



# Trinity College

BEENLEIGH

## STRATEGIC RENEWAL

### 2015 Achievements Against School Goals Report

The purpose of this report is to inform the Trinity College community of the school's achievements against its nominated goals for 2015. There were a number of strategic actions that were carried over from 2014 and their outcomes are included in this report.

#### Actions Carried over from 2014

##### 1. Responding to the Diverse Needs of Learners:

- Many classroom walk throughs occurred, especially during Semester 1. This data was shared with the Teaching & Learning Leader to analyse further. Curriculum Leaders engaged with students, staff and the revised curriculum to promote reflective professional discussion.
- There has been an increased use of the Business Intelligence (BI) tool. The Religious Education department provided professional development opportunities during the year, in addition to the promotion of the use of BI, to view class data as a tool for assisting moderation. The BI tool has also been accessed to locate student data (primarily Levels of Achievement) by teachers.
- As mentioned previously, there was professional development available to teachers of Religion. However there was no whole staff induction for the BI tool.
- During Semester 1 teachers implemented the LIFE learning Management System (LMS) into their classrooms. Teachers were provided with professional development, and direct teacher support during this time. A tutorial booklet was also prepared to aid the teachers.
- Minimum standards were established for each LIFE subject page which included: semester planners, assessment items and unit descriptions.
- Teachers were provided with some information to assist with the understanding of diverse learners via handouts. This role will continue into 2016.

##### 2. Learning Environments Strategic Resourcing:

- Staff electronic work spaces have been developed in 2015 that will allow staff to communicate cleaning, school maintenance and work place health and safety concerns for actioning by the business manager.
- The eDiary was scoped and provisioned in 2015 and is ready for implementation during 2016.

##### 3. Professional Learning and Development:

- Teachers have been invited to share professional learning and best practice at staff meetings throughout the year.

# Cyclical Review Components Actioned in 2015

## 1. Religious Identity and Culture

- Fr Joseph, Parish Priest of St Patrick's Beenleigh has presided at school Masses and special functions including blessing and openings, Academic Mass and Commissioning of Senior Leaders and Year 12 Graduation Mass.
- A comprehensive new teacher orientation and induction program was instigated this year with some flexible hours dedicated to developing a program of support for teachers who began their tenure at the start of the year or during the year.
- A new student orientation program was formalised to ensure that students who joined the College during the year were transitioned into the Trinity College family.
- The REMAR student spirituality program has gained much traction this year with a multitude of activities promoted to the community.
- Advertising has continued at local shopping centres and on radio naming the College as a welcoming Catholic community centred with a strong sense of family spirit.

## 2. Prayer and Worship

- Classes from across years 7 – 10 were involved in Masses at St Patrick's Parish Church combining with students from St Joseph's on a fortnightly rostered basis.
- Year 10 students were involved in a tour to St Stephen's Cathedral and Mass in March this year.
- Christian Meditation has continued to be a focus this year in our community both with students and staff. The importance of this practice of taking time in the day to be silent and still and to pray has been part of discussions with staff.

## 3. Student Wellbeing and Pastoral Care

- A Twilight Professional Development session was held focussing on Social Emotional Learning (SEL) general capabilities. Each organising element and achievement standard was addressed. Teachers developed and highlighted strategies they use and can implement in daily teaching routines and through specific pedagogy and learning experiences.
- A Staff Meeting presentation was facilitated by Luke McKenna, founder of the Unleashing Personal Potential (UPP) program, addressing GRIT, Well-being and Growth Mindsets.
- Preparation for 2016 core class meetings occurred where, teachers developed a Social Emotional Learning plan for the year.
- An SMS system was implemented for absentees and late arrivals – Pastoral Leaders were easily notified.
- Pastoral Care class teachers used common tracking sheets to monitor absenteeism and uniform issues.
- New Responsible Thinking Classroom data collection programs were investigated for use in 2016.

#### **4. Work Culture**

- There was improved communication to staff about the enrolment of new students during the year. After acceptance into the College upon enrolment the AP Curriculum enters the student's details into the College timetable and then notifies by email the Pastoral Leader, PC Teacher, Subject Teachers, Library, IT Department, Counsellors, Sports Leader and Student Well-Being Leader a copy of the new student's timetable and their starting date.
- An induction program for new students has been implemented that involves the Pastoral Leader, Student Well-Being Leader and members of the Student Leadership team meet with and orientate new students on their first day at the College. They ensure the student is aware of all facilities, collects textbooks and one to one device prior to entering classes.
- There was formalisation of the staff mentoring process for early career and new teachers to the College.
- Pastoral Leader, Andrew McEwan ran the Mentoring Program for early career and new teachers to the College. This program involved a mentor for early career teachers and buddies for new teachers. Regular meetings were held during the year between early career/new teachers and their mentors/buddies as well as regular meetings of all new teachers and early career teachers with the Leadership team and Mentor Coordinator.
- There was further development of the Staff Work Spaces in the portal to enable collaborative and professional conversations that can be conducted via blogs, forums, etc.
- These Staff Work Spaces aim to be ready for staff use on the College Portal in 2016.

#### **5. Professional Capacity**

- Eligible staff were supported to apply for Experienced Teacher (ET) 5 & 6 status
- Opportunities were given during the teacher goal setting and review process for aspects of leadership coaching and feedback for those interested in expanding their leadership capacity.
- Some teachers had opportunities to step up into acting roles throughout the year in addition to attending various leadership courses offered by QELi and Brisbane Catholic Education throughout the year.

#### **6. Social Action and Justice**

- A St Vincent de Paul's Youth Conference has been established at the College this year that is open to all students and strong ties have been forged with the adult conference at St Patrick's Parish.
- Nearby nursing home visits were approached to determine the possibility of our students visiting on a regular basis. However such visits are no longer possible due to nursing home procedures and regulations.
- The Church's Principles of Social Action and Justice was made the focus of staff professional development Twilights. This allowed staff to deepen their understanding and knowledge of Church teaching in this vital area of our Catholic identity.