> Self-funding of 1:1 laptop program Development of 1:1 iPad program for rollout in 2015 	<ul style="list-style-type: none"> Continuation of laptop program across 10-12
	4.5	<ul style="list-style-type: none"> Trial implementation of LIFE 	<ul style="list-style-type: none"> Trial implementation trialled across a range of subjects and year levels in 7-12
		<ul style="list-style-type: none"> Ongoing development and review of 2012-2016 Strategic Renewal Plan 	<ul style="list-style-type: none"> Renewal Plan updated and reviewed Priority groups worked collaboratively to review a component and offer suggestions for future development
	4.7	<ul style="list-style-type: none"> Building facilities for Yr 7 Plan for staffing needs 2015 linked to Yr 7 	<ul style="list-style-type: none"> Irbyana classrooms completed Drama rooms completed in Dianella Staffing schedule and recruitment of teachers supported the learning needs of additional students beginning Year 7, 2015
	4.7	<ul style="list-style-type: none"> Utilise facilities to enhance learning in the Middle Years 	<ul style="list-style-type: none"> Timetabling and room allocation prioritised the needs of learners in the Middle Years