

La Salle College

2017 Annual School Improvement Plan



1. A strong sense of community (Engagement)			
Outcome/Objective	Measures of success/action items	Time frame	Responsibility
<p>1.1 Identification by parents in surrounding Catholic primary schools of La Salle College as a Catholic high school of first choice spiritually, academically and pastorally for their children.</p> <p>QCS aligned: 201, 202</p>	<ul style="list-style-type: none"> • Publicity/marketing related to Galileo and Allegro programmes. • Further development of closer links between La Salle College and Catholic feeder primary schools. • Regular professional dialogue between principals of Catholic primary schools and leadership of La Salle College. • Expand opportunities for visits by La Salle College staff to work in Catholic feeder primary schools. • Expand opportunities for visits to La Salle by Year 4 to 6 students from Catholic feeder primary schools. • Expand opportunities for students to undertake service learning opportunities in Catholic feeder primary schools. 	<p>Reviewed and Completed</p> <p>Ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p> <p>Deputy Principal (Christian Ministry)</p>
<p>1.2 Creation of a detailed marketing plan for the College and further development of the communication from the College.</p> <p>QCS aligned: 202</p>	<ul style="list-style-type: none"> • A targeted marketing strategy and plan to be developed. 	<p>2017</p>	<p>Deputy Principal (ARC)</p> <p>Deputy Principal (ICT)</p> <p>Community Relations Manager</p>
<p>1.3 Development of an onsite boarding facility to accommodate our Aboriginal students.</p> <p>QCS aligned: 202</p>	<ul style="list-style-type: none"> • Development of a detailed feasibility study on construction of on-site boarding including a business case for the project. • Development of a marketing strategy to access alternative funding sources to build the facility. • Secure an onsite Boarding facility 	<p>2017</p>	<p>Principal</p>
<p>1.5 Exploration of opportunities to further develop partnerships with the wider community, including local government and industry.</p> <p>QCS aligned: 202</p>	<ul style="list-style-type: none"> • With the construction of the Trade Skills Centre, development of partnerships with Polytechnic West. • Explore greater involvement in community events. 	<p>Commenced and Ongoing</p>	<p>Deputy Principal (Curriculum & ICT)</p> <p>Deputy Principal (ARC)</p> <p>Community Relations Manager</p>

<p>1.6 Secure external /corporate funding for the College's scholarship programme.</p> <p>QCS aligned: 202</p>	<ul style="list-style-type: none"> • Develop a strategy to seek funds to support the College's scholarship programme. 	Commenced	Principal and Board
<p>1.7 Development of wider relationships with external educational providers including universities and TAFE.</p> <p>QCS aligned: 202</p>	<ul style="list-style-type: none"> • Further enhancement of the College's relationship with UWA's Aspire programme. • Further enhancement of the College's relationship with AIEF and the AIME programme. • Explore the development of a closer partnership with Notre Dame Australia through placement of Education students. • Further develop the relationship with external training organisations in support of the College's VET programme. 	Commenced and ongoing	<p>Deputy Principal (Curriculum & ICT)</p> <p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>1.8 Explore, via the Friends of La Salle and the Student Representative Council, the idea of a College community fair.</p> <p>QCS aligned: 201</p>	<ul style="list-style-type: none"> • Preparation of a feasibility study for presentation to the College Board 	2017	Deputy Principal (Student Services - NCA)
<p>1.9 Explore opportunities to allow for outside community groups to access College facilities, both as an engagement/outreach strategy and potential income stream.</p> <p>QCS aligned: 202</p>	<ul style="list-style-type: none"> • Review current booking procedures. • Review the marketing of College facilities. • Assess future opportunities via a report to the College Board. 	Commenced and ongoing	<p>Bursar</p> <p>Deputy Principal (ARC)</p>
<p>1.10 Review the ways in which the College engages with its families.</p> <p>QCS aligned: 201</p>	<ul style="list-style-type: none"> • Audit current engagement practices with families. • Develop recommendations and strategies to enhance the level of engagement. 	Commenced and 2017	Deputy Principal (Christian Ministry)

<p>1.11 Engagement with Parish and Church.</p> <p>QCS aligned: 201</p>	<ul style="list-style-type: none"> • Audit current engagements with local parishes. • La Salle College Band to play at 6:00 pm youth masses at St Anthony's when appropriate. • Meet with Parish Priests to seek input in a way in which La Salle College can engage more directly with surrounding parishes. • Continue to participate in St Brigid's Parish Our Lady Help of Christians Feast. • Continue to invite priests from surrounding parishes to concelebrate at College Masses, including Graduation Mass. 	<p>Commenced and ongoing</p>	<p>Deputy Principal (Christian Ministry)</p>
<p>1.12 Review the operation and effectiveness of the Friends of La Salle College</p> <p>QCS aligned: 201</p>	<ul style="list-style-type: none"> • Audit current practice. • Dialogue with College Board. • Develop strategies for future direction. 	<p>Commenced and ongoing</p>	<p>Deputy Principal (DWE)</p>

2. A rich pastoral care system (Engagement)

Outcome/Objective	Measures of success/action items	Time frame	Responsibility
<p>2.1 Explore measures to enhance the health and well-being of students and staff.</p> <p>QCS aligned: 401, 402</p>	<ul style="list-style-type: none"> • Revamping of the staff social committee. • Continue to support La Salle College as an Act Belong Commit school. • Further development of the Principal's Advisory Team (PAT). • Further support for the Staff Wellness Committee. • Survey staff and students to identify areas of need. • Explore corporate support from agencies such as HBF for sponsorship of wellness activities for staff. 	<p>Completed</p> <p>Commenced and ongoing</p>	<p>Dean of Staff and Deputy Principals (Student Services)</p>
<p>2.5 Undertake further cultural awareness training for all staff</p> <p>QCS #304</p>	<ul style="list-style-type: none"> • Arrange PD for all staff 	<p>Ongoing</p>	<p>Dean of Student Diversity & Boarding</p>

2.6 Foster greater stability among Boarding staff to provide the best pastoral care possible for our residential students QCS aligned: 402, 304	<ul style="list-style-type: none"> Work with all Boarding staff in having them acquire Cert IV in Residential Care 	2017	Dean of Student Diversity & Boarding
2.7 Review and further develop the Student Recognition System to cater for those students “on the margins” QCS aligned: 402	<ul style="list-style-type: none"> Explore ways to support students on Levels 4 and 5 	2017	Deputy Principals (Student Services)
2.8 Further develop a mentoring system for new staff to the College QCS aligned: 401	<ul style="list-style-type: none"> Work towards a consistent approach between Learning Areas and mentors 	2017	Dean of Staff

2 A nurturing spiritual environment (Discipleship)			
Outcome/Objective	Measures of success/action items	Time frame	Responsibility
3.5 Review the structures and expectations of the College’s Christian Service Learning Programme - <i>“Touching Hearts”</i> QCS aligned: 102	<ul style="list-style-type: none"> Establish a working party to undertake a review of procedures. 	2017	Deputy Principal (Christian Ministry) Christian Service Learning Coordinator (LYM)
3.6 Further enhancement of the role carried out by the Share the Mission (STM) volunteers and the LYM in supporting Boarding and sustaining our Lasallian culture. QCS aligned: 102	<ul style="list-style-type: none"> Undertake a review of the effectiveness of the STM volunteers and establish recommendations. 	Commenced and ongoing	Deputy Principal (Christian Ministry) Dean of Student Diversity & Boarding

<p>3.10 Assist the Director of Lasallian Volunteers (Br Tony Cummins) in the creation of a Lasallian community in Middle Swan involving the Share the Mission (STM) volunteers and the Lasallian Youth Minister</p> <p>QCS aligned: 102</p>	<ul style="list-style-type: none"> • Undertake meetings to develop strategies as a way forward 	<p>Commenced and ongoing</p>	<p>Deputy Principal (Christian Ministry)</p>
<p>3.12 Continue to identify those members of the College community who are at <i>“the margins”</i> and explore ways in which appropriate support can be provided</p> <p>QCS aligned: 102</p>	<ul style="list-style-type: none"> • Introduction of the Jordan West bursary • Student bursary set up and funded by the staff and wider community • Information sessions provided by the La Salle College Counselling team • Provide/seek staff professional development opportunities to assist in identifying students at the margins 	<p>Commenced Ongoing</p>	<p>Deputy Principal (Christian Ministry)</p>
<p>3.13 Integration of Catholic values in the curriculum</p> <p>QCS aligned: 102</p>	<ul style="list-style-type: none"> • Develop a framework for the overt teaching of Catholic beliefs and values across all learning areas 	<p>Commenced and ongoing</p>	<p>Deputy Principal (Christian Ministry)</p> <p>Deputy Principal (Teaching, Learning and Innovation)</p>

4 A commitment to excellence (Learning and Accountability)

Outcome/Objective	Measures of success/action items	Time frame	Responsibility
<p>4.1 Fostering academic achievement.</p> <p>QCS aligned: 302</p>	<ul style="list-style-type: none"> • Students achieving optimum WACE achievement. • Students' median ATAR scores to be above state average. • Each Learning Area median ATAR to be above state average. • Overall ATAR results to be better than the 33/33/33 state tricile range. • VET hours and certificates awarded will be at increase from the 2013 level. • NAPLAN results to reveal steady and sustained improvement. • Students made aware of School Curriculum and Standards Authority (SCSA) awards. • Research and develop a systematic programme for students to develop their personal learning goals 	<p>Yearly focus and review.</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.2 Creating academic programmes to encourage and enrich students' learning.</p> <p>QCS aligned: 304, 306, 307, 308</p>	<ul style="list-style-type: none"> • Further development of the Allegro Programme. • Further enhancement of the Galileo Programme. • Further enhancement of the Daedalus and Prometheus Programmes. • Review of academic streaming of students. 	<p>Completed and ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.3 Developing Science and innovation through the delivery of appropriate courses and provision of state of the art facilities.</p> <p>QCS aligned: 304, 308</p>	<ul style="list-style-type: none"> • Encourage student involvement in external Science/Engineering programmes. • Involvement by identified students in Science competitions. • Undertake an academic tour to La Salle College Hong Kong allowing for student immersion opportunities. 	<p>Completed and ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p> <p>LAC Science</p>
<p>4.4 Developing the use of ICT to enable students to be at the forefront of mastering new and changing technologies.</p> <p>QCS aligned: 301, 307, 308</p>	<ul style="list-style-type: none"> • Further enhancement and development of the use of ICT to assist students' learning viz. 1:1 notebook programme. • Further enhancement of the iCentre for use by students and staff which encourages the use of ICT in learning and teaching. • Review BYOD for all students 	<p>Completed and ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p> <p>Deputy Principal (ICT)</p> <p>iCentre Coordinator</p>

<p>4.5 Further developing of programmes and experiences for students catering for individual differences, including Education Support and Aboriginal Education, Home Economics and Art.</p> <p>QCS aligned: 307, 308</p>	<ul style="list-style-type: none"> • Development of a new Learning Support Centre, Aboriginal Education Centre and Education Support Centre • Review of programmes and opportunities for students. • Review of courses and opportunities offered to students studying Home Economics and Art. • Further Develop new curriculum opportunities for Transition students in Years 10, 11 & 12 • Appointment of appropriate staff to Transition classes 	<p>Completed</p> <p>Commenced and ongoing</p>	<p>Bursar</p> <p>Deputy Principal (Teaching, Learning and Innovation)</p> <p>Dean of Student Diversity & Boarding</p>
<p>4.6 Further exploring the range of courses offered with Vocational Education and Training (VET).</p> <p>QCS aligned: 306, 307</p>	<ul style="list-style-type: none"> • Increase in VET certificates awarded. • Increase in number of staff with Certificate IV's. 	<p>Ongoing</p>	<p>Deputy Principal (Curriculum & ICT)</p> <p>VET Coordinator</p>
<p>4.7 Review of the academic scholarship structure.</p> <p>QCS aligned: 301</p>	<ul style="list-style-type: none"> • Track performance of academic scholarship holders. • Report developed with recommendations related to attracting talented and gifted students. • Explore reporting mechanisms for scholarship holders. 	<p>2017</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.10 Review the College's curriculum offerings to ensure that students are provided with the best possible learning opportunities.</p> <p>QCS aligned: 306, 308</p>	<ul style="list-style-type: none"> • Annual audit of curriculum. • Review the introduction of Mandarin as an additional course offering. • Seek input from Learning Area Coordinators regarding annual curriculum offerings. • Identify timetable constraints and limitations for any proposed curriculum changes. 	<p>Completed and ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.10 Continued enhancement of performance and development framework for staff</p> <p>QCS aligned: 305, 307, 308</p>	<ul style="list-style-type: none"> • Review pedagogical practices across all learning areas. • Further extension of formative appraisal mechanisms in line with AITSL standards. • Seek feedback from students on teacher effectiveness via formative staff appraisal. • Source appropriate PD for teachers. • Review teaching practices of staff across all learning areas. 	<p>Ongoing</p>	<p>Deputy Principal (ARC)</p>

<p>4.11 Review the College's vision for learning in line with the College's Vision and Mission statement and the characteristics of a Lasallian school.</p> <p>QCS aligned: 303</p>	<ul style="list-style-type: none"> • Workshop with staff their vision for learning and match against current teaching and learning practices. • Identify the ways in which the College teaching staff can facilitate and encouragement the development of the ideal La Salle College graduate. 	<p>2017</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.12 Review the assessment instruments deployed and examine the effectiveness of evaluation mechanisms and planning to deliver the best learning and teaching outcomes.</p> <p>QCS aligned: 302, 306, 308</p>	<ul style="list-style-type: none"> • Audit the current assessment instruments which are used by teachers. • Explore other assessment instruments to improve learning and teaching. • Audit our current methods of evaluating learning and teaching. • Audit current levels of planning undertaken across all learning areas to ensure optimal learning and teaching. 	<p>Ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.13 Review the College's Professional Learning Plan.</p> <p>QCS aligned: 305, 306, 307, 308</p>	<ul style="list-style-type: none"> • Review professional learning opportunities presented to staff in the current professional learning plan. • See input from staff with regard to department's professional learning needs. • Develop opportunities, both internally and externally, to ensure that staff are provided with a nurturing, challenging and enriching professional learning environment. 	<p>Ongoing</p>	<p>Deputy Principal (ARC)</p>
<p>4.14 Investigation of a trial of single gender classes in selected curriculum areas.</p> <p>QCS aligned: 307</p>	<ul style="list-style-type: none"> • Review success of single gender classes in PE. • Development of a paper, including literature review, on effectiveness of single gender classes within co-education schools. • Possible trial by other learning areas in offering single gender classes. • Professional development for key staff • Development of teaching programmes and strategies to specifically support the learning needs of boys and girls. 	<p>Ongoing</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>
<p>4.15 Review the current format, timing and structure of staff meetings.</p> <p>QCS aligned: 305</p>	<ul style="list-style-type: none"> • Undertake an audit of current format and make recommendations for improvement for staff meetings. 	<p>2017</p>	<p>Deputy Principal (Teaching, Learning and Innovation)</p>

4.16 Further enhancement of Year 11 mentoring and transition programmes QCS aligned: 402	<ul style="list-style-type: none"> • Convene a working party to investigate ways to support students transitioning from Year 10 into Year 11. 	2017	Deputy Principal Year 11 Year 11 Coordinator
4.18 Further develop of procedures and protocols to ensure both staff and students are punctual to class, including PCG	<ul style="list-style-type: none"> • Punctual attendance to school and classes 	Ongoing	Deputy Principal (Student Services)
4.19 Improved use of data to inform learning and teaching QCS aligned: 302	<ul style="list-style-type: none"> • Review programmes in-line with data collected – in-house and from standardised testing 	2017	Deputy Principal (Teaching, Learning and Innovation)
4.20 Developing a statement of agreed principles related to teaching and learning. QCS aligned: 304	<ul style="list-style-type: none"> • Use the AITSL Teacher standards as a starting point • LACs to collect evidence from staff regarding issues/areas of inconsistency 	2017	Deputy Principal (Teaching, Learning and Innovation)
4.21 Explore staff expectations related to student behaviour and academic application QCS aligned: 402	<ul style="list-style-type: none"> • Promulgate the College's new Behaviour Support model • Review data on Seqta • Consistent approach from middle leaders 	2017	Deputy Principal (Teaching, Learning and Innovation)

5. Stewardship (Accountability)

Outcome/Objective	Measures of success/action items	Time frame	Responsibility
5.1 Review the College's current Capital Development Plan to ensure adequate facilities.	<ul style="list-style-type: none"> • Review of the College's current approved Capital Development Plan (CDP) July 2012. • Proposed new CDP 2017 to 2022 to be submitted to the College Board and School Resources Committee for endorsement. 	Completed 2017	Bursar and Senior Leadership Team

5.2 Continue to provide staff with appropriate working conditions, resources and facilities to enable them to deliver the best learning and teaching to our students. QCS #401	<ul style="list-style-type: none"> Undertake an audit of current staff working conditions, resources and facilities. Ensure OHS compliance Develop recommendations for inclusion in the 2017 CDP. Full implementation of SEQTA 	2017	Bursar Senior Leadership Team Deputy Principal (ICT)
5.5 Development of an accurate and well maintained assets register.	<ul style="list-style-type: none"> Assets register to be completed. 	2017 and ongoing	Bursar
5.6 Review the effectiveness of the lifts.	<ul style="list-style-type: none"> Undertake routine maintenance checks 	Completed and ongoing	Bursar
5.7 Review current financial accountability procedures with regard to expenditure.	<ul style="list-style-type: none"> Audit of current procedures and develop new accountability mechanism as required. 	Ongoing	Bursar
5.8 Liaise with the CEWA regarding the potential purchase of a segment of the former Swan District Hospital site.	<ul style="list-style-type: none"> Continued liaison with the Strategy and Governance Team of the CEWA. If such an acquisition is possible/likely, develop a business case for purchase for presentation to the College Board and CECWA. 	2017 or when the opportunity arises	Principal and Bursar
5.10 Review current staff accountabilities with regard to record keeping, communication with parents, and external/legislative requirements to ensure compliance.	<ul style="list-style-type: none"> Ongoing review of The Professional Obligations of Staff. In-service staff on the use of MyHR and ensuring data is up to date. Audit current procedures with regard to Working with Children Cards, Teachers' Registration Board, CECWA accreditation requirements. 	Ongoing	Dean of Staff Families and Human Resources Manager
5.12 Investigate enclosing the swimming pool.	<ul style="list-style-type: none"> Undertake feasibility study by College architects. 	2017	Bursar
5.14 Provision of additional sheltered areas for students e.g. shade sails.	<ul style="list-style-type: none"> Liaise with architects on appropriate locations for additional sheltered and shaded areas. 	2017	Bursar and Deputy Principals (Student Services)

5.16 Create improved storage for 1700 chairs used for functions and assemblies.	<ul style="list-style-type: none"> Consider for inclusion in the next CDP. 	2017	Principal and Bursar
5.17 Improve storage and kiosk facilities for La Salle Netball Clubs.	<ul style="list-style-type: none"> Consider for inclusion in the next CDP. 	2017	Principal and Bursar
5.18 Strategically plan for an increase in the College's global area to facilitate the move to a possible 8 th stream and/or the development of new facilities.	<ul style="list-style-type: none"> Liaise with the CEWA's Strategy & Governance Team. Linked/dependent upon the acquisition of land from the Swan District Hospital site. 	Ongoing	Board
5.21 Recording of the College's 'story' for future generations of students.	<ul style="list-style-type: none"> Engagement of Clement Mulcahy to write a history of the College. Video interviews with former students. 	2017	Principal and Bursar
5.22 Create a heritage museum "telling the story" of the school's origins.	<ul style="list-style-type: none"> See also 2.5. Establish a committee to develop ideas and liaise with College architects. Development of a heritage room (Brothers' old chapel). 	2017	Deputy Principal (Christian Ministry) and Bursar
5.23 Updating our network infrastructure to appropriate level	<ul style="list-style-type: none"> Implement Hyper-V Clustering with shared storage Migrate legacy Windows Server 2003 servers to Server 2008 or higher to ensure continued support Implement a cloud-based email solution for the School (such as Microsoft Office 365) Review MPIO Configuration Virtualise existing servers that are running on legacy hardware Ensure that all servers are regularly patched and maintained 	Completed 2017 Ongoing	Deputy Principal (ICT)

<p>5.24 Professional development opportunities for members of the Senior Leadership Team in budget development and control</p>	<ul style="list-style-type: none"> • Members of the Senior Leadership Team invited to Finance meetings 	<p>2017</p>	<p>Bursar</p>
<p>5.25 Reviewing our current Middle Leaders' structure, focusing on</p> <ul style="list-style-type: none"> ○ Role clarity ○ Consistency ○ Accountability <p>QCS aligned: 304</p>	<ul style="list-style-type: none"> • Revisit job descriptions, time and money allowances • Look to other schools to discern if the right structure is in place • Conduct a short survey with staff regarding the current structures in place and there clarity 	<p>2017</p>	<p>Senior Leadership Team</p>
<p>5.26 Developing staff and community knowledge and understanding of the Code of Professional Conduct</p>	<ul style="list-style-type: none"> • Conduct workshops with all stakeholders • Attach to future contracts • Current staff to sign agreement to abide by the guidelines 	<p>2017</p>	<p>Deputy Principal (ARC)</p> <p>Senior Leadership Team</p>