



St Francis of Assisi Catholic Primary School

School Strategic Plan

2018 – 2022

and

Annual School Improvement Plan

2018

Principal: Melanie Bolwell | **Deputy Principal:** Shannon Cattell

Curriculum Coordinator: Shannon Morgan

VISION

St Francis of Assisi Catholic School, in partnership with parents, provides a Christian environment where children are educated to take their place in the Church and society.

MISSION

St Francis of Assisi Catholic School aims to allow each person to achieve their full potential in a Christian community which values justice, respect and courage.

SFAS STRATEGIC PLAN 2018-2022

CATHOLIC IDENTITY

Goal: By the end of 2022, we will strengthen our relationship with God in our school community by sharing and practising the values that Jesus taught.

Therefore we will;

- Model the values that Jesus taught us in all aspects of school life
- Collaboratively plan, deliver and monitor the units of work taught
- Nurture pathways of faith formation through prayer, liturgies and masses
- Model positive, respectful and empathetic relationships that demonstrate witness of Christ as our cornerstone in all of our interactions
- Embed the framework of 'Make Jesus Real' into the school culture, sharing and practising the values that Jesus taught
- Review the Vision statement of St Francis of Assisi, to be aspirational for our school community and underpin who we are

Targets: By 2022

- 80% of our families reflect in whole school surveys that they observe the values of Jesus in our school life
- APRE/REC meets termly with teaching staff in regards to RE Teaching program with minutes from meetings saved on network
- A completed vision that the community has contributed towards writing that is aspirational and underpins who we are
- Celebration of our four House Saints (St Francis of Assisi, St Clare of Assisi, St Anthony of Padua and St Teresa of Avila) through whole school liturgies annually (2017- 2 liturgies St Teresa of Avila and St Francis of Assisi)
- 100% of teaching staff will have training in Make Jesus Real to enable them to embed 'Make Jesus Real' into our school's culture (2017 - 14%)

TEACHING AND LEARNING

Goal: By the end of 2022 we will consistently provide students with the opportunities to develop the skills required to become leaders of their own learning journey.

Therefore we will:

- Continue to embed visible learning into our classrooms to ensure clear expectations of outcomes are understood and students know how to progress along their own learning journey
- Ensure consistency in high quality teaching and assessing through the development and implementation of common assessment tasks and rubrics for each year level, including the completion of regular moderation of student assessment tasks to ensure that we 'Know Thy Impact'
- Ensure high quality teaching is achieved through peer coaching and professional development for teaching and support staff, enabling us to be more confident in our abilities to help students experience success in their learning
- Ensure differentiated, innovative and meaningful learning experiences are provided for students through the use of contemporary practices, diverse resources and up to date technologies
- Provide regular meaningful feedback to students through the visible learning goals and success criteria

Targets: By 2022

- Whole school moderation tasks in writing and number will occur each term, a total of 4 per year in each area (2017 – 1 number task)
- 100% of staff will have a Professional Learning Plan in place and are working towards achieving it (2017 – 0%)
- 80% of families will attend Conversations for Learning (2017 - 59%)
- 100% positive student & community feedback that teacher feedback was effective (2017 - 83%)
- 80% of students in years 2 to 6 will achieve expected growth in PAT Maths (2017 – 34%), Reading (2017 – no data) and Spelling (2017 – 70%)

LEADERSHIP AND TEAMS

Goal: By the end of 2022 we will continue to be inspired by the leadership of Jesus and strive to promote, nurture, guide and support current and future leaders in our school.

Therefore we will;

- Work with staff, parent and student leaders to articulate our goals that inform our strategic directions
- Build capacity by providing meaningful and relevant professional learning opportunities to develop and upskill staff and students
- Work towards creating an effective and efficient leadership team through open communication, trust and co-operation
- Promote a shared leadership approach throughout the school to ensure ownership of initiatives, policies and procedures

Targets: By 2022

- 80% of the school community surveyed feel that they have had opportunities to participate in decision making
- 80% of staff and students surveyed feel they have had relevant leadership opportunities
- School Board meet a minimum ten times throughout the calendar year and are actively involved in school decisions
- 100% of the school's leadership team have had the opportunity to participate in the Middle Leadership Program

PASTORAL CARE AND WELLBEING

Goal: By the end of 2022 we will create an inclusive Catholic school community informed by social justice and fostered by strong partnerships with parents and the broader community to meet the needs of all.

Therefore we will;

- Implement school wide pastoral care and social emotional programs that promote wellbeing in students and a sense of belonging and connection
- Adopt a whole school approach and work in partnership with families to promote positive behaviours, student wellbeing and holistic development for all students
- Promote, monitor and support the positive wellbeing of all members of our school community including staff and parents
- Integrate Make Jesus Real into our Pastoral Care groups and incorporate it into our Christian ministry

Targets: By 2022

- Complete all 4 components of implementation of KidsMatter
- Pastoral care groups to be embedded in school culture
- Acknowledge and increase awareness of events such as Autism Awareness Week, World Sight Day, Hearing Awareness Week, R U OK?

COMMUNITY AND CULTURE

Goal: By the end of 2022 we will foster an inclusive learning community where diversity, cultures, family and community partnerships are highly valued and celebrated.

Therefore we will;

- Build on our robust partnership between the school and its community
- Invite and listen to feedback that will assist in shaping strategic planning
- Have a school culture that is attuned to and respectful of diverse cultures in the community
- Embed cultural perspectives in the curriculum and in the school operations
- Promote team engagement where staff are supportive of the goals and objectives of the school and take ownership of these
- Demonstrate cultural competence through an online training course aimed at building capability around cultural diversity in the workplace

Targets: By 2022

- Continued celebrations of significant cultural days (St Patrick's Day, Harmony Day, National Day Against Bullying, National Sorry Day, National Reconciliation Week,
- Ongoing involvement in community events such as Australia Day, ANZAC Day March, Remembrance Day, Bombing of Darwin
- Develop and embed RAP in the school culture
- 80% of the community surveyed are satisfied with communication from the school
- 100% of staff have completed the online Cultural Competence Program

FINANCE, FACILITIES AND RESOURCES

Goal: By the end of 2022 we will maximise learning opportunities through safe and responsible stewardship of present resources and facilities and planning for the future.

Therefore we will;

Finance

- Ensure ethically sound, transparent, equitable and responsible financial practices
- Provide safe, attractive and contemporary educational facilities to meet the needs of the 21st century learner
- Work collaboratively with the ICT and Finance Department of the Catholic Education Office in the implementation of the new admin and finance software package
- Be diligent in the annual collection of school fees

Facilities

- Provide safe, attractive and contemporary educational facilities to meet the needs of the 21st century learner
- Ensure that school buildings, grounds and resources are well maintained and developed to support identified teaching and learning priority areas
- Engage the community in consultation for future plans and priorities; alongside the Catholic Education Office in collaboration with the Master Plan

Resources

- Promote effective use of our resources and the use of digital technologies by providing appropriate and contemporary resources, training and development

Targets: By 2022

- 80% of survey data indicates satisfaction in school facilities and resources
- 100% of teaching staff have engaged in training and development in digital technologies
- Completion of Master Plan
- Successful implementation of CES and Tech One
- Termly WHS audits undertaken and recommendations actioned
- School enrolments are maintained or grow in accordance with population trends

EVALUATION OF THE SCHOOL STRATEGIC PLAN

Leaders of Focus Areas provide an update to the Leadership Team in Week 9 of term 1 and term 3 each semester. The overall SSP is reviewed by the Leadership Team in Week 2 terms 1 and 3 each semester.

MODIFICATIONS TO THE PLAN

The School Strategic Plan may be modified – usually at the beginning of Term Four – for any of the following reasons:

- Significant changes to the school context
- External factors that impact on the school, such as systemic plans or projects that the school is obliged to adopt,
- Success (or lack of success) in Focus areas.

ANNUAL SCHOOL IMPROVEMENT PLAN

The Annual School Improvement Plan (attached) explains how goals and targets in the School Strategic Plan will be addressed for the year in question. The Annual School Improvement Plan for 2018 is attached.

ANNUAL SCHOOL IMPROVEMENT PLAN 2018

Catholic Identity

Goal: By the end of 2022, we will strengthen our relationship with God in our school community by sharing and practising the values that Jesus taught.

Focus area	Strategies / Actions this year	Performance measures (links to targets in SSP)	Timing
Model the values that Jesus taught us in all aspects of school life	<ul style="list-style-type: none"> Further develop awareness of school sport saints 	<ul style="list-style-type: none"> Creation of flags which illustrate school saints that will be utilised for all school functions Saints liturgies 	<ul style="list-style-type: none"> Semester 1 Ongoing
	<ul style="list-style-type: none"> To create signage around the school to promote our Catholicity 	<ul style="list-style-type: none"> Signage erected around school 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Reinforce Make Jesus Real values into all areas of school life 	<ul style="list-style-type: none"> Adding values to weekly teacher awards 	<ul style="list-style-type: none"> Term 1
Collaboratively plan, deliver and monitor the units of work taught	<ul style="list-style-type: none"> Provide opportunities for staff to attend professional development opportunities 	<ul style="list-style-type: none"> All teaching staff obtain a minimum of 6 hours towards accreditation B 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Further enrich relationship between parish and school 	<ul style="list-style-type: none"> Establish commissioning mass for all staff Weekly visits Participation with the Eucharist program Whole school and class celebration; Masses, liturgies and reconciliation 	<ul style="list-style-type: none"> Early term 1 Ongoing Term 2 Ongoing
	<ul style="list-style-type: none"> Further develop 'Journey in Faith' to include whole school approach to teaching and learning 	<ul style="list-style-type: none"> Identification of clear learning intentions and success criteria's available on school server 100% staff participation in professional development in the area of assessment Explicit assessment and collating of data available on school server 	<ul style="list-style-type: none"> Semester 1 Term 1 Semester 1 and 2

Teaching and Learning

Goal: By the end of 2022 we will consistently provide students with the opportunities to develop the skills required to become leaders of their own learning journey.

Focus area	Strategies / Actions this year	Performance measures (links to targets in SSP)	Timing
Know thy impact in English and Mathematics to ensure high quality teaching and assessing	<ul style="list-style-type: none"> Complete pre and post assessments in the areas of English and Mathematics 	<ul style="list-style-type: none"> Teachers complete pre-assessments at the beginning of each literacy unit and numeracy unit and post-assessments at the end Teachers record pre and post assessment data on a rubric Post assessments are added to student portfolios and student files 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Professional learning communities (PLCs) <ul style="list-style-type: none"> Literacy: whole school writing moderation Numeracy: MAI 	<ul style="list-style-type: none"> Students from across the school will complete specific writing activities and these will be moderated in our PLCs Students from across the school will complete the Maths Assessment Interview with their teacher in Term 3 and these will be analysed in our PLCs 	<ul style="list-style-type: none"> Literacy - Term 1, 2, 3 & 4 Numeracy – Term 3 & 4
	<ul style="list-style-type: none"> Implement whole school student assessment data tracking 	<ul style="list-style-type: none"> The Data Informed Practitioner will work with the CEO Critical Friend to develop a process to track whole school student assessment data (PM Reading, PAT Maths, PAT-Comprehension and PAT Spelling) Writing data will be recorded for each term and critically analysed in Term 4 to inform 2019 school literacy focus 	<ul style="list-style-type: none"> PM Reading Termly PAT – November Writing – Term 1, 2, 3 & 4
	<ul style="list-style-type: none"> MAI Training and Testing 	<ul style="list-style-type: none"> Teachers will participate in MAI Training with the CEO Critical Friend at the beginning of Semester 2 Students from Transition to Year 5 will be tested by the end of Term 3 	<ul style="list-style-type: none"> T-5 Term 3
Provide regular meaningful feedback to students	<ul style="list-style-type: none"> Trial Class Dojo as a platform to provide feedback to students and families 	<ul style="list-style-type: none"> Teachers will participate in professional development in using Class Dojo to provide academic feedback to students and families All teachers will trial Class Dojo, providing regular and meaningful feedback to students and families 	<ul style="list-style-type: none"> Term 2 Term 3
Engage in ACARA's Digital Technologies Project	<ul style="list-style-type: none"> Whole school scope and sequence and links between digital technology and other curriculum areas Create a Maker Space 	<ul style="list-style-type: none"> Teachers will include the Technologies Curriculum in their Scope and Sequences, linking to other subject areas being taught each term Learning area set up in Room 5 to allow for STEAM activities to take place. Room is well equipped. 	<ul style="list-style-type: none"> Ongoing

Leadership and Teams

Goal: By the end of 2022 we will continue to be inspired by the leadership of Jesus and strive to promote, nurture, guide and support current and future leaders in our school.

Focus area	Strategies / Actions this year	Performance measures (links to targets in SSP)	Timing
Promote shared leadership approach through the school to ensure ownership of initiatives, policies and procedures	<ul style="list-style-type: none"> Promote and encourage staff to access professional learning for current and aspiring leaders 	<ul style="list-style-type: none"> 100% of the Leadership team has participated in Middle Leadership Program 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> All staff are encouraged to actively participate in conversations in regards to goals and strategies for the six areas of SIRC 	<ul style="list-style-type: none"> Four SIRC meetings a year for staff to discuss and reflect 	<ul style="list-style-type: none"> Four times a year
Provide meaningful and relevant professional learning opportunities to develop and upskill staff and students	<ul style="list-style-type: none"> All staff to participate in the AITSL teaching standard reflection tool to identify personal learning goals 	<ul style="list-style-type: none"> 100% of staff have participated in some form of professional learning to work towards personal goal setting 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> All teaching staff to develop a Professional Learning Plan (Formation Review) 	<ul style="list-style-type: none"> 100% of teaching staff will have a Professional Learning Plan in place 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Provide opportunities for staff to share their professional learning with other staff 	<ul style="list-style-type: none"> Allocate time in weekly staff meeting agenda for feedback from staff who have attended professional learning 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Implement the 'Graduate and Grow' program within the schools mentoring program 	<ul style="list-style-type: none"> A staff member has been inducted to use the 'Graduate and Grow' program 100% of new staff have been allocated a mentor 100% of new staff have participated in the 'Grow and Graduate' program 	<ul style="list-style-type: none"> Ongoing

Pastoral Care and wellbeing

Goal: By the end of 2022 we will create an inclusive Catholic school community informed by social justice and fostered by strong partnerships with parents and the broader community to meet the needs of all.

Focus area	Strategies / Actions this year	Performance measures (links to targets in SSP)	Timing
Promote, monitor and support the positive wellbeing of all members of our school community including staff and parents	<ul style="list-style-type: none"> Re-establish Pastoral Care groups for the student community; using the philosophy of 'You Can Do It' and integrating 'Make Jesus Real' values 	<ul style="list-style-type: none"> Pastoral group activities occur once a fortnight for 30 mins 	<ul style="list-style-type: none"> Semester 2
	<ul style="list-style-type: none"> Establish a wellbeing team to review the goals and strategies 	<ul style="list-style-type: none"> Wellbeing team established 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Include pastoral care and wellbeing into staff meeting agenda; whole group discussions in regards to behaviour and student well being 	<ul style="list-style-type: none"> Included on staff meeting agenda 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Include a meeting free week once per term; the following meeting staff to share what they did instead of meeting 	<ul style="list-style-type: none"> Pastoral Care week is included in staff meeting timetable 	<ul style="list-style-type: none"> Once a term
	<ul style="list-style-type: none"> Install a 'Buddy Bench' within the school grounds for students to utilise 	<ul style="list-style-type: none"> Buddy bench installed 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Continue the 'orange vest' student leader program; student leaders wear the vest to support students in the playground 	<ul style="list-style-type: none"> Every recess and lunch; a student leader is wearing a vest in the playground 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Create a sensory room to support students with becoming engaged with their learning 	<ul style="list-style-type: none"> Sensory room is set up and being used 	<ul style="list-style-type: none"> Semester 2

Community and Culture

Goal: By the end of 2022 we will foster an inclusive learning community where diversity, indigenous cultures, family and community partnerships are highly valued and celebrated.

Focus area	Strategies / Actions this year	Performance measures (links to targets in SSP)	Timing
<p>To have a school culture that is attuned to and respectful of diverse cultures in the community</p> <p>Have all staff demonstrate cultural competence</p> <p>Have a staff team engagement culture where staff are in agreement with the goals and objectives of the school and take ownership of these.</p>	<ul style="list-style-type: none"> Continue to inform and celebrate events through school Facebook page. 	<ul style="list-style-type: none"> Regular posting on Facebook page 	On-going
	<ul style="list-style-type: none"> Continue to develop a St Francis of Assisi Reconciliation Action Plan. 	<ul style="list-style-type: none"> Completed vision statement for the RAP with some strong implemented actions 	End of year
	<ul style="list-style-type: none"> Deputy Principal will investigate the online Cultural Competence Program offered by SBS 	<ul style="list-style-type: none"> Deputy completes the online course and decides on the relevance for all staff to complete in 2019. 	Semester 2
	<ul style="list-style-type: none"> Continue our involvement in community events 	<ul style="list-style-type: none"> Staff and students attending events such as ANZAC Day March, Stall at the Fred's Pass Show, Smile-a-Mile children's week, etc. 	Ongoing
	<ul style="list-style-type: none"> Continued celebrations of significant cultural days 	<ul style="list-style-type: none"> Harmony Day 	Ongoing
	<ul style="list-style-type: none"> Connect with CEO and utilise the Reconciliation Australia web resources to further develop the students' understanding of the Woolner peoples. 	<ul style="list-style-type: none"> Teachers are incorporating Woolner people perspectives into their teaching and students are actively developing their understandings 	Ongoing

Facilities and Resources

Goal: By the end of 2022 we will maximise learning opportunities through safe and responsible stewardship of present resources and facilities and planning for the future.

Focus area	Strategies / Actions this year	Performance measures (links to targets in SSP)	Timing
Finance Management	<ul style="list-style-type: none"> • Ensure ethically sound, transparent, equitable and responsible financial practices • Work collaboratively with the ICT and Finance Department of the Catholic Education Office in the implementation of the new admin and finance software package • Be diligent in the annual collection of school fees 	<ul style="list-style-type: none"> • Successful audits of schools finances • Effective implementation of the new admin and finance software package • 85% successful collection of school fees 	<ul style="list-style-type: none"> • Ongoing
Facilities Management	<ul style="list-style-type: none"> • Provide safe, attractive and contemporary educational facilities to meet the needs of the 21st century learner; including the development of the 'Maker Space.' • Ensure that school buildings, grounds and resources are well maintained and developed to support identified teaching and learning priority areas 	<ul style="list-style-type: none"> • Development and utilisation of the 'Maker Space.' • Termly WHS audits undertaken and recommendations actioned • 100% completion of yearly maintenance plan 	<ul style="list-style-type: none"> • Semester 2
Resources Management	<ul style="list-style-type: none"> • Actively engage in the MOOCS digital technology online course • Promote effective use of our resources and the use of digital technologies by providing appropriate and contemporary resources, training and development 	<ul style="list-style-type: none"> • 100% teaching staff completed the online course <i>CSER F-6 Digital Technologies Foundation Course</i> with 25% working towards the online course <i>CSER F-6 Digital Technologies Extended Course</i> 	<ul style="list-style-type: none"> • Ongoing

