



Our Lady of
Mercy College

Our Lady of Mercy College
School Improvement Plan 2021

Our Lady of Mercy College

Embracing Life | Nurturing Faith | Inspiring Learning

Our Lady of Mercy College is a nurturing secondary college, underpinned by the Catholic faith and inspired by the Mercy tradition. Our diverse learning pathways and dedicated team support students to use their individual talents to achieve their personal best. Students develop integrity and are empowered to be compassionate and responsible citizens who live a life of purpose.

Our Lady of Mercy College (OLMC) School Improvement Goals for 2021

Embracing Life

1. Promote a welcoming and safe Homeroom and House environment.
2. Introduce a vertically integrated Homeroom structure.

Nurturing Faith

3. Enhance knowledge of Aboriginal Culture.
4. Develop a spirituality by focusing on the Mercy Educational Value of 'Courage'.
5. Increase Christian Service Learning within the community.

Inspiring Learning

6. Use data to inform teaching.
7. Create a College vision for learning.
8. Introduce MaqLit as a literacy intervention.

Goal 1

Promote a welcoming and safe Homeroom and House environment.

Focus	Strategies	Success Indicators	Achievements
<p>Provide a detailed Pastoral Plan to Homeroom/House staff to assist with building safe and welcoming homerooms.</p> <p>Provide opportunities for students to build resilience and encourage respectful relationships.</p> <p>Provide the Year 8 students with skills to mentor the incoming Year 7 students.</p>	<p>HOYs to work together to finalise 2021 pastoral plans prior to the commencement of Term One 2021.</p> <p>Engage experts to present/work with the students as per the pastoral plans.</p> <p>Use selected Peer Support activities to upskill the Year 8 students to assist with mentoring Year 7 students.</p>	<p>Staff have a shared understanding of the qualities of a welcoming, safe homeroom.</p> <p>Students have a clear understanding of what respectful relationships look, sound, and feel like.</p> <p>Fewer students access the Counsellor for friendship related issues.</p>	
<p>Responsibility: Mrs Viv McKenzie, Heads of Year, Student House Leaders Resources: Locally based providers. e.g., HeadSpace, RAC</p>			

CEWA Strategic Directions: Catholic Identity

Education

Community

Stewardship

Goal 2

Introduce a vertically integrated Homeroom structure.

Focus	Strategies	Success Indicators	Achievements
<p>Provide opportunities to build House spirit during extended pastoral periods from Years 7 - 12.</p> <p>Provide opportunities for student led pastoral activities, initially using the plan designed by the House Coordinators.</p> <p>Assist and promote a sense of 'Students Voice' where students work with staff to determine future goals for House based activities.</p>	<p>Work with House Co-ordinators to create 2 activities per Term to build house spirit.</p> <p>Provide Student House Leaders with the skills necessary to organise and control group activities.</p> <p>Organise meetings and/or TEAMS to provide opportunities for students to bring ideas.</p> <p>House Coordinators to mentor students to bring these ideas to fruition.</p>	<p>Year 7/8 House vertical homerooms are well integrated with students. Student are working together.</p> <p>Activities are planned, organised, and led by students with staff assistance.</p> <p>House Coordinators and House Leaders working in partnership to deliver student led activities.</p>	
<p>Responsibility: Mrs Viv McKenzie, Heads of Year, Homeroom Staff, House Coordinators, Coordinators of Student Leadership Resources: Games and sports equipment</p>			

CEWA Strategic Directions: Catholic Identity Education Community Stewardship

Goal 3

Enhance knowledge of Aboriginal Culture.

Focus	Strategies	Success Indicators	Achievements
<p>Increase knowledge and understandings of Aboriginal culture and perspectives.</p>	<p>Facilitate the CEWA lead Aboriginal Symposium Professional Development for staff.</p>	<p>The Aboriginal Symposium was conducted.</p>	
<p>Responsibility: Mrs Karyn Cronin, Kelli Schmidt, CEWA, Aboriginal Education Team Resources:</p>			

CEWA Strategic Directions: Catholic Identity Education Community Stewardship

Goal 4

Develop spirituality by focusing on the Mercy Educational Value of 'Courage'.

Focus	Strategies	Success Indicators	Achievements
<p>Develop and implement strategies for students to participate in formation experiences.</p> <p>Develop and implement strategies for staff to participate in formation experiences.</p> <p>Develop and implement strategies for the community to participate in formation experiences.</p>	<p>Integrate the value of 'Courage' into liturgies throughout the year.</p> <p>Provide reflection experiences on the value of 'Courage' for staff.</p> <p>Provide reflection experiences for students throughout the year including: Opening College Assembly, Feast Day liturgy, House Days, general assemblies, Pastoral Periods, Year 7 – 12 student retreats, Graduation Ceremony and Mass, Presentation Evening.</p> <p>Attempt to integrate the value of 'Courage' across the curriculum in different learning areas.</p> <p>Emphasise the value of 'Courage' through prayer and song, art, drama.</p> <p>Student leadership team to develop strategies which promote the value of 'Courage' across the College.</p> <p>Feature Courage anecdotes in Mercy Stories.</p>	<p>Students refer to the value of 'Courage' with a sense of understanding of how this relates to faith.</p> <p>Staff refer to the value of 'Courage' with a sense of understanding of how this relates to faith.</p> <p>Community members refer to the value of 'Courage' with a sense of understanding of how this relates to faith.</p> <p>Prayer and liturgical experiences provide opportunities for the community to reflect upon the value.</p> <p>Promotional materials are displayed throughout the College via posters, Mercy stories, communications with parents/guardians.</p> <p>Activities coordinated by Student Ministry Team/Student leaders.</p>	
<p>Responsibility: Mrs Karyn Cronin, Student Ministry Team, Communications Team, Student Leaders, Heads of Learning, Homeroom Teachers and Heads of Year. Resources:</p>			

CEWA Strategic Directions: Catholic Identity Education Community Stewardship

Goal 5

Increase Christian Service Learning within the community.

Focus	Strategies	Success Indicators	Achievements
Explore and develop relationships with a range of additional organisations.	Research and connect with community organisations that require volunteers. Ask students to make recommendations of organisations/activities they would like to be involved in. Promote service organisations with students.	Presenters from organisations such as Volunteer Australia to discuss the benefits of service. Enhanced list of local service groups compiled and available to students. Additional Service opportunities provided to students – either during or outside of school hours.	
Responsibility: Mrs Karyn Cronin, Head of Year, Religious Education Staff, Pastoral Assistant and Communications Coordinator Resources:			

CEWA Strategic Directions: Catholic Identity Education Community Stewardship

Goal 6

Use data to inform teaching.

Focus	Strategies	Success Indicators	Achievements
Develop a set of benchmarks to inform teaching and learning.	<ul style="list-style-type: none"> • Collect quantitative data from external instruments including: <ul style="list-style-type: none"> • ACER PAT Test Term 1 • ACER PAT Test Term 4 • ATAR data • NAPLAN data • OLNA data • Reporting data • MaqLit pre- and post-data • Analyse quantitative data and identify significant trends and benchmarks. • Share these trends and benchmarks with appropriate members of the College community. 	Staff use data to inform teaching. Data used to identify benchmarks. Data used to determine areas of strength and weakness in the College. Data used to plan for future student learning. Data analysis to be used as one measure of student success. Data to help to plan for professional growth.	
Responsibility: Gerry Simpson, Natasha Hart, Heads of Learning Areas Resources:			

CEWA Strategic Directions: Catholic Identity

Education

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Goal 7

Create a College Vision for Learning

Focus	Strategies	Success Indicators	Achievements
<p>Develop a vision for learning within the CEWA and College contexts that empowers all students to learn and achieve.</p>	<p>Learning Areas develop a concept of what 'good teaching' looks like based around the dimensions of:</p> <ul style="list-style-type: none"> • Positive climate for learning. • Excellence in teaching and learning. • Community engagement in learning. <p>Work with HOLA's in Academic Council to develop the College's vision for learning.</p> <p>Learning Areas work through their own identified goals.</p> <p>Parent engagement in development of vision for learning.</p>	<p>Discussed at Academic Council.</p> <p>Discussed in Learning Area meetings.</p> <p>Our Lady of Mercy Vision for Learning Document produced.</p>	
<p>Responsibility: Natasha Hart, Gerry Simpson, Heads of Learning Area, Teachers Resources:</p>			

CEWA Strategic Directions: Catholic Identity Education Community Stewardship

Goal 8

Introduce MaqLit as a literacy intervention as a pilot for selected students in Year 7 & 8.

Focus	Strategies	Success Indicators	Achievements
<p>Identified students in Year 7 & 8 to take part in the MaqLit program resulting in increased engagement in the classroom.</p>	<p>Presentation to Staff at the beginning of the year to assist them to understand the nature and purpose of MaqLit.</p> <p>MaqLit provided to identified students.</p> <p>EA's to develop skills in the provision of MaqLit.</p> <p>Reading opportunities provided.</p> <p>Monitoring of students post MaqLit.</p>	<p>Staff engage in presentation.</p> <p>MaqLit provided to those identified students.</p> <p>Student improvements identified.</p> <p>Student engagement in school is increased.</p>	
<p>Responsibility: David Mazza, Natasha Hart, Head of Learning English Resources:</p>			

CEWA Strategic Directions: Catholic Identity Education Community Stewardship

CEWA Strategic Focus

Catholic Education Western Australia is a Christ-centred and child-focussed community of engaged learning environments, inspiring all to actively live the Gospel.

1. Catholic Identity – Inspiring Christ-centred Leaders

- a) Inspiring Christ-centred Leaders Contemporary models of Gospel leadership that are inclusive, flexible and responsive to the increasing requirements of church, governments and society.
- b) Shared leadership and governance practices that embrace Catholic Social Teaching principles emphasising common good, participation, subsidiarity and co-responsibility.
- c) Inclusive leadership formation and development reflecting the commitment and diverse talents of staff, students, parents and community members.

2. Education – Catholic Schools of Excellence

- a) Effective communities developing students as whole Christian persons.
- b) Catholic schools witnessing effective, contemporary pedagogy and mission-inspired practice and outreach.
- c) Shared understanding and commitment to a Catholic Vision for Learning across all schools.
- d) Commitment to providing high quality Religious Education.

3. Community – Catholic Pastoral Communities

- a) Inclusive communities welcoming and supporting students with diverse learning and social needs.
- b) Shared understanding and commitment to the Transforming Lives: Strategy 2025.
- c) Open processes for conversation and engagement with all members of CEWA communities and their local church.
- d) Services to enhance the safety and wellbeing of students and staff across all contexts.

4. Stewardship – Accessible, Affordable and Sustainable System of Schools

- a) Initiatives ensuring the accessibility, affordability, sustainability and growth of schools.
- b) Transparent and inclusive processes for distributing resources that build equity and co-responsibility across all schools.
- c) Responsiveness to the diverse needs of students.