



St Augustine's College  
AUGUSTINE HEIGHTS

*Be together in heart and mind*

## 2023 Annual Improvement Plan Report

2023 has been another busy year at St Augustine's College. On behalf of the College Leadership Team and staff, I am proud to share some of the achievements and improvements that the College has made throughout the year with our community against College goals in our Annual Improvement Plan.

**Graham Meertens**  
Principal

### CATHOLIC IDENTITY

**GOAL: Build staff capacity in the Catholic Perspective of Stewardship within the curriculum, as well as supporting the Religious Life of the School and sustainability practices at the College.**

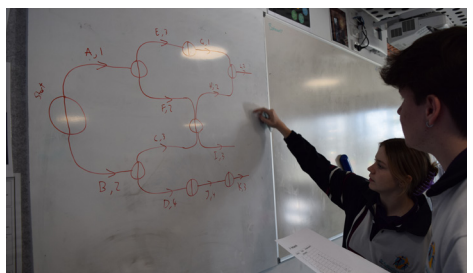
*A variety of professional development was provided to staff including focussing on Laudato Si and Stewardship. We welcomed our new Parish Priest, Father Baiyi to the community and into our classrooms to share learning with students. Primary students "owned their zone" in order to care for the environment and students were involved in the STAC Cares "1000 Hearts" Project designed to spread kindness in the community.*



### LEARNING AND TEACHING

**GOAL: Continue to enhance best practice in learning and teaching to ensure that every student is engaged and learning successfully, with priorities in Inclusive Education, Curriculum Renewal, Mathematics, and Literacy.**

*The College commenced implementation of Version 9 of the Australian Curriculum. In P-6 there was a strong focus on literacy and the teaching of English using effective, consistent and evidence-based strategies and this will continue into 2024.*



*Across 7-12, significant improvement was seen in the achievement of students in Mathematics. For example, in Year 7, the use of a new formative assessment model with intervention, resulted in effect sizes of between 0.49 and 0.63 (equating to between 12 to 18 months growth) for some students. In Senior Mathematics, the College built upon the use of "Study Buddies" following the success of this initiative in Year 12 General Mathematics in the previous year, where student results improved by nearly 10%. 2023 results sustained this improvement with some additional gains.*

## WELLBEING

**GOAL: Continue to grow a culture of pride as an individual and as a member of the College community**

*The College focused on early intervention, communication with families and the development of attendance plans for targeted students in 2023. This resulted in significant improvements in student attendance rates of 10% - Term 1, 16% - Term 2, 12% - Term 3 and 4% - Term 4, compared to 2022. The House System was strengthened across 2023 with the appointment of Staff House Leaders and increased House-based lunchtime activities.*



## OUR PEOPLE

**GOAL: Build staff capacity through staff formation and collaborative practices.**

*During 2023, the College continued its focus on collaborative practices with staff, including collaborative planning days. The new Middle Leadership Structure for the 2024-2027 triennium was established and staffed, which included new roles in Culture P-6 and Middle Leader Inclusive Education P-12. An English working group was established in Primary which promoted collegiality as well as leadership opportunities for teachers. The College trialed a new staff meeting model in Secondary which combined more traditional Curriculum Department meetings with “Pop-up” topics allowing teachers the opportunity to share their expertise in a variety of areas.*



## DIVERSITY & INCLUSION

**GOAL: Grow our community that values, celebrates and responds to individual identity and cultural diversity. We will strengthen our ability to differentiate and welcome all students from diverse backgrounds.**

*We have continued to implement the College Reconciliation Action Plan (RAP), and this plan has been practically represented in a vast number of opportunities for student immersion, and community engagement. Our College provided students with an opportunity to experience First Nations culture through the Red Earth Immersion as well as Sorry Day and Reconciliation Week activities.*



*In order to support the diverse needs of learners, we have improved the development of Personalised Support Plans (PSP's) for students, enhanced our multi-disciplinary approach to student support and appointed a Middle Leader Inclusive Education P-12 to commence in 2024.*

## ORGANISATIONAL EFFECTIVENESS/SUSTAINABILITY

**GOAL: Strengthen stewardship of our resources to support improved learning outcomes, compliance, and effective and sustainable operations.**

*The College welcomed a 6th stream of Year 7 in 2023, with our Year 6 students transitioning to the Primary precinct. Master planning to accommodate the associated growth in student numbers was finalised with a number of major building and refurbishment projects completed or underway. These included the major refurbishment of Year 2 classrooms and playground, the Prep playground. The enclosure of Woogaroo, new Year 6 classrooms and upper primary playground as well as 3 new MY/SY Science classrooms and the MY Hub are nearing completion. Over the holidays, an additional 16 classrooms across MY and SY are being refurbished. All new building and refurbishment projects include air conditioning (where not already present). The College also installed an energy management system to direct energy across the College during peak times. This system is designed to save energy as well as to support the College to manage air conditioning needs whilst we wait for a new transformer to be installed by Energex which will provide sufficient capacity to run air conditioning across the campus. Finally, the College increased student access to IT and now has a 1:1 device program across Years 1-12 (1:2 in Prep), with these being take-home devices from Year 4.*

