



Marian College

School Improvement Plan 2023-2026

'Smaller Community - Big Opportunity'

Strategic Direction	We are a Catholic school in the tradition of Nano Nagle and the Presentation Sisters, growing understanding of who we are, what we believe and who we are called to be in responding to the signs of our times.		
Catholic Community	2023/4	2024/5	2025/6
Catholic Community	<ol style="list-style-type: none"> 1. Accreditation of all staff (ongoing) with a focus on prayer 2. Continue to grow the College culture of social justice in the context of Catholic social teaching 3. Engage and re-engage all members of the College community with the story of Nano Nagle, the Presentation Sisters, Sr Izzy Gomez and Bishop Oscar Romero 4. Re-vision College sacred spaces with a focus on contemporary, meaningful imagery and icons to grow our faith, life and spirit 5. Review of Year 12 Religious Education Units 	<ol style="list-style-type: none"> 1. Accreditation of all staff (ongoing) with a focus on scripture 2. Embed social justice activities explicitly in Catholic social teaching 3. Recontextualise the story of Nano Nagle and the Presentation Sisters to continue to speak with authenticity and relevance to all members of the College community 4. Develop plan for bringing Catholic students to a more adult understanding of their faith and inducting students and staff from other faith or non-faith backgrounds into belonging to the Marian Community 5. Review of Year 9 and 10 CEPD Units 	<ol style="list-style-type: none"> 1. Accreditation of all staff (ongoing) with a focus on dialogue 2. Deepen students' understanding of spiritual truth as a way of knowing, moving towards post-critical belief 3. Provide faith engagement opportunities for Parents and Carers 4. Development of a new Strategic Plan for Catholic Identity based on data from NSIT, ECSI and School Review (Catholic Identity) data 5. Review of Year 11 Ethics Units

Strategic Direction

We are a community of confident, engaged learners, learning for life, and with high expectations as we journey on our personalised pathway

Learning Community

	2023/4	2024/5	2025/6
	<ol style="list-style-type: none"> 1. Develop and document a Data Action Plan (NSIT) 2. Continued Development of an expert teaching team through PLTs with a focus on strategies such as school-wide use of data, team teaching, classroom observations and walkthroughs of classrooms to inform classroom teaching and improve student outcomes 3. Commence development of an explicit and agreed position on the evidence-based (including Curriculum Literacies Network) pedagogy that needs to be visible and evident in every classroom 4. Review Year 9 Program including resourcing 5. Review and map College Careers and Pathways Program across all year levels including curriculum, work and training related opportunities and opportunities for local guest speakers and business owners 	<ol style="list-style-type: none"> 1. Continue to build the capacity of an expert teaching team through PLTs with a focus on strategies such as school-wide use of data, team teaching, classroom observations and walkthroughs of classrooms to inform classroom teaching and monitor and improve student outcomes 2. Establish the explicit and agreed position on the research-based (including Curriculum Literacies Network) pedagogy that needs to be visible and evident in every classroom (NSIT) 	<ol style="list-style-type: none"> 1. Implementation of agreed whole-school evidence-based pedagogical practices and use of data 2. Develop whole school plan for curriculum delivery (NSIT) 3. Develop induction procedure for new staff into agreed pedagogical practice and use of data. 4. Redevelop and document a narrow and sharp explicit Learning and Teaching Improvement Agenda (NSIT) 5. Revise and re-set the Data Action Plan for the next school improvement cycle

Strategic Direction

We are a healthy and resilient community whose Generosity, Respect, Ownership and Wholeheartedness ensure we are all valued and included

Well Community	2023/4	2024/5	2025/6
		<ol style="list-style-type: none"> 1. Prioritise and continue to explicitly teach and embed whole school Positive Behaviour expectations (GROW) 2. Develop a systematic plan for collection, analysis and use of student and staff wellbeing data to incorporate into the College Data Action Plan 3. Use ACER Wellbeing data (student voice), attendance data, behavioural tracking (SiMON) and organisational health data (student voice) to assess current student wellbeing needs and to inform prioritisation of school wide health and wellbeing and positive behavioural initiatives. 4. Use organisational health data and current teacher wellbeing and workload surveys and research to determine wellbeing needs and priorities of staff to inform staff wellbeing priorities 5. Review of Learning Mentor Role Description 	<ol style="list-style-type: none"> 1. Build understanding of College GROW behaviours in the context of our Catholic values, Presentation heritage, College Expectations and Victorian Curriculum Capabilities 2. Map student and staff wellbeing initiatives across the school. Include staff/staff, student/student and student/staff relationship building opportunities to consolidate the positive community relationships that are valued by students, families and staff. 3. Use comparative ACER Wellbeing data (student voice), attendance data, behavioural tracking (SiMON) and organisational health data (student voice) to evaluate the success of student wellbeing programmes and initiatives over time and inform future directions and targets 4. Identify high workload stressors of all staff and identify supports, processes and possible re-distributions to alleviate these 5. Establish working party to develop College Student Handbook/s, ensuring representation across teams and year levels

Strategic Direction

We are outward looking and faithful stewards, caring for the tradition, people, partnerships and resources that are entrusted to us, as we look with optimism to the future

Stewarding Community	2023/4	2024/5	2025/6
	<ol style="list-style-type: none"> 1. Develop and document an Annual Professional Learning Plan for all staff including mapping wellbeing into all plans and a staff induction plan for Catholic Identity, Learning and Teaching, Wellbeing and Human Resources 2. Map and evaluate current and prospective College partnerships, to improve student outcomes and enrolments including Advisory Council recruitment and induction 3. Plan redevelopment of College spaces including new Wellbeing Centre, to grow our faith, learning and wellbeing 4. Develop a structured marketing strategy focused on enrolment growth and outreach for sustainability 5. Review College Staff Handbook 6. Continue to build a vibrant and sustainable College through wise, accountable and responsible management 	<ol style="list-style-type: none"> 1. Implement the Annual Professional Learning Plan for all staff including staff induction plan for Catholic Identity, Learning and Teaching, Wellbeing and HR 2. Map and evaluate opportunities for Parent and Carer engagement in the learning and wellbeing of their children including Advisory Council ongoing recruitment and formation for parent leadership 3. Commence redevelopment of College spaces to grow our faith, learning and wellbeing including completion and opening of Wellbeing Centre 4. Implement structured marketing strategy focused on enrolment growth and outreach for sustainability 5. Professional learning for leadership development and sustainability including review of POL structure 6. Continue to build a vibrant and sustainable College through wise, accountable and responsible management 	<ol style="list-style-type: none"> 1. Align Staff Personal Professional Learning Plans to the Annual Professional Learning Plan 2. Evaluate effectiveness of parent engagement plan including Advisory Council recruitment and formation for parent leadership through use of comparative organisational health data 3. Ongoing redevelopment of College spaces to grow our faith, learning and wellbeing 4. Review structured marketing strategy focused on enrolment growth and outreach for sustainability 5. Implementation of new POL structure aligning to College priorities 6. Continue to build a vibrant and sustainable College through wise, accountable and responsible management