



# **St. Mary's Catholic Primary School**

## **Strategic Plan**

### **Towards 2022**

#### **VISION**

St Mary's Catholic Primary School is a Christ-centred community aspiring for excellence in learning and teaching. We work in partnership with families, supporting and encouraging each child to make a positive difference to the world in which they live.

#### **CONTEXT FOR THIS PLAN**

This plan has been informed by the following:

- Catholic Diocese of Darwin, Strategic Pastoral Plan, 2011-2015
- Catholic Education and Office and Schools, Diocese of Darwin NT: DRAFT
- Staff, parents and student surveys 2016
- A deep knowledge and appreciation of the Parish and wider community that we serve

## Catholic Identity

We ensure our Catholic faith permeates all aspects of our teaching, learning and daily lives through our school motto "Learning in Faith and Love". We share and celebrate the spirit and traditions of the Daughters of Our Lady of the Sacred Heart within and beyond our school community and support students, staff and parents on their own faith journey and in their spiritual development. We actively nurture strong and enduring links with our Parish and wider community.

### **Goal 1:**

**We proactively address the challenges of evangelisation within a multi-cultural and multi-faith community.**

#### **Targets:**

- Symbols, displays, assemblies, liturgies and special events clearly identify the school as a Catholic, inclusive, faith community and this is acknowledged by parents, visitors and others who are relatively new to the school.
- At least 90% of Staff and parent school agree that Catholic faith and traditions are integrated into the life of the school (Parent and Staff Survey).

### **Goal 2:**

**We promote contemporary, engaging and meaningful learning for staff, children and families in the beliefs, knowledge, traditions and rituals of our Catholic faith.**

#### **Targets:**

- 90% of parents, students and staff report that they agree or strongly agree with the way the school provides opportunities and is expressing its Catholic Identity, based on responses to school satisfaction surveys: Parents: Q7, 8, 10 and 11; Staff: Q5 and 6; Students: Q5

### **Goal 3:**

**We provide intentional, ongoing and reflective opportunities for spiritual development for students, staff and families.**

#### **Targets:**

- Staff and parent representatives consistently rank the school as 'achieving' or 'excelling' in all aspects of Catholic Identity as outlined in SIRF Self-Assessment tools; and can outline evidence in support of their assessments.
- At least 90% of Staff and parents state that there are opportunities for spiritual and faith development (Parent and Staff Survey).

## Teaching and Learning

We provide a safe, contemporary and challenging learning environment supporting the education of the whole child in body, mind and spirit. The individual talents and abilities of each student are fostered whilst building confident, independent and self-motivated learners. We promote collaboration, cooperation, thinking and problem-solving as preparation to meet the challenges of an ever-changing world.

### Goal 1:

**We ensure consistency and best practise in pedagogy to improve student outcomes through collaboration, partnership with parents/carers and on-going professional learning.**

#### Targets:

- 98% of students achieve scores at or above the National benchmarks on NAPLAN tests.
- 85% of parents strongly agree or agree that the school provides relevant and meaningful opportunities. (Parent Survey Q12)
- 85% of parents strongly agree/agree that the school sets high expectations for student learning (Parent survey 15)
- 85% of parents and students rate their classroom as challenging and engaging on annual surveys. (Parent survey Qs: 12, 13, 14; Student survey Qs: 7, 9, 12, 13)

### Goal 2:

**We strive to enrich and enhance learning opportunities for all students through effective integration of ICT and STEM based practices to develop students as 21<sup>st</sup> Century learners.**

#### Targets:

- 85% of parents and students rate their classroom as challenging and engaging on annual surveys.
- 85% of parents strongly agree/agree that their child looks forward to learning.
- Evidence of technologies curriculum in each classroom.
- Development of the BYOD program in years 3/4 classrooms
- 95% of students strongly agree/agree that they enjoy learning at SMPS and that the learning they do is important (Student survey)
- 90% of students strongly agree/agree that they have a say in the things they are learning about and find these things interesting (Student survey)

### **Goal 3:**

**We use valid, fair, equitable and consistent approaches to assessment that provide meaningful and timely feedback which promotes learning and facilitates improvement.**

#### **Targets:**

- 85% of parents strongly agree and agree that the individual needs of their child are catered for at the school (Parent survey 13)
- 90% of parents strongly agree/agree that they are provided with appropriate information about their child's progress. (parent survey 18)
- All students identified as 'students with a disability' are working in accordance with an Individual Learning Plan (or equivalent). These students can explain their learning progress to their teacher, parents and significant other adult (e.g. an education consultant)
- 95% of students strongly agree /agree that teachers give them useful meaningful feedback
- 90% of students strongly agree /agree that they know what they have to do to get the results they want. (student survey 9)

## Leadership

We lead in the footsteps of Christ our Lord as servant leaders. We inspire, guide, teach, learn and grow together as one community through modeling care, compassion and understanding. We promote and develop current, emerging and future leaders to grow in faith, wisdom and love.

### Goal 1:

**We have an effective and efficient leadership structure that promotes open and effective communication between leadership, students, parents and staff.**

#### Targets:

- (Q19 & Q20 Staff Survey) At least 80% of staff are satisfied with school processes for communicating issues, feedback and/or concerns.
- Parent survey indicates that at least 80% of families are satisfied with communication from the school
- Student survey indicates that at least 80% of students receive useful feedback about their progress/work.

### Goal 2:

**We promote a shared leadership approach throughout the school and provide meaningful and relevant professional learning opportunities to develop and upskill staff and students.**

#### Targets:

- Feedback from students indicates that they are satisfied with the opportunities they are given to lead and to develop their leadership skills. Evidence: Student Rep and Leadership meetings, leadership lessons, and student surveys
- (Q18 Staff Survey) 80% of staff state that they have opportunities to participate in decision making and to exercise leadership.

### Goal 3:

- **We communicate our school vision in all aspects related to Leadership to ensure that members in our community have a clear sense of direction and purpose.**

#### Targets:

- 80% of parents indicate that they understand St Mary's vision, mission and purpose. (Q8 Parent Survey)
- 80% or more of staff are familiar with St Mary's vision and mission and purpose is known to (Q4 Staff Survey)
- The school board is actively involved in the school governance (maintaining the CENT POLICY AND PROCEDURES) Evidence: Board meeting minutes, meetings

## Pastoral Care and Wellbeing

At St Mary's Catholic Primary School, we recognise that there is a strong link between learning and wellbeing. We are committed to the emotional, spiritual, physical, social and intellectual development of each person; therefore, we will:

### Goal 1:

**We adopt a whole school approach and work in partnership with families to promote positive behaviours, student wellbeing and holistic development for all students.**

#### Targets:

- At least 90% of staff state that there are positive relationships between the school and community (Staff Survey).
- 90% of staff indicate that they are supported by parents in the management of student behavior (Staff Survey).
- Achieve KidsMatter student survey data indicates that 90% of students feel they get along with each other at school.
- Achieve KidsMatter parent survey data indicates that 85% of parents confirm that students are well supported and behavioral issues are managed well.

### Goal 2:

**We Implement school wide pastoral care and social emotional learning programs that promote wellbeing in students and a sense of belonging and connection.**

#### Targets:

- Achieve KidsMatter student survey data indicates that 90% of students feel they can talk to someone when they have a problem.
- Achieve KidsMatter student survey data indicates that 80% of students feel happy and safe at school.
- Achieve KidsMatter staff survey data indicates that 90% of teachers are implementing the school approved Social Emotional Learning Program consistently and effectively.

### Goal 3:

**We promote, monitor and support the positive wellbeing of all members of our school community including staff and parents.**

#### Targets:

- Staff Meeting Scheduled each term with a Wellbeing focus.
- Minimum of 1 staff social event each term.
- Achieve KidsMatter staff survey data improvement on previous years in personal wellbeing of students, staff and parents at School.

## Community and Culture

St Mary's Catholic Primary School is committed to building strong partnerships and a sense of belonging for all. We recognize that parents are the principal educators of their children and that a united school community with shared vision, rich traditions and rituals are essential for a school to thrive.

### **Goal 1:**

**We work in partnership with families incorporating a holistic and inclusive approach that is responsive to the needs of each person.**

#### **Targets:**

- 85% of parents strongly agree that St Mary's provides opportunities for parents and carers to be involved in the school. (Parent survey Q: 21)
- 85% of staff agree that parents and carers are actively involved in the school. (Staff survey Q: 21)
- Parent survey indicate that at least 80% of parents strongly agree or agree that the school caters for the needs of their child (Parent Survey).

### **Goal 2:**

**We foster and promote knowledge, appreciation and respect for the rich social and cultural diversity that exists within our school and wider community.**

#### **Targets:**

- Evidence in the school calendar and newsletter commemorating and celebrating significant cultural and community events.
- Enrolment packs include historical information about the school and Larrakia people
- Visual displays and features in the school honour the diversity of cultures within the school.
- Staff survey indicates that staff knowledge and understanding of the Larrakia people and the diverse cultures in the NT is satisfactory or above.

### **Goal 3:**

**We build and nurture positive and respectful partnerships within and beyond our school, Parish and wider community.**

#### **Targets:**

- Diverse representation of families from different cultural groups and backgrounds on School Board and Parents and Friends committee.
- At least 80% of parents state that they feel welcome and that there are positive and respectful partnerships between the school, Parish and wider community.

## Finance, Facilities and Resources

At St Mary's Catholic Primary School, we strive to be open and accountable and make decisions based on our school values. We are committed to equity and justice; providing resources and support to achieve outcomes that are sustainable and aligned with school improvement targets.

### Goal 1:

**We provide safe, attractive, contemporary educational facilities to meet the needs of 21<sup>st</sup> Century learners.**

#### Targets:

- Student survey data indicates that at least 80% of students are satisfied with school facilities and resources.
- Parent survey data indicates that at least 80% of parents are satisfied with school facilities and resources.
- staff survey data indicates that at least 80% of staff are satisfied with school facilities and resources.

### Goal 2:

***We proactively promote effective of our resources and the use of Digital Technologies by providing appropriate and contemporary resources, training and development.***

#### Targets:

- Staff survey indicates that at least 90% of staff have access to training and development
- Student survey results indicate that 85% of students are satisfied with DT learning opportunities.
- Annual audit of ICT resources and future requirements is evident.
- Written documentation of an ICT renewal schedule implemented.

### Goal 3:

**We actively promote the implementation of transparent and efficient financial practices, processes and procedures.**

#### Targets:

- 5% of debtors under 60 days
- Clear audit on controllable school finance operations
- Written documentation and implementation of policies and procedures