



Guilford Young College

School Improvement Plan

Guilford Young College

2019



Strategic Plan: Domain 1

Catholic Identity and Evangelisation

Goal/s:

To Review and Renew our Guilford Young College Mission Statement

To review our present indicators of Catholic identity and identify strategies to promote our Catholic identity

To Review or current Religious Education programs

To identify and make explicit our strategies for evangelisation, understand our challenges and review our success

STRATEGIES	INDICATORS OF SUCCESS	Resources	Time Line
Survey students, parents and staff on relevance, accuracy and applicability of Mission Statement	Adequate survey response and sample size	I.T. and Administration resourcing	April, 2018



Review of Religious Education Provision (Curricular and Extra-Curricular)	Publication of review with recommendations	Staffing and relief costs for Review Team	Audit completed: December, 2018 Actions to address recommendations arising from audit: June, 2019
Audit all external representations of Catholic identity in situ across the College, in publications and online and in promotions	Clear and unambiguous indications of our Catholic identity are apparent in situ across the College, in publications and online and in promotions	Funding to address and remedy where insufficient	Publication of Review and recommendations, December 2018 Actions to address recommendations arising from audit: Term 1, 2019



Strategic Plan: Domain 2

Leadership

Goal/s:

Initiate a process of Leadership Team Formation

Review the structures and goals of Key Leadership Teams in the College

Provide a range of professional development opportunities for existing and aspiring leaders

Facilitate Leadership Accreditation opportunities for existing and aspiring leaders

STRATEGIES	INDICATORS OF SUCCESS	Resources	Time Line
Plan and implement a process of Leadership Team formation	Formation program completed Post-program Survey	Employment of facilitator Relief, facilitator and program funding	Term 1, 2019



Review of RE & Mission, Teaching and Learning and Pastoral Care Teams	Reviews completed Key guiding questions addressed	Relief and program costs	Teaching and Learning, Term 4, 2018 RE & Mission Term 1, 2019 Pastoral Care, Term 3, 2019
Implement <i>Educator Impact for Leaders</i> Facilitate professional development opportunities for leaders through Leadership Professional Learning Plans	<i>Educator Impact for Leaders</i> program active Leadership Professional Learning Plans completed by all leadership staff	Program and administration costs Professional Learning budget	Term 2, 2018 Term 4, 2018



Strategic Plan: Domain 3 Learning

Goal/s:

To review the current leadership structure for Teaching and Learning to support the key goal of improved student outcomes through effective pedagogy

To implement the key recommendations of the 9-12 Review applicable to Guilford Young College

To implement the Educator Impact program for Teachers and facilitate and support high quality professional learning for teachers

To enlarge the scope, increase resourcing and build the academic profile of Vocational Education and Training at Guilford Young College

STRATEGIES	INDICATORS OF SUCCESS	Resources	Time Line
Review the current Teaching and Learning Manager structure and evaluate the potential for a faculty based leadership structure.	Review completed and recommendations forwarded to Leadership Team and Principal	Survey, relief and administration costs	Term 4, 2018



<p>Review and assess key recommendations from the 9-12 Review as they pertain to Senior Secondary education at Guilford Young College</p>	<p>Process of discernment by staff, Teaching and Learning and Leadership teams and College Board.</p> <p>Consultation with community stakeholder groups on recommendations and implications for Guilford Young College</p>	<p>9-12 Review Recommendations Implementation Budget</p>	<p>Term 3, 2019</p>
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STRATEGIES	INDICATORS OF SUCCESS	Resources	Time Line
<p><i>Form Educator Impact Implementation Team</i></p> <p><i>Consult with all staff on implementation of Educator Impact</i></p> <p><i>Implement Educator Impact for Teachers</i></p>	<p><i>Educator Impact for Teachers program active</i></p> <p>EI feedback received by all teaching staff</p> <p>Professional Learning Plans completed by all teaching staff</p>	<p>Program costs (through TCEO)</p> <p>Staff meeting and facilitator fee</p> <p>Student Free day for all staff and key teams to workshop on giving feedback through EI</p>	<p>Term 1, 2019</p> <p>Term 2, 2019</p> <p>Term 3, 2019</p>
<p>Review the current VET scope for the STCCTTC.</p> <p>Identify potential additions to VET scope</p> <p>Identify possible partnerships to deliver new VET subjects</p> <p>Formulate an information and promotion strategy to raise awareness of VET academic opportunities.</p>	<p>Review of scope completed</p> <p>Publish list of possible additions to VET scope</p> <p>Complete negotiations and draft budgets with potential partners for additions to VET scope</p> <p>Information and Promotions Strategy completed</p>	<p>VET Budget</p>	<p>Term 1, 2019</p> <p>Term 1, 2019</p> <p>Term 2, 2019</p> <p>Term 2, 2019</p>



Strategic Plan: Domain 4 Support for Mission

Goal/s:

Review, and recommit to, the Guilford Young College Mission Statement

Provide support and resources for all staff to achieve the accreditation appropriate for their role in the College

Implement a selection and recruitment policy to build and nurture the RE and Ministry teams

Implement a succession plan for the key leadership roles in Mission and RE

Review the structure and define the key roles on the Ministry Team

STRATEGIES	INDICATORS OF SUCCESS	Resources	Time Line
Sponsor and support the Catholic Youth Festival	Conducting the CYF	Staff at GYC Risk Management Hospitality Theater space RE teacher's /class attendance	From December 2017 – May 2018



		Communication	
In partnership with Parishes, offer opportunities for sacramental experiences including sacraments of initiation.	<p>Coordination with Cathedral & Saint John the Baptist Parishes</p> <p>Attendance at RE class/ House Masses</p> <p>Families attending Liturgical events eg.g. Lent & Holy Week, Catholic Education Week, Walk with Christ, Pilgrimages, Youth Festivals</p>	<p>Communication</p> <p>DOM's meeting with Parish Priest</p> <p>Liturgical resources</p> <p>Timetabling & planning</p> <p>Risk assessment</p>	Review Term 4 2019
Conduct review of Ministry Team	<p>Evaluate current structure</p> <p>Conduct initial review with stakeholder feedback</p> <p>Implementation of recommendations</p> <p>Succession planning strategy implemented with increased</p>	<p>Meeting & planning time of Executive 7 DOM's</p> <p>Survey of GYC community</p> <p>Data review and research of other structures in other locations</p>	<p>Initial meeting Term 1 & 3 2018</p> <p>Survey & research Term 4 2018</p> <p>Re-write of structure of Ministry Team 2019</p> <p>PL for staff considering Positions of responsibility 2019</p>



	accredited staff uptake of positions of responsibility		
Develop a College RE recruitment and succession plan	<p>Attendance of RE staff at 2018 TCEO RE Teachers Colloquium</p> <p>Staff completing Accreditation to teach and lead RE</p> <p>Retreat formation of RE staff</p> <p>Uptake of staff PL in RE</p> <p>Staff applying with required accreditation for future teaching and leadership positions</p>	<p>Funding PL</p> <p>Planning of PL opportunities</p> <p>DOM's completing Courage to Be facilitating PL of RE team</p> <p>Retreat Team formation and facilities – availability of support facilitators (TCEO)</p> <p>Calendar of retreat dates</p>	<p>Retreat Team meeting 2017 & 2018</p> <p>First Staff retreat 2018 completed</p> <p>Twilight Conversations Term 3 2018</p> <p>Second Retreat Term 4 2018 & ongoing yearly</p>
Develop a College Identity and Mission recruitment and succession plan	Meeting Executive & DOM's 2018	<p>Meeting time</p> <p>Research of structures in other Colleges</p>	<p>Term 1 & 2 2018 on going</p> <p>Term 4 2018</p>



Section 2

Strategic Direction 2018- 2020

Rationale
Why is this a goal? What is the data telling you?

Evidence/Indicators of Success:

DOMAIN and Element	GOAL	STRATEGIES	Who/ Resources	Time Line

Evaluation. *(Completed at the end of the year) This evaluation then forms part of the Annual report*

Include a brief evaluation of each domain.



Section 4

SCHOOL IMPROVEMENT ANNUAL PLAN

Annual Goal:
What will we achieve this year? Our PBS SWIS data will show a 25% reduction in appropriate behaviour occurring.

Strategies <i>How will we achieve it?</i>	Success Indicators <i>Possible targets to measure progress.</i>	Evaluation <i>How will measure it?</i>	Resources	Time Line



Section 4.

SCHOOL IMPROVEMENT Operational /Action Plans

(Ongoing school improvement plans /actions)

Domain or Element	Actions to be completed	Resources required	Anticipated Time Line	Date Completed



Section 5

Staff Professional Learning Map

Term 1	Staff Meeting Focus	Curriculum/Learning/Planning Team Focus
Week 1		
Week 2		
Week 3		
Week 4		
Week 5		
Week 6		
Week 7		
Week 8		
Week 9		



Term 2	Staff Meeting Focus	Curriculum/Learning/Planning Team Focus
Week 1		
Week 2		
Week 3		
Week 4		
Week 5		
Week 6		
Week 7		
Week 8		
Week 9		
Week 10		
Week 11		