



School Improvement Plan

2022

Key Elements of the School Improvement Plan (SIP) for GPCC

1. An explicit improvement agenda focused on existing programs

Review existing programs and activities	Key Performance Indicator	Person/s Responsible	Progress
Student Assessment Data	<ul style="list-style-type: none"> - Student assessment data (SAD) (e.g., HSC, Y10, School Reports, NAPLAN, etc) informs strategic initiatives and targets in curriculum development and instructional design - SAD collected into a single repository for access and use by all staff 	<ul style="list-style-type: none"> - Principal, Heads of School, Director of Research, Director of Teacher Development - Principal, Academic in Residence 	Plans developed in conjunction with the Director of Research (DoR) to build a data repository for student data.
Student Wellbeing	Finalise and implement the Framework for Student Wellbeing	<ul style="list-style-type: none"> - Principal, Heads of School, Counsellors, Director of Research 	Wellbeing Coordinator for Secondary appointed for 2023 to trial the role. Position Description completed. Framework to be launched Term 1 2023.

Mission and Service-learning Program	Develop a guiding philosophy for Mission and Service Learning at GPCC Finalise and implement the Mission and Service-Learning Program	<ul style="list-style-type: none"> - Principal, Director of Research - Principal, Heads of School, 	Final edits being done to MSL Framework by DoR and then Term 1 – practical detail to be added.
CAPA program	<ul style="list-style-type: none"> - Plan for and implement programs to support increased participation and performance opportunities across K-12 in both curriculum and co-curricular areas - Expand, and revise administration of, the Tutor program 	Principal, Heads of School CAPA Coordinator	Increased performances took place in 2022. A new Tutor Supervisor was appointed and student numbers increased.
Spiritual Life Programs	<ul style="list-style-type: none"> - Develop a guiding philosophy for Spiritual Life programs at the College - Develop and implement a plan for a Plan for coordinated approach between Biblical Studies, Chapel, Equip Groups and MSL. 	<ul style="list-style-type: none"> - Principal, Director of Research SoR Coordinator/Chapel Supervisor - Heads of School, Chapel Coordinator, SoR Coordinator, 	Invited SEED to help us review our Biblical Studies, Life and Equip Teams. Completed in Term 4 and awaiting a final report.
Sports Program	Enhance sports activities and opportunities, including the growth of the GPCC Sports Clubs	Principal, Sports Coordinators	Sports Clubs not a popular concept here. Basketball closes at the end of the Summer season. New Secondary DoS appointed.

2. A school culture that promotes learning

Lift student engagement and academic performance	Key Performance Indicator	Person/s Responsible	Progress
Develop a college-wide approach to promote and enhance student engagement	<ul style="list-style-type: none"> - Increased student engagement as demonstrated through surveys and teacher feedback - Development of a college-wide research initiative investigating student engagement at GPCC. - Development of appropriate systems that encourage and reward student spiritual, academic and social engagement. 	<ul style="list-style-type: none"> - Principal, Heads of School, Director of Teacher Development, Director of Research, Director of Enrichment - Director of Research, Director of Teacher Development, Teacher-Researchers - Heads of School 	<p>Application for a research grant of AIS on student engagement in Maths was unsuccessful. We will proceed in a more limited fashion in 2023.</p> <p>APDF is starting to take off with more staff interested in research and a focus on improved student engagement.</p> <p>Primary have been focused on direct instruction in 2022.</p>
Implement the Teacher Professional Learning Program - APDF	<ul style="list-style-type: none"> - Each teacher has an individualised professional learning plan as part of the APD Framework. - APD framework activities are operational and effective 	<ul style="list-style-type: none"> - Heads of School, Director of Teacher Development, Faculty and Stage leaders, teachers - Director of Teacher Development, Principal 	<p>This was implemented in 2022 with a focus on Wednesday afternoons as professional development sessions.</p> <p>Individual plans established and reviewed in Term 4.</p> <p>A change of Director of Teacher Development takes place for 2023.</p>
Enhance and extend the use of productive pedagogies (including differentiation, blended learning, explicit direct instruction, etc.) in class programs	Programs, units and lessons utilising productive pedagogies	Heads of School, Faculty Coordinators, Director of Teacher Development, Director of Enrichment	Progress is taking place with an emphasis on differentiation, explicit instruction and the use of Transformation by Design in particular.

Enhance Literacy and Numeracy across the curriculum	<ul style="list-style-type: none"> - Generic Literacy and Numeracy across the curriculum is monitored and, where necessary, remediated. - NAPLAN Literacy and Numeracy scores significantly increased - Best practices in developing literacy and numeracy are highlighted 	<ul style="list-style-type: none"> - Director of Enrichment, Academic in Residence - Principal, Heads of School, Academic in Residence - Director of Teacher Development 	<p>Primary engaged in an AIS led Numeracy Project this year.</p> <p>More work to be done in this area across the school.</p> <p>NAPLAN results showed some improvement.</p>
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3. Business Operations

Establish sound business operations	Key Performance Indicator	Person/s Responsible	Progress
Establish benchmarks for future enrolments and budgets	Enrolment targets and benchmarks established and met	Business Manager, Director of Marketing and Promotions, Heads of School	Plans for class numbers and enrolment targets set for the next few years. Enrolment pressure continues. Enrolment processes now digitised and efficient.
Maintain current enrolments	Enrolments to be maintained at a target of 1100 for 2022	Principal, Director of Marketing and Promotions	Enrolments exceeded 1100 and look to reach 1150 for 2023.
Explore innovative additional funding options including establishing an RTO	<ul style="list-style-type: none"> - Additional funding options determined - RTO established 	Principal, Business Manager	Little work was done in this area.

Embed Multi-School practices as part of the Melos Foundation (MF) development	Practices determined and embedded	Business Manager, Assistant Business Manager, Director of IT,	MF has grown to include 4 members with BCS to come on board in early 2023 as is another school. Most work being done is in the area of business administration and helping members improve systems.
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4. The targeted use of school resources

Master Plan Implementation	Key Performance Indicator	Person/s Responsible	Progress
Develop a plan for the use of the Gongolgon property for student development and learning, including outdoor education	Outdoor education program and other curricular activities developed and operating	Principal, Head of Secondary	A liaison position has been created and filled with a brief to develop activities on the Ngemba Station site for GPCC and other schools' students.
New administration block with combined staffroom project commences	Building works commence by July 2022	Business Manager, Principal	Council delays meant the project has only recently been approved. Demolition of the existing building to take place before Easter 2023.
Planning for further outdoor play and activity spaces completed	<ul style="list-style-type: none"> - Plan for additional play and activity spaces completed - Funding determined 	Principal, Business Manager, Heads of School	No additional funding achieved for this. Plans on hold.
Classroom design review (designing and constructing 21 st century learning spaces)	<ul style="list-style-type: none"> - Nominated Classrooms are-fitted with new furniture and instructional technologies for trial - Teachers trained in how to use classroom spaces and 	<ul style="list-style-type: none"> - Principal, Task Force - Director of Teacher Development 	Furniture now secured for the trial group of classrooms in 2023.

	technologies to enhance student engagement and learning		
Further development of ICT to enhance teaching and learning	- Implementation of new and/or existing applications	- ICT Committee, ICT Manager	An ICT Review was commissioned and a report received late in Term 4.

5. School community partnerships

Develop Partnerships	Key Performance Indicator	Person/s Responsible	Progress
Establish parent body organisation and associated activities to enhance partnership	- Organisation and activities established - School app available	- Principal and Heads of School - Marketing Manager	No progress on this but the Fathering Project was successfully launched in November and Kid's Hope continues to be strong.
Establish community partnerships	- Strategy for partnerships scoped including status, potential opportunities, and partnerships developed	- Principal, Marketing Manager	No progress on this.
Establish inter-school partnerships and collegial relationships (both within and outside the Melos Group)	- Partnerships established and formalised (where appropriate) - Staff and student visits to other schools increased	- Principal, Director of Research - Director of Teacher Development	GPCC continue to be involved in CSA, THACCCSA and other staff forums.