

# St Paul's School Strategic Plan 2015-2018



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The St Paul's Catholic School strategic plan sets out our school's strategic direction for the next four years, including the school's purpose, values and environ-mental context, as well as goals, targets and key improvement strategies in the outcome areas:

- ☐ Catholic Identity
- ☐ Teaching & Learning
- ☐ Pastoral Care & Wellbeing
- ☐ Community & Culture
- ☐ Leadership
- ☐ Finance, Facilities & Resources



The school strategic plan is developed during the year of self-evaluation for SIRF (School Improvement and Renewal Framework), review and planning. It is in-formed by the information gathered and directions identified throughout the school self-evaluation and school review processes, and through staff, student and parent consultation and engagement with relevant community agencies.

The St Paul's Catholic School strategic plan is a living document and if our school's circumstances change, it is possible for the strategic plan to be updated outside of this cycle.

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## ST. PAUL'S PRIMARY SCHOOL

### VISION STATEMENT

We believe in strong and authentic relationships. The Gospel values of acceptance, honesty, integrity and respect are at the core of our being.

We value the uniqueness of all people and their right to learn. We celebrate the diversity of talent and experiences that each individual brings to our faith community.

We believe St. Paul's is an innovative, challenging, supportive and contemporary learning environment. We encourage all in our community to reach their full potential, and acknowledge and celebrate their efforts and achievements.



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## Mission Statement

We are a Catholic educational community dedicated to affirming respectful relationships between staff, students, parish and families.

We strive to demonstrate and incorporate the gospel values in all areas of our teaching and learning.

We reflect the Catholic identity of the school community through religious celebrations and activities.

We embrace change and are open to new ideas and technologies that enable us to continue to develop dynamic and innovative practices that promote self-reflection.

We strive to create a school environment where our students can have fun and engage with their learning, while developing a strong sense of hope in their future.

We participate in multicultural activities and take pride in the cultural diversity of all members of our school community.

We contribute to our community through our unique talents and experiences. We acknowledge and encourage independent learning through an inclusive curriculum.



# St Paul's School Strategic Plan 2015-2018

## CATHOLIC IDENTITY

Goals	Intended Outcomes	Target	Key Improvement Strategies	Responsibility	Possible Actions
To embrace St Paul's multi-faith community according to gospel values and church teachings.	<i>To form positive, meaningful relationships with the faiths within the school community.</i>	To complete a Satisfaction survey Post and pre Harmony Day Celebrations.	Teaching the community about other faiths within the Community.	Assistant Principal Religious Education	<ul style="list-style-type: none"> <li>Expo of all faiths at the School.</li> <li>Harmony Day to become the key celebration in the year.</li> </ul>
To develop the Spirit of St Paul in the community.	Students have purpose to their life as a Catholic and member of other faith.	To achieve a continued high rating of the Parent Survey Question, "Overall, I am satisfied with the Catholic Identity of the school." Current 2014 91.84% Agree or Strongly Agree.	Deepen awareness and understanding of prayer, sacred, liturgy and the Mass.		<ul style="list-style-type: none"> <li>Caritas, Mission and St Vincent de Paul are a focus</li> </ul>
To celebrate and participate in the Community of St Paul's.	Sacramental programs continue in the school.	To complete one combined Parish School Event Annually.	Engage with the parish priest and parish representatives		<ul style="list-style-type: none"> <li>To engage with the local parish community</li> <li>Commissioning Mas</li> </ul>
To develop strong teaching and learning in Religious Education	For all students to receive an excellent education in Religious education.	To complete the Religious Education Pedagogy Student Survey Annually for all Year 5 and 6 students. 2013 Average agree or Strongly Agree <b>53.5</b> 2014 Average <b>63.8</b> 2018 Target <b>65%</b>	Maintain and follow Scope and Sequence in the school's  To use A-E Reporting.		<ul style="list-style-type: none"> <li>Professional Development – engage Fr Roy</li> <li>Journey in Faith continues in the School</li> <li>MITIOG program</li> </ul>

# St Paul's School Strategic Plan 2015-2018



TEACHING and LEARNING					
Goals	Intended Outcomes	Target	Key Improvement Strategies	Responsibility	Possible Actions
<i>To develop excellent assessment, planning and teaching practices across the school.</i>	Build a shared vision for learning and strengthen teacher capacity and confidence to deliver the Australian curriculum  Personalise learning and improve learning standards	<u>Target</u> of 20% of students in the top 20% of Australian Schools across Literacy and Numeracy by 2018 Naplan Testing.	<ul style="list-style-type: none"> <li>Using a Systematic Testing Schedule.</li> <li>Using common school planners</li> <li>Promoting team planning</li> <li>Using data to drive teaching practice</li> <li>Moderation of student work between teachers.</li> <li>Visible Learning Strategies.</li> </ul>	Learning and Teaching co-ordinator	<ul style="list-style-type: none"> <li>Use of the online PAT Testing for Maths and Reading</li> <li>Annual whole staff review of the RAAD Data</li> <li>Using data to drive teaching practise</li> <li>Scope and Sequence developed across school</li> </ul>
<i>For students to set goals and be responsible for their own learning</i>	To be independent and lifelong learners	Target Student Survey question  "My Teachers make me want to Learn." 2014 68.89% 2018 Target 70%	Shared development of rubrics  Visible Learning Matrix		<ul style="list-style-type: none"> <li>Students complete regular goal setting.</li> <li>Three way interviews introduced in the school.</li> <li>Student Portfolios</li> </ul>

# St Paul's School Strategic Plan 2015-2018



For the school to use 21st Century tools for teaching and learning.	To use all available tools to support student learning.	To have infrastructure, policy and procedure to support 21 <sup>st</sup> Century tools in a school.	Teachers Model high-level teaching knowledge and skills and work with colleagues to use current ICT to improve their teaching practice and make content relevant and meaningful.	<ul style="list-style-type: none"> <li>• Regular Professional development in ICT in the school.</li> <li>• Web 2 Tools</li> <li>• Electronic Whiteboards</li> <li>• I-pads</li> </ul>
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# St Paul's School Strategic Plan 2015-2018

## PASTORAL CARE AND WELL BEING

Goal	Intended Outcomes	Target	Key Improvement Strategies	Responsibility	Possible Actions
To develop Curriculum, Teaching and Learning around the areas of student well-being and pastoral care.	St Paul's has a strong curriculum in the area of social emotional learning	Curriculum is completed/selected and implemented by 2018	Strengthen social emotional learning throughout school  Annual Parent/Student/Teacher Satisfaction survey	Learning and Teaching Co-ordinator  Student well Being Co-ordinators  Teachers.	Embed the following programs into the school. <ul style="list-style-type: none"> <li>Kidsmatter Program</li> <li>You Can Do it Program</li> <li>Positive Behaviours</li> </ul> Use other programs to support Social emotional Learning.
To enhance School Ethos and Environment to improve student well-being and pastoral care.	St Paul's has a strong supportive culture	Student Survey Question "I feel safe at this school."  2014 75.56 Agree or strongly agree 2018 target 78%	Provide a safe, engaging environment throughout the school <ul style="list-style-type: none"> <li>School counsellor</li> <li>Rainbows program</li> <li>Well-Being coordinator</li> </ul>	Wellbeing action team	Create safe place in the school  Provide extra curricula activities throughout the school day.  Continue strong culture of respect, care and kindness in the school.





# St Paul's School Strategic Plan 2015-2018

To promote Community Partnerships to improve student well-being and pastoral care.	To form positive partnerships in the community to create an environment with strong student well-being and pastoral care.	Parent Survey "The school provides opportunities for parents and carers to be involved in the school. "2014 <b>89.36 %</b> 2018 Target <b>90%</b>	Use local agencies and organisations to support student well-being and pastoral care.	Wellbeing action team  All staff	Continue partnership with Catholic Care  Contact local agencies and organisations to enhance and further establish how they can support schools.
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# St Paul's School Strategic Plan 2015-2018



## LEADERSHIP

Goals	Intended Outcomes	Target	Key Improvement Strategies	Responsibility	Actions
<i>To develop and enhance leadership.</i>	To enhance the current leadership and to develop aspiring leadership	To give 100% of Teaching staff opportunities for leadership as outlined in approved PLP	<p>To provide ongoing professional development for staff and students in leadership positions</p> <p>To build strong operations, relationships, strategies and systems across the school.</p>	Principal  Leadership Team	<p>To implement the Australian Teacher's/Principal's Professional Standards across the school.</p> <p><i>To build a shared vision for the school</i></p> <p><i>Student Leadership model developed</i></p>





# St Paul's School Strategic Plan 2015-2018

## COMMUNITY AND CULTURE

Goals	Intended Outcomes	Target	Key Improvement Strategies	Responsibility	Actions
To empower all families to support their child's learning.	Collaborative working relationships with parents and carers.  Support for parenting	To have regular updates to the school's social media.	To work in partnership with parents and the community to support children's learning.	Kidsmatter Team  Well Being Co-ordinator  Leadership Team	<ul style="list-style-type: none"> <li>• Parent and carer support networks</li> <li>• Use of social media to support parents and the community to assist their children's learning. E.G. School Facebook page, Twitter, Youtube Channel, Blogs etc</li> </ul>
To promote school/community partnerships to promote parent connectedness and partnerships with the broader community.	To collaborate with parents and community to improve student outcomes.	For 90% of families to attend Parent Teacher Interviews.  Parent Survey Target " There is effective communication between the school and parents and carers' 2014 68.75% (Agree or strongly agree) 2018 Target 70%	Engage and Partner with Parent, Community and Agencies.		<ul style="list-style-type: none"> <li>• Communicate through Newsletter/ Social Media</li> <li>• School Board</li> <li>• Parents and Friends Group continues. Parent Representatives from Each Class. Parent Evenings – educational and social</li> <li>• Kidsmatter team – parent Representation</li> <li>• Meeting with Agencies.</li> </ul>



# St Paul's School Strategic Plan 2015-2018

## FINANCE, FACILITIES AND RESOURCES

Goals	Intended Outcomes	Target	Key Improvement Strategies	Responsibility	Actions
To manage school finances effectively	That school finances are effectively managed	<p>"I am confident the school is effectively managed," on the Parent Survey.</p> <p>The <u>current score</u> is 67.35% (Agree or Strongly Agree) 2018 <u>Target</u> 70%</p>	To develop effective systems and procedures for School Finances	Finance Officer Principal	<ul style="list-style-type: none"> <li>Continue Fortnightly payroll pre-checks.</li> <li>Implement Audit recommendations</li> <li>Continue School Fee Collection and monitoring of overdue Fees.</li> <li>Program a six monthly review of ELC Fees.</li> <li>Implement the ELC and OSHC business plans.</li> <li>Review of Canteen and classroom budgets quarterly.</li> </ul>
To manage school resources effectively	That school resources and facilities are effectively managed		To develop effective systems and procedures for School Resources and Facilities.	Finance Officer Principal	<ul style="list-style-type: none"> <li>Develop a ten year plan for school equipment and facilities e.g. ICT, furniture, carpet, painting, fencing, playground equipment.</li> </ul>
To manage staffing procedures effectively	That staffing procedures are effectively managed				<ul style="list-style-type: none"> <li>All staff contracts reviewed yearly</li> <li>Continue mentoring and induction of all new staff.</li> </ul>

**Strategic Plan to be reviewed Each Term with the Annual Improvement Plan**