



# STRATEGIC PLAN 2016-2019

## St Mary's Donnybrook

**VISION STATEMENT:** St Mary's Catholic Primary School Donnybrook is committed to empowering our school community to become compassionate, confident and capable individuals. Our inspiration and strength to achieve this, comes from our mutual support and the sharing of our faith in Jesus Christ.

**MISSION:** We want our children to be: CARING, BELIEVERS, OPEN, SECURE, WELL BALANCED, GENEROUS, CREATIVE.

### LIVING THE VISION- CALL TO ACTION

"We in Catholic Education seek to create environments that enhance learning, nurture young people and empower them to live the Catholic faith in the spirit of Jesus Christ"



FOCUS AREA	GOALS	STRATEGIES	TIME	SUCCESS MEASURES	QCS REFERENCE
<p><b>LEARNING</b></p> <p>Enhance student achievement, focus on extension and increases to middle to high band students (NAPLAN).</p>	National Quality Standards are met in ECE	<p>Implement strategies and practices consistently to comply with NQS</p> <p>Allocate time to staff member to coordinate practices in ECE classes and provide support for staff</p>	<p>2016- reviewed in Term 2 and 4 each year</p> <p>2015 Ongoing allocation of staff member and at least 1 hour per week in class time to meet with ECE staff.</p>	<p>Early Childhood Charter completed and implemented</p> <p>Improvement in the completion rate of NQS audit from 70% to 90% over 3 year period</p> <p>Observe consistent teaching approaches across years P – 2 (observations conducted and documented by peers and principal) Documented in Staff one note folders</p> <p>End of year feedback forms from staff with individual consultation with Principal to discuss improvements in ECE</p> <p>One Note staff files contain evidence of good practice</p> <p>School climate survey feedback from parents</p>	<p>302</p> <p>306</p>
	Improve student achievement for all students	<p>Use On Entry Data assessment results to direct learning in PP classroom</p> <p>Implement the whole school assessment schedule across Years PP-Yr 6</p> <p>Implementing specific set of strategies to increase the operational knowledge of students.</p> <p>Explicit instruction of times tables and relationship of multiplication and division</p> <p>Increased exposure to mental maths strategies</p>	<p>Beginning each year</p> <p>Review of assessment at end of each term</p>	<p>Growth in test scores of greater than 20% from initial to final test</p> <p>Completion of assessments in given time frame.</p> <p>Value added comparisons indicate student gains greater than in “like schools” Year 3 &amp; 5 performance is maintained at levels equivalent to of above levels of “like schools.”</p>	

	<p>Provide a broad, balanced and developmentally appropriate curriculum that utilises best practice.</p>	<p>PLC and professional development and shoulder to shoulder multi media support for staff on how to deliver mental maths strategies Work closely with CEO consultant as part of Mathematics Pilot for 2016</p> <p>Shared mathematics vocabulary embedded across whole school Implement 2 strategies per term 2 whole class PD (Maths pilot) PLCs each term – at least 1 dedicated to maths</p> <p>Implementation of whole school approach to literacy. Comprehension toolkit created and staff upskilled in presentation of Words Their Way</p> <p>Employment of an Enrichment Teacher (0.2FTE) to support students and staff with curriculum development and improve student achievement.</p> <p>Employment of an ICT coordinator (0.4FTE) to support staff and student ICT skill development.</p> <p>Demonstrate strategies of best practice for parents and students through parent workshops and videos on Office 365 parent pages.</p> <p>Share good practice resources with staff through staff One Note folder</p>		<p>Representation of at least 2 students in top 20% of Naplan in each learning area 306 Budgeted expenditure for staff professional learning is utilised effectively.</p> <p>Ballard Westwood scores – no child at risk in each operation by mid 2017</p> <p>Construct data wall Review data wall at PLC meetings once per term.</p> <p>End of each term evaluate teacher strategies for operation skills All classroom staff to attend minimum 2 PD on literacy per year.</p> <p>School climate survey</p> <p>Observation of staff utilising best practice strategies in class. Document on staff One Note and TRBWA staff portfolios.</p>	<p>302 306</p>

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<p><b>ENGAGEMENT</b></p> <p>Increase the visibility of the school within the wider Donnybrook community.</p>	<p>To improve communication across the parent and school community</p>	<p>Establish a framework to enhance connection and communication across the school. Create and develop Office 365 access for parents and students.</p> <p>Increase opportunities for students to have a voice in decision-making through student leadership, school climate survey participation, student ministry.</p> <p>Refine the school website and other avenues of communication and marketing to spread a consistent message of the school's achievements and thereby maximise enrolments</p> <p>Staff expectations that they will promote school achievement through local media, CEO media and diocesan media.</p>	<p>2015 ongoing</p> <p>2016 ongoing</p> <p>Each year</p> <p>Each term</p>	<p>Increase in parents using Office 365 parent page as form of information and communication.</p> <p>Increase attendance of parents at parent workshops</p> <p>Student ministries created and feedback from students/parents.</p> <p>Increased enrolment and recording of how they learnt about the school</p> <p>Increase exposure in local media and diocesan media by 20%</p>	<p>202</p> <p>202</p>

<p>Promote increases in enrolment &amp; support of marginalized from the community.</p>	<p>To support all students deemed to be 'at risk and maintain the dignity of student/family who are experiencing a range of difficulties.</p> <p>To support all Donnybrook community members with opportunities and information to access catholic education at St Mary's.</p>	<p>All students at risk to have an Individual Education Plan. Staff, parents, other agencies and CEO to work together to support families.</p> <p>To nurture a social environment where students are safe, respected and supported and their social/emotional resilience is fostered and to advertise this in the wider community.</p> <p>Promotion of St Mary's 8 core values across the school and greater community through posters, advertisements, media articles.</p> <p>Visit local child care facilities and provide school information on the curriculum, opportunity and affordability of St Mary's education.</p> <p>Provide enrolment enquiries with fee paying schedule and HC benefits.</p> <p>Increase profile of school in Donnybrook community through visible presence at Donnybrook events and collaboration with Donnybrook businesses eg Bendigo Bank, IGA and Shire School stationery to present a consistent message. Newsletters, Office 365 Parish News, Local papers</p>		<p>By end of each year all students with IEPs will have made progress against the goals in their plan.</p> <p>Parents and the student will have been involved in the IEP planning process.</p> <p>Feedback from CEO disabilities team</p> <p>Increased enrolment of Aboriginal students and families with special needs/financial constraints.</p> <p>Enrol at least 3-5 new families per year.</p> <p>Increase participation at Donnybrook events.</p>	<p>402</p>
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<p><b>ACCOUNTABILITY</b></p> <p>Ensure good governance and resource allocation that is required to meet the educational aims of the school</p>	<p>To develop a Capital Development Plan for the next five years.</p> <p>Establish and maintain responsible budget management with a priority on the strategic goals.</p> <p>Undertake a strategic approach to reviewing school policy and supporting student achievement and wellbeing.</p>	<p>Research into demographic and educational trends to prepare Capital Development Plan</p> <p>Work collaboratively with the Board. Itemise budget allocation and share with staff. Ensure there are provisions for literacy and numeracy resources to support student achievement and appropriate funds allocated for teacher professional development.</p> <p>Integrate a sequential pastoral program aimed at educating students about protective behaviours, resilience and responsible digital citizenship.</p>	<p>2<sup>nd</sup> semester 2016</p> <p>2016 ongoing</p> <p>2016 Term 1</p>	<p>Capital Development Plan is a well-prepared document.</p> <p>The resources, including ICT, available to the teaching staff allow for the provision of an outstanding educational program that is successfully directed to the growth of the whole person.</p> <p>The school is financially stable Board meets monthly Board and P &amp; F collaborate where appropriate.</p> <p>Level of staff and student retention Enrolments increase Level of parent, student and staff satisfaction.</p> <p>Staff programs on protective behaviours and Aussie Optimism are implemented across school. School climate survey data. Staff feedback forms and principal meetings.</p>	<p>201</p>

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<p><b>DISCIPLESHIP</b></p> <p>Enhance a connection of all community members to the story of the school and embed the virtues into the culture of the school</p>	<p>To inspire students, staff and community to live the school Motto:</p> <p>Embed the school core value program</p> <p>Build Parish relations</p> <p>To further develop faith and spiritual direction for staff.</p>	<p>The motto is displayed prominently around the school. Staff focus on one area per term Students encouraged to 'live' the motto.</p> <p>Involve staff, parents and Board in this process. Values displayed around school. Student leadership to promote values. Staff raffle ticket system to</p> <p>Work with Parish priest to build relationships. Altar serving program in conjunction with parish priest. Parish functions held on school grounds and promoted in school community.</p> <p>Introduce an annual retreat and spiritual direction program for staff Promote professional development and also provide staff with liturgical information through Principal memo, newsletters etc.</p>	<p>2016 ongoing</p> <p>2015 ongoing</p> <p>2015 ongoing</p> <p>July 2016</p>	<p>Signage in place. Whole school approach to living the motto</p> <p>Plan is written and implementation is commenced. Number of raffle tickets for children displaying the values.</p> <p>Feedback from stakeholders. Feedback from Parish council.</p> <p>Staff rate the retreat at least 4 out of 5 for positive benefits gained.</p> <p>Increased level of participation amongst students and staff in liturgies, Reflection Days, rituals of sacramental engagement.</p>	<p>102</p>



	<p>To inspire students to know, understand and live out the gospel values of Catholic Christianity as an expression of faith in our modern world.</p>	<p>Review our Religious Education Curriculum and courses for depth, relevance and Catholicity.</p> <p>Build and strengthen connections with organisations and missions, with a focus on contemporary faith in action. Identify and respond to the needs of our school community. Develop a peace, justice and advocacy philosophy across the school Increase student understanding of the relevance of faith to life and society.</p> <p>Visits to Toia Lodge Fundraising for community needs eg bushfire appeals</p>		<p>Participation in Caritas events eg student leadership days</p>	
	<p>To ensure that we stand with the marginalised both within and beyond our community by providing more community outreach opportunities</p>				