

# St Benedict's School



## **STRATEGIC PLAN**

### **2016-2018**

## **VISION STATEMENT**

**St Benedict's is a school where Christ's example of Hope, Belief and Love is our foundation for a happy, engaging and successful school.**

## **MISSION STATEMENT**

**St Benedict's School, following Christ's example, is a nurturing and inclusive community that develops the potential of all in our care today so that they positively contribute to God's world tomorrow.**

# MISSION VALUES - LEAD

## **Learning**

- We hold a deep belief that all students have the ability to strive for personal success with an emphasis on the education of the whole child.
- We collaborate to create learning environments that are safe, engaging and meaningful.
- Our students are provided with opportunities to become successful learners in the 21<sup>st</sup> century by providing them with challenging programs that are designed to cater for the individual's needs, interests and abilities.

## **Engagement**

- Central to our school is the creation and sustaining of a strong sense of community forged by an authentic teaching of the Catholic ethos.
- Links between our school and parish are close and deeply respectful. There is a whole school commitment to provide students with an experience of Jesus as present and active in their everyday lives.
- We provide an outstanding pastoral care program through daily prayer and Religious Education lessons, taught by a committed staff, active in modelling Christian values.
- As a community, we share high expectations and hopes for our students. We believe in their future and in their potential to live lives of purpose and contribution.
- We strive to establish a strong partnership with families and the parish in achieving the best for our children.

## **Accountability**

- The staff at St Benedict's work together with professional diligence to develop and share strong contemporary practice with an aim for continuous improvement.
- Staff members show empathy and care for the individual student while promoting diversity and difference. They often go above and beyond their designated duties to ensure the best outcomes for their students.
- They share their knowledge, wisdom and resources generously and openly.
- Above all, our staff continuously strives to bear active and effective witness to the love of Jesus in their daily work.

## **Discipleship**

- Our commitment to pastoral care is embedded in our educational programs, which ensures that our students feel secure and nurtured in an environment dedicated to their growth as young people.
- In the spirit of Jesus, all people are valued equally at St Benedict's. The Gospel values underpin our pastoral practices and values.
- The care of staff to nurture our students to be resilient, respectful, grounded people who show compassion to others.
- St Benedict's school is a place of Christian embrace where all people are made welcome and challenged to live out their highest possibility. We welcome all with open hands.

# STRATEGIC PLAN

## **STRATEGIC DIRECTION 1 - LEARNING**

*St Benedict's is a school that sustains a culture of excellence, collaboration and fosters continuous improvement relevant to the teacher, school and students.*

### **Quality Catholic Schooling**

*Expert Teaching Team.*

#### **Key Action 1**

Maintain excellence through targeted programs that address teaching, school and student learning goals.

#### ***KPI:***

- i. Individual mentoring programs and professional learning communities among staff (both internal and external).*
- ii. Annual action plans derived from Quality Catholic Schooling and elements based on the strategic plan.*
- iii. Students clearly understand the learning intention and success criteria, and receive feedback.*

### **IMPLEMENTATION:**

- i. Annually by the School Leadership Team with supporting documentation.*
- ii. School Annual Action Plan revised and updated by the School Leadership Team.*
- iii. Teacher directed learning intentions made known to students when commencing tasks and quality feedback given during and on completion of tasks.*

### **Key Action 2**

Collect data from a variety of sources to accurately measure the school's improvement and to identify areas requiring focus.

### **KPI:**

- i. Standardised testing for literacy and numeracy for grades PP-6 as per assessment schedule.*
- ii. School culture surveys.*
- iii. Quality Catholic Schooling reviews.*

### **IMPLEMENTATION:**

- i. Staff to co-ordinate standardised testing as per assessment schedule.*
- ii. Principal to co-ordinate school culture surveys biennially.*
- iii. Principal to co-ordinate review of Quality Catholic Schooling reviews with committees involving members of the school community.*

### **Key Action 3**

A school culture which sustains excellence and encourages staff to champion in their areas of expertise.

#### ***KPI:***

- i. Staff will be supported with resources to lead school programs and initiatives in their area of strength to promote innovative teaching and learning.*

#### ***IMPLEMENTATION:***

- i. The champions, with the guidance and support of the School Leadership Team and other members of the community, introduce a measured number of teaching and learning initiatives each year.*

## **STRATEGIC DIRECTION 2 - LEARNING**

*St Benedict's School acknowledges every child's right to differentiated learning opportunities by providing an environment that is engaging, meaningful and challenging.*

### **Quality Catholic Schooling**

#### *Differentiated Learning*

#### **Key Action 1**

Student individual learning needs and interests are identified and supported through standardised testing, classroom based assessment and observation tools.

#### ***KPI:***

- i. Annually, complete standardised testing on each student.*
- ii. Classroom based assessment with learning tasks aligned with teaching and learning programs.*

#### ***IMPLEMENTATION:***

- i. Annual implementation of standardised testing by teachers as per assessment schedule.*
- ii. The teaching and learning program is supported by regular school based assessments and observations.*



## **Key Action 2**

Differentiated learning approach that is tailored to student needs.

### ***KPI:***

- i. The teaching and learning program will utilise 21<sup>st</sup> Century Learning, individual education plans, curriculum adjustment plans and acceleration learning as methods of differentiation.*

### ***IMPLEMENTATION:***

- i. Teachers will implement a variety of strategies with support from specialists from Catholic Education Western Australia (CEWA) to ensure differentiation.*

## **STRATEGIC DIRECTION 3 - ENGAGEMENT**

*St Benedict's will provide a range of opportunities to facilitate parish and family engagement that reflect and respect the diversity within the school community.*

### **Quality Catholic Schooling**

#### *Engagement with School Community*

#### **Key Action 1**

All members of the school community are encouraged to engage in the school and parish partnership.

#### ***KPI:***

- i. Joint school and parish community events to take place for example busy bees, meals, adopt a parishioner, morning teas for parishioners, visiting hospices and celebrating special feast days with neighbouring schools.*

#### ***IMPLEMENTATION:***

- i. The School Leadership Team together with the parish to identify opportunities, which, are carried out by both teachers and the school community.*

## **Key Action 2**

Build and sustain a support network to welcome new families to St Benedict's School.

### ***KPI:***

- i. The introduction of new families to the school and their classes within their first two weeks at St Benedict's School.*
- ii. To facilitate opportunities for social engagement with the new families within their first term at St Benedict's School.*

### ***IMPLEMENTATION:***

- i. P&F class parent representatives and St Benedict's staff to introduce new families to the school.*
- ii. Whole school responsibility to include and welcome new families.*
- iii. P&F class parent representatives to organise a social opportunity for new families to meet the school community.*

## **STRATEGIC DIRECTION 4 - ACCOUNTABILITY**

*With the rule of St Benedict, "Christ, above all things"; we will strive to be a leading school that fosters a community of Christian embrace where the pastoral care of students actively models the teachings of Christ.*

### **Quality Catholic Schooling**

#### *Pastoral Care of Students*

#### **Key Action 1**

To build and maintain a systematic pastoral care plan for students.

#### ***KPI:***

- i. A pastoral care policy which contains behaviour management strategies incorporating restorative practice, critical incident plan and a central area for recording pastoral notes i.e. SEQTA.*
- ii. Teachers to be proficient at using SEQTA notes for the management of student pastoral care plans.*

#### ***IMPLEMENTATION:***

- i. Principal will ensure communication and an understanding of restorative practice to teachers, parents and students.*
- ii. Principal together with teachers will implement pastoral care management at student levels.*
- iii. The School Leadership team in conjunction with CEWA specialists will lead staff training requirements.*

## **STRATEGIC DIRECTION 5 – DISCIPLESHIP**

*St Benedict's will be a beacon for continuing the mission of Christ through prayer, liturgy and the sacraments that deepens a personal relationship with God and is seen in our encounter with all those we meet.*

### **Quality Catholic Schooling**

#### *Systematic Evangelisation Planning*

#### **Key Action 1**

Implement and update the school Evangelisation Plan, focusing on increasing the awareness of social justice and community service.

#### ***KPI:***

- i. Updated Evangelisation Plan that is communicated to the school community.*

#### ***IMPLEMENTATION:***

- i. Evangelisation Plan updated and implemented by the School Leadership team and made available to the school community.*

## **Key Action 2**

Staff to lead and engage the St Benedict's community in liturgies and prayer.

### ***KPI:***

- i. Staff proficient in planning and facilitating liturgies and prayer.*

### ***IMPLEMENTATION:***

- i. The School Leadership team will provide professional development and opportunities for training of teachers around prayer and liturgical planning.*

## **Key Action 3**

The school community to continue to foster positive relationships with the parish.

### ***KPI:***

- i. The school to continue to support the parish in the Sacramental Programs through planning, preparation and presentation of candidates.*
- ii. Parish family masses to be supported through the preparation and attendance by school families.*
- iii. Whole community to be actively involved in parish life.*

### ***IMPLEMENTATION***

- i. Teaching staff to integrate the preparation of students for the sacramental programs in Religious Education lessons.*
- ii. The school community is encouraged to actively engage in parish initiatives.*