

ST JOSEPH'S CATHOLIC PRIMARY SCHOOL



2018-2020
Strategic Plan

“Never see a need without doing something about it.”

St Joseph's Catholic Primary School is a dynamic, co-educational, composite primary school, catering for Pre-Kindergarten to Year Six. Innovative curriculum is based on promoting student success with a strong emphasis on developing creative and critical thinking skills. The learning program offered at our school strives to address the needs of all students and aims to provide the broadest range of educational experiences so that every person can enjoy achievement and success. A focus on developing the competencies of expression, investigation, communication, creation and reflection are paramount. Religious Education is also a strong focus.



The staff at St Joseph's work hard to keep abreast of educational developments and to integrate the best of the new with traditional educational values. St Joseph's incorporates a large number of technologies into their teaching and learning practices, including Office 365, robotics, STEM and 1:1 iPad program. Quality teaching and learning is focused on educating for the 21st century.

The School Board and the Parents and Friends Association have a strong commitment to develop and provide resources to meet the needs of all students.

LEADERS MESSAGE

This document is organised around four key elements established by the Catholic Education Commission of Western Australia (CEWA) - Learning, Engagement, Accountability and Discipleship (LEAD). It outlines the school's strategic priorities and the outcomes against which our future performance will be measured. The priorities in this Strategic Plan are focused on strengthening our fundamentals. They are intended to:

- Advance the Mission of the school
- Build on our strengths
- Be consistent with our Core Values

In formulating this Strategic Plan, the St Joseph's community has undertaken a transparent and inclusive process. Through this process we have assessed how well we are going as a school, identified emerging concerns and discussed new initiatives and opportunities. We are appreciative of the feedback provided through the community consultation and as a School Board we have a commitment to turning our aspirations for the school into a clear path forward.

We look forward to continuing to work in partnership with parents as we embark on this plan and continue our tradition of providing an outstanding Catholic education to the children in the Southern Cross community.

Rika Andres
Principal

Rob Pownall
School Board Chair

“Never see a need without doing something about it.”

St. Joseph's Southern Cross offers a contemporary Catholic Education that inspires hope and is inclusive of all. Centred on Christ, we provide high quality programs with a strong focus on taking action for good in the world. Students at St Joseph's are supported and extended in our innovative curriculum. Staff is committed to the learning and growth of young people. Quality teaching and learning is consistently demonstrated and high standards set for every learner. The students learn the social, emotional and academic skills needed for the future. Digital Literacy is a valued learning area where students learn new skills and consolidate those already known. All staff at St Joseph's strive to ensure communication with the school community is of the highest standard. Staff work collaboratively to promote student success and are encouraged to participate in professional learning, to model for life, challenge and gain new knowledge. Parents are encouraged to participate in their child's learning and experiences throughout their school years.



OUR MISSION

“Never see a need without doing something about it.” - Saint Mary of the Cross MacKillop

“Not words, but deeds” - Nano Nagle

OUR CORE VALUES

- We are honest and courageous.
- We demonstrate equality and fairness between all.
- We work collaboratively to create a joyful learning environment.
- We challenge, motivate and encourage everyone to reach their potential.

OUR SCHOOL WIDE FOCUS FOR 2018-2020

- Ensuring every child and staff member is challenged and striving for personal best
- Maintaining strong parent engagement

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CEWA STRATEGIC DIRECTION

Learning is what we do — we are committed to learning at every level.

The outcomes we seek are to:

- Enhance student achievement and well being
- Increase student and staff engagement in their own learning and faith formation

QCS REF 305
Effective Pedagogical Practices

- L To apply 21st Century Learning principles to improve student engagement, performance and achievement; and to provide consistent practices within the school.
- L To use data as a means to make purposeful change to performance and gains in students' achievement.
- L Teachers are encouraged to tailor their teaching to students' needs and readiness and identify skills gaps and misunderstandings. Catering for individual differences by offering multiple means of representation, engagement and expression.
- L Provide excellence in Early Childhood Education.
- L Establish processes to priorities earliest possible intervention for students identified as "below benchmark" in Years K-2 Literacy and Numeracy.
- L Provide opportunities for teachers to routinely evaluate and challenge each other on the effectiveness of their teaching and use these evaluations to make adjustments to practice.

- ☺ Professional Development is focused on the Curriculum Areas and targets explicit teaching. **KEYWORD: SUCCESS**
- ☺ Utilising Brightpath to allow teachers to make highly reliable assessments of student achievements in a range of areas based on classroom assessment tasks.
- ☺ Learning is visible in the environment.
- ☺ High level of quality teaching and learning is demonstrated.
- ☺ Teachers and students are proficient in the use of technology to enhance learning.
- ☺ Within the classroom context there will be visible differentiation of learning for students such as ability grouping, enrichment programs, learning support.
- ☺ Moderated work samples are regularly used to inform future teaching.
- ☺ Improved results in NAPLAN testing.
- ☺ Measurable improvement in students' outcomes, particularly Literacy and Numeracy.
- ☺ Students needs are identified through differentiated curriculum and all students are provided with appropriate opportunities to make gains.
- ☺ Outdoor and indoor spaces are designed and organized to engage every child in quality experiences in built and natural environments.
- ☺ Positive rating in the National Quality Standards.

"Never see a need without doing something about it."

CEWA STRATEGIC DIRECTION

Engagement is essential — we are committed to Catholic Education’s mission through positive relationships for all.

The outcomes we seek are to:

- Enhance parental engagement in their child’s learning and faith formation
- Develop our people to be leaders in Catholic Education’s mission

QCS REF 201

Engagement with the School Community



- E To provide organisational clarity amongst all stakeholders within the school around school procedure, practice and expectations.
- E To build on pastoral care initiatives that promotes dignity and integrity of all school members as priority.
- E To challenge and encourage students to greater involvement in the decisions regarding classroom environments, personal goal setting and caring for school mates.
- E To foster the sustainability model of environment care and impact.
- E Establish strong relationships with families, parish and parish community to actively engage in school improvement conversation and maintain a culture of welcome and inclusion.
- E Refine the school website and other avenues of communication and marketing to spread a consistent message of the schools’ achievements and thereby maximise enrolments.

KEY MEASURES OF SUCCESS

- ☺ Participate in the Tell Them From Me (TTFM) school climate survey trial (administered by The Learning Bar) in 2018
- ☺ School Handbook and Induction Processes have been reviewed and implemented.
- ☺ A comprehensive handover process is evident which includes Literacy and Numeracy data.
- ☺ Sustainability and ecological practices are demonstrated across the school.
- ☺ Parents are actively involved in the school.
- ☺ There is visible improvement in attendance at church events from St Joseph’s school community.
- ☺ Statistics on the number of new parents captured through the various modes of marketing communicated are collected and used in decision making.

“Never see a need without doing something about it.”



CEWA STRATEGIC DIRECTION

Accountability is not optional — we have personal and collective responsibility for our systems' success.

The outcomes we seek are to:

- Increase understanding of our personal and collective responsibility for Catholic Education's Mission
- Ensure inclusivity, good governance and the resource allocation required to meet our mission

QCS REF 401
Staff Well Being

- A Increase the profile of the school through various advertising channels.
- A Review the level of school fees and charges relative to those in similar school community backgrounds to ensure that fee levels are appropriate and in line with CEWA policy.
- A Align teaching practices and protocols to AITSL standards and National Quality Standards (NQS) to ensure teaching quality and performance is significantly monitored.
- A Provide professional learning opportunities that allow for the development of staff skills, knowledge and capacity to improve learning for students.
- A Exposing parents to teaching strategies in order to help them with their children's learning at home.
- A Ensure sound transactional practices are in place to allow for successful management of school budget.
- A Budget provisions for improvements to ECE Grounds to support QIP goals for environment.

KEY MEASURES OF SUCCESS

- ☺ Increased use of community events, childcare centres, website, community newspaper, mail outs and other advertising to promote the school.
- ☺ Fee review is undertaken with recommendations considered by the School Board.
- ☺ Facilities and playground spaces comply with the National Quality Standards.
- ☺ Parent Information Meetings are well regarded and attended.
- ☺ The financial administration of the school follows CEWA policies and process and expenditure is kept within the annual budget.
- ☺ Budget allocation is adequate for staff professional development.
- ☺ Policies are reviewed and updated in a timely manner and those relevant to the school community are uploaded onto the school website.
- ☺ The success of the Professional Learning is observable through improved student work and within the classroom environment.

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CEWA STRATEGIC DIRECTION

Discipleship is our calling — we are committed to deepening our relationship with Jesus.

The outcomes we seek are to:

- Enhance opportunities for personal faith development
- Increase enrolment of the vulnerable, poor and marginalized as a visible sign of our faith in action

QCS REF 102

Integrating Catholic Faith, Life and Culture



- D Strengthen community alignment to the School Mission and use this to motivate action — “Never see a need without doing something about it”.
- D Continue to develop our Catholic culture in conjunction with the Parish through opportunities for staff, parents and students to develop and express their faith.
- D Promote the school motto “Honesty” to develop students as faith filled individuals who live in the model of Jesus through their actions, words and deeds.
- D Religious symbols— input from the students regarding what symbolism they would suggest, select or choose within their school environment to represent their Catholic faith.
- D Build on the Catholic Identity of St Joseph’s Catholic Primary School and continue to nurture the charisma and history of the Sisters of Saint Joseph.

KEY MEASURES OF SUCCESS

- ☺ Evangelisation Plan is constantly reviewed and updated.
- ☺ The Gospel values are evident in the school community.
- ☺ Children understand the concept of giving, without receiving.
- ☺ Religious symbols are visible throughout the classrooms and children have an input in regards to what is displayed.
- ☺ Ongoing communication between the parish and school to strengthen relationships.
- ☺ Children will have gained confidence in articulating the life and mission of Jesus through their words and actions.

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