

St Benedict's School

STRATEGIC PLAN

2019-2021



## 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

## **Catholic Identity – (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

## **Community - (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.

## **Education - 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.

## **Stewardship -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.



# STRATEGIC PLAN

## **CATHOLIC IDENTITY (DISCIPLESHIP)**

### *102: Integrating Faith, Life and Culture*

Strategic Direction	Key Performance Indicators	Implementation
<p><b><i>We will emphasise the continued parental responsibility in actively supporting and witnessing as first educators of their children the Catholic ethos of St Benedict's School.</i></b></p>	<p><b><i>1. All families are made aware of the importance of our Catholic Ethos and are provided opportunities to be involved in parish and school liturgies, mass and other events.</i></b></p>	<p><b><i>1.1 Data to be collected in regards to school cohort and numbers involved with the Parish asking for suggestions from the community how the Church can help them to become more involved. (School Board &amp; Parish Council) Collection and analysis of data 2019, implementation from 2020.</i></b></p> <p><b><i>1.2 Family mass in the Parish once per term. (P&amp;F) 2019</i></b></p> <p><b><i>1.3 Increase amount of class liturgies from year 3 upwards and parental involvement in these. (Middle Upper Primary Staff &amp; AP) 2021</i></b></p> <p><b><i>1.4 Whole community annual commitment to support Catholic Ethos. (Leadership Team &amp; Priest) 2020</i></b></p>

**COMMUNITY – (ENGAGEMENT)**  
 202: Wider Community Partnerships

Strategic Direction	Key Performance Indicators	Implementation
<p><i><b>We will engage with the wider community and give back; demonstrating our school values</b></i></p>	<p><i><b>We will</b></i></p> <ol style="list-style-type: none"> <li><i><b>1. Develop partnerships with local business' and organisations to participate in various community events.</b></i></li>   <li><i><b>2. Increase our active engagement with Parish.</b></i></li> </ol>	<ol style="list-style-type: none"> <li><i><b>1.1 Shopping Centre Displays (Booragoon, Good Grocer &amp; IGA) in return these centres are advertised in our newsletter. (Leadership &amp; Staff) 2019</b></i></li>   <li><i><b>1.2 Choir perform at local events (Jacaranda Festival and Performing Arts Festival) and Opal Aged Care visits. (Leadership &amp; Staff) 2019</b></i></li>   <li><i><b>2.1 Senior parishioners lunch catered, prepared and presented by students. (Leadership, Parish, Staff, Year 6 students and Parents) 2021</b></i></li>   <li><i><b>2.2 School life displayed throughout the Parish on LED TV and Pin up boards (Leadership, Parish and Staff – AP's to facilitate) 2020</b></i></li>   <li><i><b>2.3 Include student musicians at Family Mass' (P&amp;F, Music Teacher) 2019</b></i></li> </ol>



## EDUCATION – (LEARNING)

### *303: A Culture That Promotes Learning*

Strategic Direction	Key Performance Indicators	Implementation
<p><i><b>We will showcase what we do within our community and our wider community.</b></i></p>	<p><i><b>We will</b></i></p> <ol style="list-style-type: none"> <li><i><b>1. Showcase our learning and school life to families through a variety of mediums.</b></i></li>   <li><i><b>2. Showcase our learning and school life to Parish.</b></i></li>   <li><i><b>3. Showcase our learning and school life to the wider community.</b></i></li> </ol>	<ol style="list-style-type: none"> <li><b>1.1 Individual class Walker Learning Expos and Investigation Open Days to occur for parents. (Leadership Team and Staff) Terms 2 and 3, 2019</b></li> <li><b>1.2 Whole School Open Day, where junior parents and prospective families can visit upper classrooms to see the learning happening, and listen to students articulate their learning. This will be widely advertised through local day cares and playgroups. (Leadership Team, Staff &amp; P&amp;F) 2020</b></li> <li><b>2.1 As for 202 – 2.2</b></li> <li><b>2.2 Join class masses with the Parish Tuesday Morning Mass. (Leadership Team &amp; Priest) 2019</b></li> <li><b>3.1 As for 1.2</b></li> <li><b>3.2 As for 202 – 1.1</b></li> <li><b>3.3 Investigate opportunities for free media releases through third party. (Leadership Team &amp; Marketing Committee) 2020</b></li> </ol>

## EDUCATION – (LEARNING)

### 304: Targeted Use of School Resources

Strategic Direction	Key Performance Indicators	Implementation
<p><b><i>We will align current intervention for primary students for literacy and numeracy through whole school programmes</i></b></p>	<p><b><i>We will</i></b></p> <ol style="list-style-type: none"> <li><b><i>1. Implement intervention programmes endorsed by CEWA for literacy and numeracy programmes across the whole school.</i></b></li> <li><b><i>2. Ensure that staff have a true understanding of differentiation and are applying it where required in the classroom in line with our Walker Approach and evidence-based practice.</i></b></li> <li><b><i>3. Educate our parent body on what evidence-based practice is used to enable all students to reach their potential.</i></b></li> </ol>	<ol style="list-style-type: none"> <li><b>1.1 Assess what the intervention needs are for our students across the school. Work with CEWA on programmes they endorse to help students achieve their full potential. (AP's, Reading recovery and EMU teachers) Gather and analyse data 2019, implementation 2020.</b></li> <li><b>2.1 Staff to work with Learning Diversity Consultant from CEWA on differentiation within the classroom. (Leadership, Staff and CEWA) 2020</b></li> <li><b>2.2 Review Differentiation Policy and display in each classroom (Committee of Staff) 2020</b></li> <li><b>3.1 Parent Information night is to be held by Leadership with Learning Diversity Consultant as Guest Speaker on How to help all students to reach their potential using evidence-based practice vs extension programmes and what our school does in line with this. Content of this is placed on Website and Facebook. (Leadership &amp; CEWA) Term 1, 2021</b></li> </ol>

## EDUCATION – (LEARNING)

### 306: Systematic Curriculum Delivery

Strategic Direction	Key Performance Indicators	Implementation
<p><i>We will have a well-defined Professional Growth Plan in place to support teachers in implementation and delivery of curriculum and pedagogy within the Walker Learning framework</i></p>	<p><i>We will</i></p> <ol style="list-style-type: none"> <li>1. <i>Implement a mentor/ coaching programme where by staff devise a Professional Growth Plan around curriculum and pedagogy in line with AITSL and Walker Learning.</i></li> </ol>	<ol style="list-style-type: none"> <li>1.1 <b>Revise the current mentor/ coaching programme to incorporate Walker Learning and AITSL and allow for one plan based on our goal of helping students to reach their potential through the Walker Learning pedagogy. (Leadership &amp; Walker Learning) 2019</b></li> <li>1.2 <b>Plan is electronic and regularly updated by mentor and coaches after visits to ensure clear communication and outcomes. (Leadership &amp; Walker Learning) 2019</b></li> <li>1.3 <b>Create a plan around cyclical walker PD for all staff. (Leadership and Staff – Staff Meeting) 2019-2021</b></li> <li>1.4 <b>Programme to include alternating mentoring/coaching sessions between AP mentor and Walker Learning Mentor to progress plans on curriculum and pedagogy. (Leadership and Staff) Alternating fortnights commencing 2019</b></li> </ol>

## EDUCATION – (LEARNING)

### *308: Effective Pedagogical Practices*

Strategic Direction	Key Performance Indicators	Implementation
<p><i>We will acquire resources to equally build the environment among all classrooms to cater for ever changing needs and interests of the students in line with our Walker Learning pedagogy.</i></p>	<p><i>We will</i></p> <ol style="list-style-type: none"> <li><i>1. Ensure a changing learning space in line with common expectations for all staff that are engaging and well-resourced for provocations.</i></li> <li><i>2. A culture of donation in place from parent and wider community to help obtain necessary resources.</i></li> <li><i>3. Ensure continued financial support for required resources from P&amp;F.</i></li> </ol>	<p><b>1.1</b> In clusters, Staff use Walker Learning Books to devise common expectations for classroom environments and use own classrooms as an example. <b>(Staff) 2019</b></p> <p><b>1.2</b> One Cluster and staff meeting per term used to source resources from places like REmida. <b>(AP's and Staff) 2019</b></p> <p><b>2.1</b> Teachers to advertise in newsletter, class memos and Facebook for resources required. <b>(Teaching Staff) 2019</b></p> <p><b>2.2</b> Drop off points and times set up at school for donation receipt. <b>(Leadership)</b> Organised in 2019, implementation for 2020</p> <p><b>3.1</b> Allocate a consistent amount of money per class per year for classroom environmental resources from funds raised by the P&amp;F. <b>(Board, P&amp;F, Leadership, Staff)</b> Discussed in 2019, implementation 2020</p>

## STEWARDSHIP – (ACCOUNTABILITY)

### 401: Staff Wellbeing

Strategic Direction	Key Performance Indicators	Implementation
<p><i><b>We will collaborate as a staff cohort to identify and appropriate amount of short and long-term goals with accountability in place.</b></i></p>	<p><i><b>We will</b></i></p> <ol style="list-style-type: none"> <li><i><b>1. Ensure accountability measures are in place to evaluate goal achievement, timelines and who is responsible.</b></i></li>   <li><i><b>2. Ensure professional development is purposeful whereby time is enabled on these days to talk in relevant groups about how to apply information learnt at PD to practice.</b></i></li> </ol>	<p><b>1.1 Annual Action planning day to incorporate whole group decisions around timelines, accountabilities and amount of goals. (Staff) 2019</b></p> <p><b>1.2 Term debrief and review of Annual Action Plan with Staff and School Board (Leadership Team, Staff, School Board) 2019</b></p> <p><b>2.1 Leadership to seek recommendations from Staff around how and where to direct whole Staff PD in line with whole school goals. Leadership to inform consultants about school specific outcomes required from the PD. (Staff) 2019</b></p>

## STEWARDSHIP – (ACCOUNTABILITY)

### *Financial and Risk Management Goal*

Strategic Direction	Key Performance Indicators	Implementation
<p><b><i>We will identify and address risks which will impact St Benedict's.</i></b></p>	<p><b><i>We will</i></b></p> <ol style="list-style-type: none"> <li><b><i>1. Identify and categorise major risks pertaining to St Benedict's. These risks to be recorded in the Risk Register.</i></b></li> <li><b><i>2. Formulate and implement an action plan to reduce risks starting from highest identified risks and working to lower risks.</i></b></li> </ol>	<p><b>1.1 Formulate a Risk Committee. Include members from Board, Assistant Principals and Teachers. (Board and Leadership Team) 2019</b></p> <p><b>1.2 Risk Committee to identify and categorise risks and record these in the Risk Register. (Board and Risk Committee) 2019</b></p> <p><b>2.1 Formulate an action plan to reduce risks starting from the highest risks to lower risks. (Board and Risk Committee) Q4 2019</b></p> <p><b>2.2 Implement action plans. (Board and Risk Committee) 2020</b></p>