



STRATEGIC DIRECTION 2014 - 2016

LEADing in a flourishing Catholic Education system

FOCUS AREA	INTENT	OUTCOMES
LEARNING (Education)	LEARNING is what we do – We are committed to learning at every level.	<ul style="list-style-type: none">› Enhance student achievement and wellbeing› Increase student and staff engagement in their own learning and faith formation
ENGAGEMENT (Community)	ENGAGEMENT is essential – We are committed to Catholic Education's mission through relationships with all.	<ul style="list-style-type: none">› Enhance parental engagement in their child's learning and faith formation› Develop our people to be leaders in Catholic Education's mission
ACCOUNTABILITY (Stewardship)	ACCOUNTABILITY is not optional – We have personal and collective responsibility for our system's success.	<ul style="list-style-type: none">› Increase understanding of our individual and collective responsibility for Catholic Education's mission› Ensure inclusivity, good governance and the resource allocation required to meet our mission
DISCIPLESHIP (Catholic Identity)	DISCIPLESHIP is our calling – We are committed to deepening our relationship with Jesus.	<ul style="list-style-type: none">› Enhance opportunities for personal faith development› Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action

Annual School Improvement Plan

System Strategic Outcomes (LEAD)	Strategic Plan Link (School)	SMART Goals (Specific, Measurable, Achievable, Result Orientated, Timed)	Actions/Strategies (How will we do it?)	Responsibility & Timeline (Who will lead/drive this? When will the action be done?)	Resources (How will we utilize our human & financial resources)	QCS Component link	Success indicators (How we will know we have been successful)
<p style="font-size: 1.2em; font-weight: bold; color: red; margin: 0;">Learning</p> <p style="font-size: 0.8em; margin: 0;">Enhance student achievement and wellbeing</p> <p style="font-size: 0.8em; margin: 0;">Increase student and staff engagement in their own learning and faith formation</p>							
	<p>Using best practice teaching strategies that are reviewed and built upon that promote metacognition and social constructivism (e.g. Bloom's Taxonomy, Kagan Cooperative Learning, PLD strategies).</p> <p>Having high expectations of each other and of our students.</p>	<p>Implement and maintain Kagan strategies and Bloom's Taxonomy questioning in our classrooms.</p> <p>All staff work as a team towards our focus for the year – "Good to Great". All staff are aware of our student behaviour expectations and ensure that this high standard is maintained, Staff expect high student work standards.</p>	<p>PD – Kagan 4th July 2014 PD – PLD 21st July 2014 Maintain focus on strategies incorporated in Scope and Sequence and agreed practices table.</p> <p>Staff are united in maintaining behaviour expectations.</p> <p>Staff refer to list generated as a result of internal PD on good to great and ensure these standards are maintained.</p>	<p>All teaching staff Junior Primary Support staff member coordinating junior primary implementation and maintenance of PLD strategies.</p> <p>Leadership Team to schedule reflection time on this into Staff and Cluster Meetings.</p> <p>Time at Staff and Cluster Meetings to discuss and share how we are maintaining high standards and a focus on "Good to Great".</p>	<p>Professional Development Budget to include provision for Kagan, PLD PD. Time at Staff and Cluster Meetings for Bloom's Taxonomy.</p> <p>Time at Staff and Cluster Meetings</p>	<p>Student Achievement</p> <p>Learning Environment</p>	<p>Strategies from Professional Development and staff development implemented in classrooms including following accurately scope and sequence documents for particular year groups.</p> <p>High standard of student work and effort.</p> <p>Staff communicating using "Good to Great" terminology to impact improvement in classes.</p>

Engagement	Strategic Plan Link (School)	SMART Goals (Specific, Measurable, Achievable, Result Orientated, Timed)	Actions/Strategies (How will we do it?)	Responsibility & Timeline (Who will lead/drive this? When will the action be done?)	Resources (How will we utilize our human & financial resources)	QCS Component link	Success indicators (How we will know we have been successful)
Enhance parental engagement in their child's learning and faith formation Develop our people to be leaders in Catholic Education's mission	Reporting to parents in various forms and providing opportunities for families to share learning experiences with their children. Welcoming parents and community members into the school and recognising the positive impact they have on student learning.	Maintain our reporting to parents policy and promote opportunities that encourage parents to be involved in their children's learning. Consistently advertise the link between parent involvement and support with improved student outcomes.	Follow policy and include articles and newsletter reminders of correlation between parent support and involvement with positive learning outcomes.	Staff to follow reporting to parents policy and Principal to include articles and excerpts in newsletters.	Parenting Ideas Subscription	Engagement with Families	Parent involvement in learning events.
	Providing leadership opportunities for students.	Continue student leadership roles of Head Boy, Head Girl, Faction Captains, Bus Buddies and Library Monitors.	Continue to develop Head/Boy Girl Role Description with students in the role. Ensure other leaders are given responsibilities that are meaningful.	Leadership Team and Year 6/7 Teacher	Badges, student voting, mass for blessing and presentation to the community.		Student leaders are carrying out their roles responsibly and are seen as role models by other students.
		Continue Head Boy/Girl presented awards at Monday morning prayer and briefing.	Head Boy/Girl present "To do ordinary things extraordinarily well" award and Tidy Bags Award at Monday morning prayer and student assembly.	Year 6/7 Teacher and Head Boy/Girl			Awards are given out at Monday morning prayer and student assembly and are meaningful.
	Continue Year 6/7 evangelisation roles where students visit other classes.	Year 6/7 students present and discuss the gospel with younger classes prior to school masses.	Year 6/7 Teacher			Students are able to participate more successfully in the mass.	

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Accountability							
<p>Increase understanding of our individual and collective responsibility for Catholic Education's mission</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission</p>	Maintaining and making available up to date policies and procedures so that all stakeholders are informed of our expectations.	<p>All policies are up to date and reviewed accordingly.</p> <p>Publish relevant policies and procedures on school website and have available in school buildings for easy access.</p>	<p>Review all policies the year immediately after they have been reviewed by CEOWA.</p> <p>Keep website and Policy Files updated.</p>	<p>As part of end of year staff days. Coordinated by APs with input from all staff.</p> <p>Leadership Team</p>	<p>Allow part of end of year staff days for review of policies.</p>	Accountability and Compliance	<p>Policies are all up to date and accessible.</p> <p>Website useful and up to date.</p>
	Maintaining a physical environment that is safe, welcoming and comfortable for all community members especially students.	Monitor the school environment regularly.	Regularly check grounds with Groundsman, School Board and OSH Officer.	Leadership Team, Groundsman, School Board and OSH Officer.			Well maintained school and learning environment
	Maintaining a physical environment that sets the standard for student work and presentation.	Present a neat, clean and engaging environment that sets a high standard and inspires students and community members to respect and contribute to it.	<p>Provide budgets to staff that will allow for smooth purchase of resources that will directly benefit the learning environment.</p> <p>Maintain a clean and well-presented environment.</p>	<p>Principal</p> <p>Groundsman and Principal</p>	Budgeting		
	Promptly providing records and information to satisfy system and government accountability measures.	<p>Maintain good and accurate records.</p> <p>Ensure we are well aware in advance of system requirements.</p>	<p>Ensure all data in office systems is accurate and continuously updated.</p> <p>Provide office staff with grants and collections Calendar.</p>	<p>Office Staff</p> <p>Principal</p>			All requests for data and compliance are satisfied promptly

Discipleship	Strategic Plan Link (School)	SMART Goals (Specific, Measurable, Achievable, Result Orientated, Timed)	Actions/Strategies (How will we do it?)	Responsibility & Timeline (Who will lead/drive this? When will the action be done?)	Resources (How will we utilize our human & financial resources)	QCS Component link	Success indicators (How we will know we have been successful)
Enhance opportunities for personal faith development	Promoting evangelisation by living out and striving to demonstrate our school values.	We use our school values to set goals and reflect on how we are contributing to our school and community.	Make values prominent around school and classrooms. Refer to Values at assemblies, in newsletters, on website and in classrooms.	Groundsman and Principal to install frames displaying values. Signs in walk way. Newsletter – Principal Website – AP(admin)/Principal Refer to in class - Staff	Purchasing of frames, printing of boards and signs.	This domain not reviewed this year.	Values incorporated in day to day communications at St Mary's School.
Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action	Creating a prayerful environment including opportunities for students and families to express their faith in prayer, liturgy and masses.	Our environment is prayerful and we provide opportunities for faith formation of students, staff and parents.	Fruits of the spirit PD for ideas on implementing values. Prayer Class Masses Sacraments Mothers Day Mass and Morning Tea Grandparents Day Mass	APRE APRE/Principal Classroom teachers	Professional Development budget Ensure events are included in the Calendar and involving Sisters and Father where possible.		Term Calendars include opportunities for faith formation. Community involved in faith formation events.
	Making religious education real through acts of service and compassion. Being seen as active Christians in the community.	We demonstrate we are a Christian community by involving ourselves in community and social justice activities.	Making RE Real priorities Project Compassion Life Link Staff Christian Service Students helping at Op Shop Assisting the shire with community projects.	APRE All Staff Principal meeting with Shire representative then all staff	Travel arrangements Timetabling		Staff involved in Christian Service. Students involved in community events that promote us as Christians.