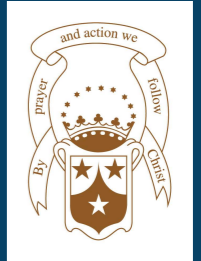


An education to believe in

Annual Improvement Plan & Explicit Improvement Agenda 2025



Our Lady of Mt Carmel, Coorparoo

| Goal | Strategic Priority | Justification | Targets | Key Risks | Actions | Timeline | Responsibilities & Accountability |
|--|--|--|--|--|--|---|--|
| Goal 1 Enrich our community's shared understanding of the school charism, making our vision and values more visible across the school community, thereby promoting a thriving Catholic School. | <input checked="" type="checkbox"/> Connecting communities | Identified as part of OLMC strategic plan 2024-2027 'Tell Them from Me' results indicate a notable number (21%) of neutral responses suggest that there could be further efforts to make the vision and values more visible and clearly integrated into school activities. | 10% improved 'Tell Them from Me' neutral response results. Evidence of increased involvement from staff, students and families in understanding the school charism. Implementation of Iconography plan Formation opportunities evident throughout the year for staff and students. | Insufficient PD budget Insufficient Iconography budget Inability to engage students and families in a meaningful way | 1a. Iconography Committee formation Iconography Plan Implementation (Religious identity of the school expressed through quality, contemporary and inclusive recontextualised rituals, symbols, artworks, and sacred spaces 1b. Staff have a common language and shared understanding on how Catholic identity is expressed through the school's mission, values and practices. 1c. Formation of staff and students is holistic, inclusive, personally meaningful and supports the individual's spiritual journey, underpinned by the school's mission, values and practices. Staff Spirituality Day (Guest speaker will unpack mission, vision and values) | 1a. End of 2025 1b. End of 2025 1c. Term 1 (Whole Staff Spirituality Day) End of 2025 (Formation opportunities for students) | 1a. APRE / Iconography Team 1b. APRE / Iconography Team 1c. APRE/ Rev Dr Richard Leonard |
| | <input checked="" type="checkbox"/> Delivering thriving Catholic schools | | | | | | |
| | <input type="checkbox"/> Maximising potential | | | | | | |
| | <input type="checkbox"/> Optimising conditions for success | | | | | | |
| Goal 2 Develop and implement whole school instructional routines that support the effective teaching of mathematics to improve student engagement and achievement. | <input type="checkbox"/> Connecting communities | NAPLAN similar school data (Yr3) is light red (schools average numeracy result is below compared to students with similar backgrounds) The level of students exceeding in NAPLAN numeracy is significantly lower than the exceeding band for reading and writing TTFM survey results indicate the need for increased student advocacy within the school community (positive learning environment and growth mindset) Fewer students are achieving an A or exceeding in Mathematics/Numeracy | NAPLAN >15% of Y3 students in 2026 in the exceeding band for numeracy >20% of Y5 students 2026 in the exceeding band for numeracy Learning Dashboard >5% increase of students above the expected level in mathematics Student Voice 90% of students are engaged in their mathematical learning Students (Y3-Y6) can articulate the qualities of a mathematical mindset Staff 100% of staff can articulate the qualities of productive mathematical mindsets and embed this in their daily teaching practice 100% of staff will plan and implement instructional routines for the teaching of mathematics | | 1a. Professional learning – Mathematical mindsets and effective teaching practices: (Number talks and spaced practice) 1b. Planning and implementing mathematical routines 1c. Collaborative Practice- modelled teaching, Teacher learning walks | 1a. Term 1 1b. Term 2/3/4 1c. Term 2 and 3 | 1a. PLL; Education Officers 1b. Teachers 1c. Leadership + Teachers |
| | <input type="checkbox"/> Delivering thriving Catholic schools | | | | | | |
| | <input type="checkbox"/> Maximising potential | | | | | | |
| | <input checked="" type="checkbox"/> Optimising conditions for success | | | | | | |
| Goal 3 Embed our school's vision, mission and strategic direction to transform school culture so that the Our Lady of Mt Carmel community are aligned with a common purpose. | <input type="checkbox"/> Connecting communities | Identified as part of OLMC strategic plan 2024-2027 Staff Professional Development in 2024 <u>Baseline data from Staff:</u> Staff want to feel: Joy, Connected &-Supported 2024 TTFM survey data Staff collective efficacy is the number 1 influence achievement (Effect Size: 1.57 – John Hattie) | School Culture Plan established. Driven by 3 norms of school culture. Staff committee highlight key tasks for investigation and action. Staff 2024 feedback to target and seek evidence-based practices. to set future actions. <ul style="list-style-type: none"> Joy: Caring, Celebration and Humour What does your school do to improve staff wellbeing? (8) Connected: Involvement in decision making – What are the ways staff at your school are given a 'voice'? (9) Supported: Tangible Support – How do you give your staff tangible support? (5) Student Voice: Work with Wellbeing EO to identify student feedback focus each term. | Ensure feedback is shared with all stakeholders Student voice sessions lead to an enhanced sense of community Staff collaboration within and across year levels to improve staff wellbeing | 1a. Formation of 'Culture Crew' with key stakeholders to review data and implement known projects to enhance school culture and wellbeing 1b. Student Voice initiatives to be considered in each short-term project 1c. Leadership Team to work with Consultant Trevor Doyle around evidence-based school culture practices | 1a. Established by Week 4, Term 1 1b. Student voice initiative each term 1c. 5 initial meetings with leadership team | 1a. Principal 1b. Culture Crew Stakeholders 1c. Leadership Team |
| | <input type="checkbox"/> Delivering thriving Catholic schools | | | | | | |
| | <input type="checkbox"/> Maximising potential | | | | | | |
| | <input checked="" type="checkbox"/> Optimising conditions for success | | | | | | |