



# St Mary's Primary Strategic Plan 2018 - 2021



<p><b>What St Mary's stands for..</b></p>	<p><b>VALUES</b> – St Mary's is a faith community of: Service, Courage and Justice</p> <p><b>VISION</b> – St Mary's is committed to building a strong faith community, guided by the Gospel values.</p> <p><b>MISSION</b> – We will...</p> <ul style="list-style-type: none"> <li>• Service – seek to understand and support needs in our community</li> <li>• Courage – make a difference while staying true to our beliefs</li> <li>• Justice – shape a more just and compassionate community</li> </ul>		
<p><b>BCE Focus Areas (2017 – 2020) – Strategic Plan</b></p>	<p><b>Catholic Identity</b></p>	<p><b>ELT</b> <b>Excellence in Learning and Teaching</b></p>	<p><b>Sustainable Future</b></p>
<p><b>St Mary's Goals</b></p>	<p><b>2018 Goal</b> - Sustain and enhance authentic contemporary expressions of Catholic identity by exploring our charisms and history with the College and Parish.</p>	<p><b>2018 Goal</b> - By the end of 2018, the following percentage of students will achieve BCE benchmark in their respective year levels through the expected and effective practices, during each 5 week planning cycle, needed in each cohort for growth. Yr 3 - 75% Yr 4 - 70% Yr 5 - 85% Yr 6 - 70%</p>	<p><b>2018 Goal</b> - To enhance staff capacity to engage and keep abreast of pedagogical change.</p>
	<p><b>2019 Goal –</b></p>	<p><b>2019 Goal –</b></p>	<p><b>2019 Goal -</b></p>

	<p>Improve classroom teaching of Religion through effective teaching practices and enhancing teacher knowledge of the re-contextualised Catholic Story for St Mary's.</p>	<p>By the end of 2019, 90% of students in Prep - Year 2 at St Mary's will achieve the BCE Student Learning Target in Reading.</p>	<p>Optimise the use of technology in contemporary classroom spaces to support teaching and learning with collaboration and decision making which will enhance staff and student wellbeing.</p>
	<p style="text-align: center;"><b>2020 Goal</b></p> <p>Re-contextualise our Catholic Identity.</p> <p>*Develop a common understanding of founders/charisms/history and make links to practices in the school.</p> <p>*Improve the classroom teaching of mandated scripture texts through effective teaching practices &amp; building teacher capacity/knowledge and embed into planning processes.</p>	<p style="text-align: center;"><b>2020 Goal</b></p> <p>By the end of 2020, 95% of students in Prep - Year 2 at St Mary's will achieve the BCE Student Learning Target in Reading.</p> <p>95% of students in Years 3-6 at St Mary's will achieve the BCE Student Learning Target in Writing.</p> <p>Cohort Growth Goals each term negotiated with teachers.</p>	<p style="text-align: center;"><b>2020 Goal</b></p> <p>Implement a professional learning strategy as an integrated approach to leadership development with a focus on Catholic community, coherence, collective responsibility and capacity building.</p> <p>Strengthen processes and systems to support evidence based decision making, accountability and governance to achieve our priorities.</p>

## St Mary's Primary Goals for Annual Plan 2021 –

Focus area for Strategic Plan (2021 – 2025) - ■

Focus area for BCE priorities - (2021) - ■

**What St Mary's Community stands for..**

**VALUES** – St Mary's is a faith community of: Service, Courage and Justice

**VISION** – St Mary's is committed to building a strong faith community, guided by the Gospel values.

**MISSION** – We will...

- Service – seek to understand and support needs in our community
- Courage – make a difference while staying true to our beliefs
- Justice – shape a more just and compassionate community

<b>BCE Strategic Plan</b>	<b><u>Catholic Identity</u></b> * Deepen the spiritual, scriptural and theological capacity of	<b><u>Learning and Teaching</u></b> * Sustain foundational practices in literacy,	<b><u>Well-Being</u></b> * Create safe environments that nurture all aspects of wellbeing.	<b><u>Our People</u></b> * Build a talented, committed and high-performance workforce.	<b><u>Diversity and Inclusion</u></b> * Grow communities that value, celebrate and respond to
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<b>5 Priorities (2021 – 2025)</b>	our students, staff and community. * Celebrate our Catholic story through dialogue, ritual, prayer and action. * Embed a contemporary approach to our Catholic worldview and identity	numeracy and Catholic perspectives. * Transform practice to wholly engage each student in deeper learning.	* Advocate for the common good through social justice and ecological action.	* Invest in the professional and spiritual development of staff. * Create meaningful pathways and opportunities for leadership	individual identity and cultural diversity. * Improve access to education and opportunity
<b>BCE Priorities – 2021</b>		<b>Student Performance</b> a focus on similar student performance and how we approach NAPLAN at BCE	<b>Australian Curriculum</b> providing clarity on BCE Curriculum and compliance with the Australian Curriculum	<b>Enrolments</b> a focused review on factors which are impacting on enrolments and development of a sustainable system and school response	<b>Financial Sustainability</b> <ul style="list-style-type: none"> <li>ensuring financial literacy and stability in our school resourcing model</li> </ul>
<p align="center"><b>To improve the quality and consistency of feedback (inclusive of assessment items) provided to all students and staff so that we inform future learning growth and transform pedagogical practice.</b></p>					
FEEDBACK/BELONGING			ATTENDANCE		

- NAPLAN
  - Schoolwide approach to practicing test - Yr 3 + 4/5 (Yr 2?) On paper 1<sup>st</sup> before online.
  - Assessment Capable Learners focus - Analysing assessments from English and Maths
  - IT Capabilities – using FORMS as part of teaching strategy
  - PAT R tests
  - Recording students results and analysing for deficit area to inform teaching
  - Feedback to staff earlier in Term before routines established
  
- RE Unit Plan
  - Implementing Scope and Sequence BCE Feedback
  - Meeting regular TCT once a month
  - Review planning
  - Teachers are encouraged to use different forms of assessment ie ICT capabilities, FORMS
  
- PB4L
  - Review of current Behaviour Management policy
  - Fortnightly meetings PB4L team
  - Review Matrix
  - Minor and Major behaviours
  - Staff feedback (Tuesday), Students feedback (Thursday) Teaching Focus (Friday) building common understanding of expectations
  - What feedback process do we have to share from playground incidents to their teacher? Share at staff meeting to raise awareness. (Allocate a specific time)

- Roll Marking
- Staff monitoring
- Students accountability
- Procedure on roll marking
- Email to teachers when roll is not marked
- Ring all unexplained absences
- Staff attendance – outside school functions
- Attend Mass more regularly
  - Attend to your own spirituality

- Staff Meeting on Feedback – How do we do this effectively at St Mary's. topic for a particular staff meeting.
- PD on Feedback – Dylan Williams (Twilight with Tammy Within group professional reading to feedback to staff and build capacity) Expert break-out Groups to give people the structure and process to provide feedback
- Growth mindset – Understanding and reflecting on personal practice and student challenges
- PB4L – feedback (Section 5 + 6 within PB4L document that support staff to provide feedback to de-escalate behaviour and encourage restorative behaviours)

**These are Informed by:**

BCE Listen Survey

BCE Requirements

ATSIL Standards