

# School Improvement Plan 2025 – 2027

## John Calvin School Albany

### Vision

The Reformed School is a godly place for covenant children, to be educated for a life of love and service to God and their neighbour.

### Mission

The Reformed School:

- Extends high nurture to the children of the covenant
- Provides expert teaching to children of the covenant
- Calls for faithful response from children of the covenant

### Overarching Goals

#### Teaching Excellence:

Pursue excellence in teaching by implementing practices grounded in educational research.

#### Academic Achievement:

Every student achieves their academic potential.

#### Safe Schooling:

Maintain a safe school environment for students and staff.

#### Community:

Maintain and enhance the connection and engagement between the whole school community.

#### Good Governance:

Ensure the long-term sustainability of the school through effective governance, strategic planning and management.

#### Facility Renewal:

Provide high quality facilities to support the mission of the school.

# School Improvement Goals

## Teaching Excellence

- TE 1 – Determine and implement best pedagogical practices in literacy instruction
- TE 2 – Determine and implement best overall pedagogical practices
- TE 3 – Teachers to differentiate teaching and learning to meet individual learning needs
- TE 4 – Additional strategies to promote teaching excellence

## Academic Achievement

- AA 1 – Use data to analyse and promote individual and whole-school student learning
- AA 2 – Determine and implement strategies to best support students with additional needs

## Safe Schooling

- SS 1 – Implement JCSA Health Syllabus incorporating child safety and wellbeing practices
- SS 2 – Additional strategies to promote child safety and wellbeing

## Community

- C1 – Strategies to maintain and enhance the connection and engagement between the whole school community

## Good Governance

- GG 1 - Strategies to ensure the long-term sustainability of the school through effective governance, strategic planning and management

## Facility Renewal

- FR 1 - Continue implementation of 10-Year Improvement Plan

## Teaching Excellence

*Pursue excellence in teaching by implementing practices grounded in educational research.*

TE 1 Determine and implement best pedagogical practices in literacy instruction				
When	What	Who	Linked Standards	Notes
2025	K-6 teachers to determine non-negotiables (key outcomes) in Primary literacy: <ul style="list-style-type: none"> <li>• What are the main literacy outcomes we want the students to know and be able to do?</li> <li>• Is it reasonable? (WA English curriculum)</li> <li>• How will we get there? (best practice)</li> <li>• How will we know we're there? (data)</li> </ul>	K-2 teachers Deputy Principal	AITSL 1.2, 2.1, 2.2, 2.3, 2.5, 3.1, 3.2, 3.3, 3.4, 3.6  SIT domain 5, 6, 8	
2025	K-2 teachers to research best pedagogical practice in teaching reading: <ul style="list-style-type: none"> <li>• Investigate the research</li> <li>• Use data to determine our current baseline</li> </ul>	K-2 teachers Deputy Principal		
2025	3-6 teachers to research best pedagogical practices in teaching writing: <ul style="list-style-type: none"> <li>• Investigate the research; consider both sentence level and text level writing</li> <li>• Use data to determine our current baseline</li> </ul>	3-6 teachers Deputy Principal		
2026	K-2 teachers to determine and implement best pedagogical practice in teaching reading.	K-2 teachers Deputy Principal		
2026	3-6 teachers to determine and implement best pedagogical practice in teaching writing – both at sentence level and text level.	3-6 teachers Deputy Principal		

TE 2 Determine and implement effective overall pedagogical practices				
When	What	Who	Linked Standards	Notes
2025	LSC investigate and prepare PL for staff on tier 1, 2, and 3 instruction and intervention model.	LSC		

2025	<p>Research teaching and learning models (e.g. AERO, Victoria) and determine which model to adopt as school-wide practice.</p> <ul style="list-style-type: none"> <li>Once a model has been determined, prepare PL for staff</li> <li>Can it tie into tiered instruction model?</li> </ul>	Deputy Principal LSC Principal	AITSL 1.2, 2.1, 2.2, 2.3, 2.5, 3.1, 3.2, 3.3, 3.4, 3.6  SIT domain 5, 8	
2025	Determine implementation plan for tiered instruction and teaching and learning models for 2026-2027.	Principal LSC Deputy Principal		
2026	TBD			
2027	TBD			

TE 3 Teachers to differentiate teaching and learning to meet individual learning needs				
When	What	Who	Linked Standards	Notes
2025	Work through Chapters 8–15 of <i>How to Differentiate Instruction</i> as part of our professional learning focus on effective differentiation.	Principal Deputy Principal Teaching staff	AITSL 1.3, 1.5, 1.6, 3.1. SIT 3, 7	
2026	Teachers to include information on their differentiation plans in their programs and/or lesson plans.	Principal Deputy Principal Teaching staff		
2027	Continue above			

TE 4 Additional strategies to promote teaching excellence				
When	What	Who	Linked Standards	Notes
2025-2027	<p>Use professional standards for self-assessment and appraisals:</p> <ul style="list-style-type: none"> <li>AITSL professional standards for teachers</li> <li>ATAP standards for EAs</li> <li>AITSL classroom practice continuum</li> </ul>	Principal Deputy Principal Teaching staff	AITSL std 6 SIT 1, 5	
2025	<p>Conduct and analyse a range of surveys to promote teaching excellence:</p> <ul style="list-style-type: none"> <li>Parent survey (2023)</li> <li>1-1 Device survey</li> <li>Staff survey</li> </ul>	Principal Deputy Principal	AITSL 7.3 SIT 1, 2, 9	

	Adjust School Improvement Plan as necessary.			
2025-2026	Use school templates for programming in all learning areas to clearly articulate the Biblical, Christian perspective: <ul style="list-style-type: none"> <li>• Religious Education programming template</li> <li>• Math programming template</li> <li>• All other programs in the Transformation by Design template</li> </ul>	Curriculum Officer Principal Deputy Principal Teaching Staff	AITSL 3.2 SIT 6	
2025-2027	Support teachers transitioning to new year levels, learning areas, or roles in developing familiarity and confidence in their new responsibilities by regular check ins, providing a mentor, offering support for areas of uncertainty or need.	Principal Deputy Principal Teachers who are changing roles	AITSL Std 2, 3. SIT 4, 5	
2025	Explore the feasibility and educational value of transitioning from Indonesian to Classical Latin in the curriculum.	Curriculum Officer Principal Deputy Principal	AITSL Std 1, 2, 3, 6. SIT 3, 4, 6	
2025	Use the School Improvement Tool to conduct a self-assessment	Principal Teaching Staff	AITSL 7.2 SIT 1	

## Academic Achievement

*Every student achieves their academic potential.*

AA 1 Use data to analyse and promote individual and whole-school student learning				
When	What	Who	Linked Standards	Notes
2025	Create a whole school data plan	LSC	AITSL 2.3, 3.6, 5.1, 5.2, 5.3, 5.4, 6.4 SIT 1, 2, 3, 7	
2025	Analyse whole school testing regime: <ul style="list-style-type: none"> <li>• What testing is done and when? (What data is collected)</li> <li>• What (if any) additional testing should be done? (Is there additional data that should be collected?)               <ul style="list-style-type: none"> <li>◦ Literacy screeners?</li> <li>◦ Numeracy screeners?</li> </ul> </li> </ul>	LSC		
2025	Determine data analysis and discussion procedures: <ul style="list-style-type: none"> <li>• When and how to involve staff?</li> <li>• How does/can/should the data drive teaching and learning?</li> </ul>	LSC Principal Deputy Principal Teaching staff		
2026	Use the whole school data plan, testing regime and data procedures to lead to discussion and promote teaching and learning <ul style="list-style-type: none"> <li>• Identify trends, inform teaching, and support targeted academic growth in primary and secondary students.</li> <li>• Exact process still TBD</li> </ul>	LSC Principal Deputy Principal Teaching staff		

AA 2 Determine and implement strategies to best support students with additional needs				
When	What	Who	Linked Standards	Notes
2025-2026	Develop a sound understanding of tier 1, 2 and 3 instruction and intervention and implement changes as determined by this intervention. <ul style="list-style-type: none"> <li>• See also TE 2</li> </ul>	LSC Teaching staff	AITSL Std 1, 2, 3, 5 SIT 3, 5, 8	
2025	Determine the precise roles and responsibilities of teachers, EAs, LSC and Management regarding students with Documented Plans.	Deputy Principal Principal LSC Teaching Staff	AITSL 1.5, 1.6, 4.1, 6.3 SIT 4	

2025-2027	Work collaboratively to ensure the diverse needs of students with special learning needs are consistently identified and met.	LSC Teaching Staff	AITSL 1.5, 1.6, 4.1, 6.3 SIT 4	
2025-2026	Prepare for the phased replacement of the LAT teacher with EA staff, to be completed by the end of 2025. • Implement changes in 2026	Principal Deputy Principal LSC Teachers EA Staff	SIT 4	

## Safe Schooling

### Maintain a safe school environment for students and staff.

SS 1 Implement JCSA health syllabus incorporating child safety and wellbeing practices				
When	What	Who	Linked Standards	Notes
2025	Finalise JCSA health syllabus <ul style="list-style-type: none"> <li>Aligning WA health curriculum, Keeping Safe: Child Protection Curriculum and Living Life: respectful relationships and consent curriculum as well as various other health resources used at school.</li> </ul>	Deputy Principal	AITSL 2.1, 2.2, 2.3, 3.2, 3.4 SIT 6	
2025	Train staff in Version 3 of Keeping Safe <ul style="list-style-type: none"> <li>JM and CP to complete Train the Trainer training</li> <li>Train JCSA staff in July 2025</li> </ul>	Deputy Principal Clinton Plug Teaching staff		
2026	Implement JCSA health syllabus <ul style="list-style-type: none"> <li>Review at the end of the year</li> <li>Adjust as necessary</li> </ul>	Teaching Staff Deputy Principal		
2027	TBD			

SS 2 Additional strategies to ensure child safety and well being				
When	What	Who	Linked Standards	Notes
2025-2027	All staff to complete NPCSO training as part of maintaining a safe school environment.	Principal Administrator	AITSL Std 4	
2025-2027	All staff to complete Mandatory Reporting training yearly as part of child protection obligations.	Principal Administrator	AITSL Std 4	
2025	Undertake an NPCSO self-audit with input from students and parents in selected year levels.	Principal	AITSL Std 4	
2025-2027	Maintain compliance with the Reportable Conduct Scheme by reviewing and updating policies as needed.	Principal Administrator	AITSL Std 4	
2025-2027	As per the schedule, review and update policies to ensure compliance with the National Child Safe Principles.	Principal Administrator	AITSL Std 4	
2025-2027	Maintain student understanding and ownership of the Student Code of Conduct and accessible complaints process.	Principal Teaching Staff	AITSL Std 4	
2025	Revise the student-friendly complaints procedure in consultation with students	Principal	AITSL Std 4	

2025	Assess the need for a more comprehensive external audit of student wellbeing practices	Principal Board	AITSL Std 4	
2025	Ensure student wellbeing is actively supported through the work of the Student Support Officer.	SSO Principal	AITSL Std 4	

## Community

*Maintain and enhance the connection and engagement between the whole school community.*

Strategies to maintain and enhance the connection and engagement between the whole school community					
C 1	When	What	Who	Linked Standards	Notes
2025-2027		Develop and build on initiatives that actively involve the school community in the broader goals of the school.	Principal Deputy Principal Board	AITSL 3.7, 6.3, 7.3; SIT 1, 9	
2025		Analyse Parent Survey data to enhance the connection and engagement between the school community.	Principal Deputy Principal Board	AITSL 3.7, 6.3, 7.3; SIT 1, 9	
2025		Analyse the 1-1 device survey results to enhance the connection and engagement between the school community.	Principal Deputy Principal Board	AITSL 3.7, 6.3, 7.3; SIT 1, 3, 9	
2025		Prepare to transition the <i>Applecart</i> publication away from Microsoft Publisher.	Reception IT Manager	AITSL 3.4, 3.7; SIT 9	
2025-2027		Identify and build opportunities to engage with parents about their child's learning progress.	Principal Deputy Principal Board	AITSL 3.7, 6.3, 7.3; SIT 9	

## Good Governance

*Ensure the long-term sustainability of the school through effective governance, strategic planning and management.*

GG 1	Strategies to ensure the long-term sustainability of the school through effective governance, strategic planning and management			
When	What	Who	Linked Standards	Notes
2025	Investigate the feasibility of expanding the school to offer Year 11–12.	Board Principal	SIT 1, 4, 9	
2025-2027	Support and encourage student teachers as part of our commitment to developing the next generation of educators.	Board Principal	AITSL 6.1, 6.4 SIT 9	
2025-2027	Build strategic relationships with government and political stakeholders.	Board Principal	AITSL 7.3; SIT 9	
2025-2027	Engage and inform the school community on advocacy matters.	Board Principal	AITSL 7.3 SIT 9	
2025-2027	Maintain and review the crisis and communication plan.	Board Principal	SIT 4, 9	
2027	Review the outcomes of the current Strategic Plan and prepare the next Strategic Plan and School Improvement Plan	Board Principal	SIT 1	

## Facility Renewal

*Provide high quality facilities to support the mission of the school.*

FR 1 Continue implementation of 10-Year Improvement Plan				
When	What	Who	Linked Standards	Notes
2025-2027	<p>Continue implementing the 10-Year Improvement Plan to ensure facilities support the mission and educational goals of the school.</p> <ul style="list-style-type: none"><li>• Evaluate space needs to ensure facilities align with current curriculum delivery demands</li><li>• Evaluate space needs for students with additional needs (TLC)</li><li>• Begin implementation of planned upgrades, incorporating staff input throughout the process</li><li>• Review the effectiveness of facility improvements in enhancing teaching practices and learning environments</li></ul>	Board FNC	SIT 4	