

An education to **believe** in

Strategic Improvement Plan (SIP)



Holy Spirit College, FITZGIBBON

Goal 1:	Goal 2:	Explicit Improvement Agenda:
<p>Build a school-wide, professional team of highly capable and agile leaders, teachers and staff to strengthen College outcomes</p>	<p>Building student understanding of their own capability to strengthen their growth across learning and wellbeing outcomes</p>	<p>By the end of 2025, all teachers will confidently plan for and develop the elements of numeracy (number sense and algebra, measurement and geometry, and statistics and probability) across year level learning areas to enhance student growth and outcomes.</p>
<p>To achieve this goal, we will:</p> <ol style="list-style-type: none"> 1. Develop a lesson observation tool to be used for formal Principal (or delegate) observations once per semester. 2. Analyse lesson observation data and Performance and Development Plans (PDP) to inform Professional Learning Plan (PLP) 3. Deliver data literacy PD 	<p>To achieve this goal, we will:</p> <ol style="list-style-type: none"> 1. Refine current Assessment and Reporting Policy to be more effective <ol style="list-style-type: none"> a. assessment moderation b. drafting c. feedback d. grading systems 2. Embed differentiated and targeted strategies across identified individual student areas in NAPLAN Reading, Writing and Numeracy 3. Develop student data literacy through an academic mentoring program (stakeholders, timeframes, etc.) 4. Develop student data literacy through a termly cohort meeting program 5. Develop staff data literacy through detailed Data and Professional Learning Plans 	<p>To achieve this goal, we will:</p> <ol style="list-style-type: none"> 1. Identify key focus areas 2. Communicate targeted goals to staff 3. Give data-driven instruction 4. Develop a numeracy kit 5. Embed the 21st Century Model of Numeracy Framework 6. Focus on collaborative data reflection processes 7. Participate in moderation
<p>Our success in 2025 will be measured by:</p> <ul style="list-style-type: none"> • TTFM teacher report will show a 1.0 increase across the following: collaboration and leadership • Variation requests show evidence of alignment with Strategic Improvement Plan (SIP) • Professional Learning Plan (PLP) is strengthened through the identification of gaps in expertise 	<p>Our success in 2025 will be measured by:</p> <ul style="list-style-type: none"> • NAPLAN student report will show a 5% increase across the Reading, Writing and Numeracy through differentiated and targeted strategies. • ACER data will show a 5% increase from 2024 to 2025 across PAT-R and PAT-M through differentiated and targeted strategies • TTFM student report will show a 5% increase across the following: sense of belonging, values school outcomes, feeling safe at school, attendance and behaviour. 	<p>Our success in 2025 will be measured by:</p> <p>SCHOOL LEADERS WILL:</p> <ul style="list-style-type: none"> • Provide professional development of the Australian Curriculum Numeracy General Capability elements to effectively plan for and teach numeracy across learning areas • Offer support and professional development opportunities to middle leaders for data analysis to identify and respond to cohort, class and individual student needs. • Organise professional development sessions to enhance the use of the QCAA P-10 Planning App and map the numeracy capability elements across learning areas. • Develop understanding of the 21st Century Model of Numeracy <p>TEACHERS WILL:</p> <ul style="list-style-type: none"> • Systematically analyse relevant data sets relevant pre-data (ACER, SRS, NAPLAN) • Utilise the 21st Century Model of Numeracy to develop shared language and skills, relevant to numeracy in their learning area. • Track General Capabilities across learning areas. • Identify and incorporate opportunities for learning activities aligned to the 21st Century Model of Numeracy framework <p>STUDENTS WILL:</p> <ul style="list-style-type: none"> • Name the numeracy targets in the classroom. • Set individual goals for their numeracy targets, collect data, and monitor and discuss their progress with teachers.

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