



Marist-Sion College Teams, Membership and Objectives

Context

- We work together to solve problems and improve our practice
- Our work collectively impacts student learning through every interaction every day

We are working to

- Provide targeted professional learning and development in a team-based culture
- Promote leader practice that builds a team-based culture that promotes collective efficacy

Our Moral Imperative

- As leaders within our College community, our moral imperative is to raise the bar and close the gap for all students (especially the most vulnerable).

In a word, our work is about

- In a word, our work is about growth

We work with these values

As leaders within our College community, we value:

- Mutual Respect
- Trust
- Teamwork
- Empowerment

Our Mantra

- One Culture – Many Teams

Our Improvement Narrative

- Seeing evidence of our impact on student learning sustains our effort to improve student outcomes

- Schools that are highly effective produce results that almost entirely overcome the effects of student backgrounds. Research shows that at the school level, collective teacher efficacy beliefs contribute significantly to the school's level of academic success
- Collective teacher efficacy, as an influence on student achievement, is a contribution that comes from the school—not the home and not the students themselves

Executive Team

Meeting Team Members (Meet Fortnightly)

- Principal (Chair)
- Business Manager
- Deputy Principal – Catholic Identity and Mission
- Deputy Principal – Professional Culture and Growth
- Deputy Principal – Student Learning Culture and Growth
- Deputy Principal – Wellbeing Partnerships and Safety
- Executive Assistant to the Principal

Objectives

- To discuss strategies to communicate and strategically implement the College vision and mission
- To develop, in collaboration with the Principal, the strategic directions of the College
- To collaborate and offer advice to the Principal regarding the deployment of College resources

Senior Leaders Team

Meeting Team Members (Meet Once Per Term)

- Principal (Chair)
- Deputy Principal – Student Learning Culture and Growth
- Deputy Principal – Professional Culture and Growth
- Deputy Principal – Wellbeing Partnerships and Safety
- Deputy Principal – Catholic Identity and Mission
- Director of College Organisation
- Director of Digital Learning and Data Insights
- Directors of Learning
- Director of Learning Adjustment
- Director of Mission
- Director of Professional Learning and Development
- Directors of Student Wellbeing
- ICT and Systems Manager
- Director of Counselling – Psychologist
- Pedagogical Coaches
- Administration Manager
- Human Resources Manager

Objectives

- To discuss the implementation and timing of the *Annual Implementation Plan* giving particular consideration to student and staff needs
- To ensure alignment across College priorities

Catholic Identity and Mission Strategic Leadership Team

Meeting Team Members (Meet Fortnightly)

- Deputy Principal – Catholic Identity and Mission (Chair)
- Director of Mission
- Religious Education Learning Leader
- Youth Ministry and Social Justice Leader
- Music Ministry Leader
- College Chaplain
- Parish Priests and Principal (by invitation)

Objectives

- To create experiences of encounter to develop a culture of recontextualisation and dialogue
- To develop teacher expertise to deliver high quality Religious Education
- To enhance student learning and Catholic identity by partnering with the local parish, parents and families and DOSCEL

Deputy Principals

Meeting Team Members (Meet Fortnightly)

- Deputy Principal – Wellbeing, Partnerships and Safety
- Deputy Principal – Catholic Identity and Mission
- Deputy Principal – Professional Culture and Growth
- Deputy Principal – Student Learning Culture and Growth

Objectives

- To align operational activities with the Annual Improvement Plan and the School Improvement Plan
- To ensure alignment across the 4 pillars of the Annual Improvement Plan
- To review progress towards key strategic objectives and address emerging priorities

College Directors Strategic Team

Meeting Team Members (Meet Monthly with a Rotating Chair)

- Deputy Principal – Wellbeing, Partnerships and Safety
- Deputy Principal – Catholic Identity and Mission
- Deputy Principal – Professional Culture and Growth
- Deputy Principal – Student Learning Culture and Growth
- Director of College Organisation
- Directors of Student Wellbeing
- Directors of Learning
- Director of Digital Learning and Data Insights
- Director of Learning Adjustment
- Director of Professional Learning and Development
- Director of Mission

Objectives

- To ensure there is strategic alignment with the work of the Directors in enacting the College Strategic Implementation Plan and Annual Improvement Plan

- To ensure cohesion and consistency across all portfolios through a shared understanding and collaborative practice
- To proactively identify areas of overlap or concern between portfolios and develop integrated strategies to address them, ensuring efficient and effective solutions

College Management Team

Meeting Team Members (Meet Weekly)

- Director of College Organisation (Chair)
- Deputy Principal – Professional Culture and Growth
- Deputy Principal – Student Learning Culture and Growth
- Director of Professional Learning and Development
- Camps and Activities Administration Officer

Objectives

- To discuss the ongoing operations and sustainability of the College
- To approve and process all inter-school sport, excursion, incursion and special activity applications
- To approve and process all professional learning applications and discuss replacements for short-term leave

Emergency Management Strategic Leadership Team

Meeting Team Members (Meet Once Per Term)

- Business Manager (Chair)
- Principal
- Deputy Principal – Wellbeing Partnerships and Safety
- Administration Manager
- Facilities Manager
- Camps and Activities Administration Officer

Objectives

- To plan for Critical Incident Responses and Emergency Management
- To review Critical Incident Responses and Emergency Management Planning

Counselling and Wellbeing Services Team

Meeting Team Members (Meet Fortnightly)

- Deputy Principal – Wellbeing Partnerships and Safety (Chair)
- Director of Counselling – Psychologist
- Counsellors
- Intensive Behaviour and Trauma Support Officer
- Student Support Officer – Youth Worker
- First Aid Officer (by invitation)
- Attendance Officer (by invitation)

Objectives

- To identify and discuss trends in mental health and wellbeing issues that students are accessing Wellbeing support for
- To discuss the ongoing operations of the Wellbeing program at the College

Learning and Teaching Strategic Leadership Team

Meeting team members (Meet Fortnightly)

- Deputy Principal – Student Learning Culture and Growth (Chair)
- Directors of Junior Learning
- Directors Senior Learning
- Director of Learning Adjustment
- Director of Digital Learning and Data Insights
- Executive Assistant to the Deputy Principals

Objectives

- To action the implementation of the Annual Implementation Plan in relation to the learning program and evaluate its effectiveness using data
- To strengthen teacher practice across the Learning Areas through team-based approaches, collaboration and professional learning
- To activate a positive classroom culture, ensuring access to learning for all students

Curriculum Implementation Team

Meeting team members (Meet Fortnightly)

- Directors of Junior/Senior Learning/Director of Learning Adjustment/Director of Digital Learning and Data Insights (Rotating Chair)
- Deputy Principal – Student Learning Culture and Growth
- Library and Information Services Leader
- Learning Leaders
- eLearning and Data Leader
- Pedagogical Coaches (by invitation)
- Careers and Pathways Leader (by invitation)
- Executive Assistant to the Deputy Principals

Objectives

- To implement the strategies to develop instructional leadership improving teacher practice and improving student outcomes
- To action the implementation of the Annual Implementation Plan in relation to the learning program
- To build Middle Leader expertise

Student Mapping

Meeting Team Members (Meet in Week 4 and Week 8 each term)

- Director of Digital Learning and Data Insights (Chair)
- Director of Senior Learning
- Director of Junior Learning
- Director of Learning Adjustment
- Directors of Student Wellbeing

Objectives

- To ensure that no Year 7, 8, 9 or 10 student is left behind
- To consider the appropriate intervention for identified students
- To provide a snapshot of students that then warrant a more in-depth evaluation

Digital Learning and Systems Strategic Leadership Team

Meeting Team Members (Meet on an Ad hoc Basis)

- Business Manager (Chair)
- Director of Digital Learning and Data Insights
- ICT and Systems Manager
- Deputy Principal – Student Learning Culture and Growth
- eLearning and Data Leader

Objectives

- To discuss the College digital learning and systems strategy
- To plan for improvements in digital learning and systems to accelerate student learning
- To plan for improvements in digital learning and systems to enable collective teacher efficacy

Pedagogical Practices Strategic Leadership Team

Meeting Team Members (Meet Monthly) – on pause

- Deputy Principal – Student Learning Culture and Growth (Chair)
- Deputy Principal – Professional Culture and Growth
- Director of Senior Learning
- Director of Junior Learning
- Director of Digital Learning and Data Insights
- Director of Professional Learning and Development
- Director of Learning Adjustment
- Pedagogical Coaches

Objectives

- To resource expert teachers using effective pedagogical practices – including explicit instruction
- To enable expert teachers to support students through differentiated teaching and learning
- To develop an expert teaching team that promotes adaptive teaching strategies

Future Enrolments Strategic Leadership Team

Meeting Team Members (Meet Twice per Term)

- Business Manager
- Principal
- Deputy Principal – Wellbeing Partnerships and Safety
- Public Relations Manager
- Administration Manager (Chair)
- College Registrar

Objectives

- To discuss the marketing strategy for enrolments and subsequent admission practices
- To plan for discovery, orientation, transition and connection
- To discuss the induction of new students and the retention of current students

House Teams

Meeting team members (Meet Weekly)

- Head of House (Chair)
- Tutors
- House Support Staff are welcome

Objectives

- To implement operational matters of the House relating to positive behaviour support and student wellbeing
- To implement opportunities for student engagement and connectedness through the House system
- Promote and enhance House Spirit (e.g. Tutor Group, House Assemblies and celebration of positive student accomplishment)

Adjustment Collective

Meeting Team Members (Meet fortnightly) on pause

- Director of Senior Learning (Chair)
- Deputy Principal – Student Learning Culture and Growth (by invitation)
- Director of Learning Adjustment
- Learning Adjustment Coordinator

Objectives

- To review and interpret learning adjustment data and progressions of learning to support teacher practice
- To further develop Tier 1, 2 and 3 learning adjustment strategies to enable student growth
- To incorporate College priorities – embedding universal teaching strategies, classroom routines, and strategy techniques reflective of students learning needs

Literacy and Numeracy Collective

Meeting Team Members (Meet Monthly)

- Director of Junior Learning (Chair)
- Deputy Principal – Student Learning Culture and Growth
- Library and Information Services Leader
- Learning Leader – English
- Learning Leader – Mathematics
- Teacher Representatives

Objectives

- To review and interpret literacy data and progressions of learning to support teacher practice
- To incorporate College priorities – summarising, glossaries and the 3Hs
- To further develop Tier 1, 2 and 3 literacy and numeracy strategies to enable student growth

Learning Adjustment Team

Meeting team members (Meet Weekly)

- Director of Learning Adjustment (Chair)
- Learning Adjustment Advisor
- Learning Adjustment Coordinator
- Learning Adjustment Administrator
- Learning Support Officers

Objectives

- To discuss strategies the Tier 1, 2 and 3 strategies that are communicated to staff
- To discuss the on-going operations of the Learning Adjustment Team
- To operationalise the implementation of Personalised Learning Plans for students

Learning Area Teams

Meeting team members

- Relevant Learning Leaders (Chair)
- Learning Area Team Members

Objectives

- To clarify the learning focus for the team and to improve innovation and curriculum delivery
- To ensure the delivery of programs is consistent for learning, assessment and reporting
- To ensure student differentiation of the learning program is implemented using evidence-based tools
- To access and create innovative programs that achieve learning growth
- To ensure school wide expectations are implemented and consistent throughout all learning programs (e.g. effective routines for learning)

Marketing Strategic Leadership Team

Meeting Team Members (Meet Monthly)

- Business Manager (Chair)
- Principal
- Public Relations Manager
- Deputy Principal – Catholic Identity and Mission (by invitation)
- Deputy Principal – Professional Culture and Growth (by invitation)

Objectives

- To discuss the College marketing and communications strategy
- To celebrate and promote our thriving learning culture
- To celebrate and promote the College learning program

One on One Meetings – Building Team-Based Culture

Meeting team members

- Relevant Staff Member (Chair)
- Leader

Purpose

- To offer time and space for the collegial sharing of ideas
- To offer mentoring support and empower support in leading change
- To complement our team-based culture
- To build capacity and develop trust
- To think about work in different ways and to feel comfortable doing that
- To contribute to professional culture and growth

Professional Culture and Growth Strategic Leadership Team

Meeting Team Members (Meet Fortnightly)

- Deputy Principal – Professional Culture and Growth (Chair)
- Principal
- Business Manager
- Director of Professional Learning and Development
- Human Resources Manager
- Director of College Organisation

Objectives

- To develop the College strategy to enhance a culture of Staff Wellbeing and Engagement
- To enhance College processes to induct, appraise and recognise staff
- To enhance the College's compliance imperative with an on-going commitment to effective governance
- To plan, implement and operationalise the *Thrive at Work* audit tool

Stewardship Strategic Leadership Team

Meeting Team Members (Meet Monthly)

- Business Manager (Chair)
- Principal
- Deputy Principal – Student Learning Culture and Growth
- Deputy Principal – Professional Culture and Growth
- Senior Finance Officer

Objectives

- To operationalise the stewardship and strategic resourcing of the College
- To ensure the ongoing financial feasibility of the College
- To review Master Planning
- To review and approve significant business cases for improvement

Child Safety and Wellbeing Strategic Leadership Team

Meeting Team Members (Meet Once Per Term)

- Deputy Principal – Wellbeing Partnerships and Safety (Chair)
- Principal
- Director of Counselling – Psychologist
- Director of Learning Adjustment
- Director of Student Wellbeing
- Child Safety Champions
- Student Representative Council (SRC) Captains

Objectives

- To identify and respond to any ongoing matters related to child safety and wellbeing
- To regularly monitor the Child Safety Risk Register

Student Wellbeing Strategic Leadership Team

Meeting Team Members (Meet Fortnightly)

- Deputy Principal – Wellbeing Partnerships and Safety (Chair)
- Directors of Student Wellbeing
- Director of Counselling – Psychologist
- Wellbeing Learning and Data Leader

Objectives

- To discuss the implementation of the Whole School Approach to Positive Behaviour Support
- To discuss operational matters relating to student wellbeing
- To review and plan for opportunities for student engagement and connectedness through the House system.

Student Wellbeing Team

Meeting team members

- Directors of Student Wellbeing (Chairs)
- Wellbeing Learning and Data Leader
- Heads of House

Objectives

- To action the implementation of the *Whole School Approach to Positive Behaviour Support*
- To discuss opportunities for student leadership and voice
- To discuss opportunities for inclusion and belonging
- To discuss operational matters relating to positive behaviour support.

Staff Social Committee

Meeting team members (Meet Monthly)

- Deputy Principal – Professional Culture and Growth
- Executive Assistant to the Deputy Principals
- Human Resources Manager
- Administration Manager
- Staff Representatives

Objectives

- To plan, discuss and coordinate social initiatives and activities to promote staff wellbeing
- Invited to undertake a range of tasks including:
- To plan, discuss and coordinate social activities with a sign up/buy in approach
- Organise Kris Kringle, Melbourne Cup Sweep and a Footy Tipping Competition.

Tier 3 Intensive Behaviour Support Team

Meeting team members (Meet Monthly)

- Deputy Principal – Wellbeing Partnerships and Safety (Chair)
- Deputy Principal – Student Learning Culture and Growth
- Director of Counselling – Psychologist
- Director of Learning Adjustment
- Learning Support Administrator
- Intensive Behaviour and Trauma Support Officer

Objectives

- To discuss the support and management of students who exhibit intensive behaviours
- To develop strategies and advice for teachers and support staff to deescalate behaviours.

Senior Student Focus Team

Meeting team members (Meet Fortnightly)

- Director of Senior Learning (Chair)
- Vocational Learning Leader
- Careers and Pathways Leader

Objectives

- To review senior student pathways learning and engagement.

Instructional Model Working Party

Meeting team members (Meet Fortnightly)

- Deputy Principal – Student Learning Culture and Growth (Chair)
- Director of Mission
- Pedagogical Coaches
- Head of House
- Wellbeing Learning and Data Leader
- Learning Leader – Vocational Learning
- Learning Leader – Science
- Learning Leader – Religious Education
- Learning Adjustment Coordinator
- Library and Information Services Leader

Objectives

- To implement the Instructional Model
- To activate whole staff engagement of the Instructional Model
- To create a Playbook of Instructional Strategies.