



ANNUAL IMPLEMENTATION PLAN: 2023

Marist-Sion College

Warragul



Diocese of Sale
Catholic Education Ltd

Vision and Mission

Vision

Our vision is that all students will:

- be invited to put faith into action,
- value learning for life and
- flourish as people.

Mission

Marist-Sion College, Warragul, is a Catholic co-educational secondary school, inspired by the traditions of the Marist Brothers and the Sisters of Our Lady of Sion. Our mission is to provide an innovative education which integrates faith, learning and life in a welcoming community.

Strategic Intent

- Every leader is an instructional leader
- Every teacher is an expert teacher
- Every student is achieving at least 12 months literacy and numeracy growth each year

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STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION				
IMPROVEMENT DOMAIN: Catholic Identity and Religious Education				
<i>Improvement Dimension: Catholic Identity and Religious Education</i>				
Priority Objective				
<ul style="list-style-type: none"> Post Critical Belief is promoted through recontextualising and dialogical communities 				
Goal				
<ul style="list-style-type: none"> That Students develop post critical belief 				
Strategies	Measures of Success	Actions	Responsible	Timeline
1.1 That there is a clear and consistent articulation of Catholic Identity in Catholic Education	The average of the Insight SRC Staff Catholic Culture data improves by one point annually	Catholic Identity is embedded in Religious Education (RE) Curriculum on SIMON	Deputy Principal – Catholic Identity and Mission (DP-CIM) and Director of Mission (DoM)	2023
	Religious Education Curriculum <i>To Live in Christ Jesus</i> documentation includes planning for progression of learning	Provide teachers with professional learning on the progression of learning in RE curriculum	DP-CIM and DoM	2023
	School assemblies and events feature links between action and Catholic teaching, beliefs	Embed the Social Justice Policy and Catholic Social Teaching in all advocacy and fundraising	DP-CIM and DoM	2023

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		Student voice and input in regards to Catholic Identity markers around the College	DP-CIM and DoM	
		All Middle Leaders and teachers are assisted to gain and then maintain one of the two Accreditation Levels (CECV)	DP-CIM and DoM	2023
1.2 That teachers/students are assisted to a post critical belief stance	Improve the Student Catholic Culture Insight SRC data annually	Develop staff understanding of recontextualised prayer, liturgy and scripture to encourage symbolic thinking in students	DP-CIM and DoM	2023
		Implement the scope and sequence of Retreat and Reflection Days across the College and review for 2024	DoM	
1.3 That dialogical relationships are developed in our diverse community	Increased presence of the Parish Priest at Marist-Sion College	Invite the Parish Priest to present/participate in religious education classes	DP-CIM and DoM	2023
	Increased presence of Marist-Sion College staff and students in local Parishes	Parish Council (1 per month) Primary Principals and Priest Meetings (1 per term)	DP-CIM and DoM	2023
		Building multi-faith connections with other schools, particularly through the <i>Day of Dialogue</i>	DP-CIM and DoM	2023
		Provide opportunities for RE staff to collaborate and plan – across network of schools (i.e. with Lavalla Catholic College)	DP-CIM and DoM	2023
		Establish Year 7 and Year 8 Game Changers Groups (Le Rosey Track)	DoM and Religious	2023

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			Education Leader (REL)	
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STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION				
IMPROVEMENT DOMAIN: Learning and Teaching				
<i>Improvement Dimension: Expert Teacher Practice and Improved Student Outcomes</i>				
<p>Priority Objective:</p> <ul style="list-style-type: none"> Students in the College achieve learning growth and experience success through exposure to high quality teaching practices within safe and inclusive environments 				
<p>Goal</p> <ul style="list-style-type: none"> That every teacher is an expert teacher 				
Strategies	Measures of Success	Actions	Responsible	Timeline
2.1 Build team-based practices to strengthen collective efficacy to improve the implementation of literacy practices across the whole College	Insight SRC Teacher Confidence; Quality Teaching, Engaging Practice, Engagement in Learning and Teacher Relationships Indicators strengthen from 60 – 70% range	Structure meetings, professional learning and workshops to collaborate, implement and evaluate literacy in curriculum and assessment	Deputy Principal – Professional Culture and Growth (DP-PCG), Deputy Principal – Student Learning Culture and Growth (DP-SLCG) Deputy Principal – Wellbeing, Partnerships and Safety (DP-WPS), Director of Staff Development	2023

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			(DoSD), Directors of Learning (DoLs) Director of Student Wellbeing (DSW) and the Literacy Collective	
	Data trends demonstrate growth evidenced in NAPLAN, PAT and Teacher Judgements, indicated by increases in medium (>60%) and high growth (>30%) and reduction in low growth (<20%) in Literacy (Reading, Writing, Spelling and Grammar and Punctuation)	Focus on common misconceptions/ summarizing/Question Answer relationships (3Hs – here, hidden and in my head)/Glossaries across the curriculum; including integration into Curriculum Documentation	DP-PCG, DP-SLCG DP-WPS, DoSD, DoLs DSW and the Literacy Collective	2023
	Curriculum Documentation Planning embeds literacy strategies (identified in the cross curricular priorities table)	Implement High Impact Teaching Strategies (HITS) to improve classroom practice for literacy interventions	DP-PCG, DP-SLCG DP-WPS, DoSD, DoLs DSW and the Literacy Collective	2023
2.2 Build teacher expertise in the foundational knowledge of additional learning needs and disabilities and the tiers of intervention	Insight SRC Teacher Confidence; Quality Teaching, Engaging Practice, Engagement in Learning and Teacher Relationships Indicators strengthen from 60 – 70% range	Establish and publish clear routines: visual schedules, short-sequenced instruction and worked/modelled examples	DP-PCG, DP-SLCG DP-WPS, DoSD, DoLs, WLDL, Learning Adjustment Leader (LAL) and Adjustment Collective (lead by DoL)	2023

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	Adjustments are clearly articulated in SIMON assessment tasks and appearing on student Summative reports	Professional Learning on Tiers of intervention – with a focus on Universal and targeted adjustments	DP-PCG, DP-SLCG DP-WPS, DoSD, DOLs, WLDL, Learning Adjustment Leader and Adjustment Collective (lead by DoL)	2023
	SIMON learning and social behavior tracking reflects the relevant tier of intervention	Staff professional learning on classroom strategy techniques reflective of students learning needs (and where applicable Tier 1, 2 and 3 de-escalation strategies)	DP-PCG, DP-SLCG DP-WPS, DoSD, DOLs, WLDL, Learning Adjustment Leader and Adjustment Collective (lead by JDO)	2023
2.3 Build teacher expertise in whole school positive behavior to improve management in the learning environment to improve student outcomes	Insight SRC Individual Morale, School Morale, Individual Distress, school distress, student behavior classroom/school, respect for students, parent partnerships and engaging practice move for the 50% to the <60%	Build positive teacher/student relationships with a specific focus on Tutor Group time	DP-WPS, DP-SLCG, DOLs, DSW and WLDL	2023
	SIMON learning, attendance and social behavior tracking is consistently used by all teachers	Strengthen partnerships with parents, using phone conversations and in person meetings in place of emails	DP-WPS, DSW	2023
	Less student requiring SIMON Social Behaviour tracking	Embed routines for learning	DP-WPS, DSW	2023
	Improved student/teacher and teacher/parent relationships indicated in Insight SRC parent data: parent partnership increase from 60% to <70%	Active supervision in and out of the classroom	DP-WPS, DoSD, DoLs, DP-PCG and WLDL	2023

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		Use of learning spaces to enable students to collaborate	DoLs	2023
		Implement a whole school approach to consequences, including: Success Team and/or Intensive Behaviour Support for 'at risk' students	DP-WPS, DSW, WLDL	2023

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STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION AND SUSTAINABLE ORGANISATION				
IMPROVEMENT DOMAIN: Leadership				
<i>Improvement Dimension: Leadership for Learning</i>				
Priority Objective:				
<ul style="list-style-type: none"> Leaders within DOSCEL and its schools are supported to thrive, through professional learning, development, and practices that support wellbeing 				
Goal				
<ul style="list-style-type: none"> To enhance a culture that promotes learning and growth 				
Strategies	Measures of Success	Actions	Responsible	Timeline
3.1 Provide targeted professional learning	Implementation of professional learning program	Provide targeted professional learning for: <ul style="list-style-type: none"> - Executive Team - Senior Leaders - Emerging Leaders (e.g. NextGen) - Graduate teachers - Teaching and Learning - Catholic Identity - Wellbeing - Compliance 	Executive Team	2023
	Increase the Learning (Appraisal & Recognition, Professional Growth) Pillar of Culture from 30.9 in 2022	Provide targeted professional learning for Leadership Team, Directors, Senior Leaders,	Executive Team	

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		Emerging Leaders, Graduate Teachers, Early Career Teachers. Areas of focus include Catholic Identity and Wellbeing.		
		OPL is utilised to record all staff Professional Learning	DP-PCG and Business Manager (BM)	2023
3.2 To continue to increase the culture of collaboration, learning and growth	Increase the Clarity (Role Clarity) Pillar of Culture from 23.9 in 2022	Strategically and deliberately dialogue in relation to and facilitate plans surrounding collaboration, empowerment and psychological safety	Executive Team	2023
		Implementation of professional learning program using a PLT model such as Teaching Sprints.	DoLs	2023
	Teacher confidence; quality teaching and engaging practice indicators strengthen (Insight SRC)	Implement an effective Professional Learning Team structure to promote learning and growth	Executive Team	2023
	Increase the Empathy (Supportive Leadership) Pillar of Culture from 23.9 in 2022	Implement the Staff Wellbeing Strategy with a focus on the Thrive at Work model	Principal and DP-PCG	2023
3.3 To increase appraisal and professional growth opportunities for staff	Increase in Learning pillar of Insight SRC Survey Internal survey data	Implement the annual review cycle for all staff and provide targeted professional learning	DP-PCG, Business Manager, Finance Manager and Human Resources Manager	2023
	Increase the Engagement (Teamwork, Empowerment, Ownership) Pillar of Culture from 38.0 in 2022			2023

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3.4 To review the Student Leadership structure to provide more opportunities for students to participate in College life	Increase in student engagement in learning responses through the Insight SRC Survey	Implement recommendations from the Student Leadership structure review	DP-WPS	2023
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STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION AND SUSTAINABLE ORGANISATION

IMPROVEMENT DOMAIN: Leadership

Improvement Dimension: Child Safety

Priority Objective:

- The College continue to plan for and provide a safe and suitable environment for all students and staff
- Child safe practices are embedded within the culture of the College

Goal

- To embed a Child Safe Culture across the College

Strategies	Measures of Success	Actions	Responsible	Timeline
4.1 Continue to enhance an inclusive Child Safe culture in the College	Child Safety is evident and embedded in practice across the College	DP-PCG and DP-WPS ensure that Child Protection processes are evident in all aspects of College life	DP-PCG and DP-WPS	2023
	The College maintains an up to date child safe risk assessment register	The College enhances its communication of its Child Protection program to the wider community	DP-WPS and DSW	2023
		Compliance Officer ensures that the risk register is reviewed each semester and when new risks are identified	Business Manager and OHS Committee	2023
	There is evidence that diversity of student population has been taken into account in relation to child safe policy and procedures	Continue to review the Child Protection program to ensure that diversity is taken into	DP-PCG and DP-WPS	2023

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		account in the training and implementation of the program		
		Continue to engage with student leaders to ensure that student voice is evident in the Child Protection program	DP-PCG and DP-WPS	2023
		Embed programs and practices that promote the voice of students, especially those from vulnerable groups	DP-WPS	2023
4.2 Monitor and support the ongoing process of policy, procedure and practice implementation in relation to child safety in the College	The College has evidence that all teachers have valid VIT registration	HR Manager to ensure that College HR processes are implemented with regard to VIT registration	Human Resources Manager	2023
	The College has evidence that 100% of school employees complete mandatory reporting training on an annual basis	Compliance Officer to monitor completion rates for mandatory reporting	Finance Manager and Compliance Officer	2023
	The College has evidence that all volunteers; employees and contractors have WWCC	Human Resources Manager to ensure that College Human Resources processes are implemented	Human Resources Manager	2023
	Employment practices are compliant with the child safety standards	Embedding practices for tracking and reporting on child safety concerns (reports of abuse)	DP-PCG and DP-WPS	2023
		Human Resources Manager to ensure that College employment processes of new staff are implemented	Human Resources Manager	2023

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4.3 Ensure all students, parents, employees, volunteers and contractors are given appropriate support and training regarding child safety	The College has evidence that 100% of school employees undertake training in Child Protection and identifying the signs of abuse, Mandatory Reporting and Reportable Conduct on an annual basis	Compliance Department to monitor completion rates for mandatory reporting, reportable conduct and that all staff attend or view the internal Child Protection Professional Learning	Compliance Officer	2023
	The College has evidence of policies and procedures that support the use of the PROTECT protocols	Wellbeing, Compliance and HR leaders continue to undertake professional learning in the area of Child Protection to maintain best practice	DP-PCG and DP-WPS	2023
		Continue to implement Child Safety Information evenings for our parents, carers and guardians	DP-PCG and DP-WPS	2023
		Continue to enhance the Child Protection program for students	DP-PCG and DP-WPS	2023
		Continue to enhance Child Protection Professional Learning program	DP-PCG and DP-WPS	2023

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STRATEGIC PLAN FOCUS: HIGH QUALITY CATHOLIC EDUCATION AND SUSTAINABLE ORGANISATION				
IMPROVEMENT DOMAIN: Leadership				
<i>Improvement Dimension: Resources</i>				
<p>Priority Objective:</p> <ul style="list-style-type: none"> The College continue to plan for and provide a safe and suitable environment for all students and staff All parts of the College use effective systems that manage compliance and risk 				
<p>Goal</p> <ul style="list-style-type: none"> To effectively resource for student growth 				
Strategies	Measures of Success	Actions	Responsible	Timeline
5.1 Provide affordable College School Fees to ensure that the College remains an option for all families	All families are able to access an education at the College	Ensure that Fee Support processes are promoted to the College Community	Business Manager and Finance Manager	2023
		Analysis of College School Fees to ensure they remain affordable for our community	Finance Manager	2023
		Analysis of College Fee Relief to ensure that it continues to support those families in need	Finance Manager	2023
5.2 To provide facilities and infrastructure to meet the learning and teaching objectives	MacKillop Building opened in April 2023	Develop and maintain a College Masterplan	Principal, Business Manager and DP-SLCG	2023

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	Staff Offices have a consistent template across the whole College	Complete Staff Office Refurbishment to Accommodate Growth	Principal, Business Manager and DP-PCG	2023
	Internal Survey to measure effectiveness of Digital Technology Services	Complete Digital Technology Services Survey	Principal, DP-SLCG and Director of Digital Learning and Systems	2023
	Audit of the current infrastructure completed	Prioritise and implement the Information Technology and Infrastructure Audit findings	Principal, DP-SLCG and Director of Digital Learning and Systems	2023
	Research tabled as part of established meeting protocols	Continue to research new and emerging technologies to support learning and teaching objectives of the College	Principal, DP-SLCG and Director of Digital Learning and Systems	2023
5.3 Risk management processes and procedures across the College are strengthened	The College implements effective risk management systems and processes	Establish Risk and Policy Register	DP-PCG and Business Manager	2023
		Review Budget allocations to ensure leaders strategically plan for future spending	Finance Manager and Business Manager	2023