



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

**Strategic Plan: Towards 2022**

### **OUR 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, 2014 -2017
- Catholic Education and Office and Schools, Diocese of Darwin NT: DRAFT
- Staff, parents and student surveys 2018
- External Validation 2019
- 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 in our multi-cultural and multi-faith schools in our school 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.

**Goal 2: We promote contemporary, engaging and relevant 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 is expressing its Catholic Identity, based on responses to 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.**

### 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.

## 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 have consistency and best current practise in pedagogy which is improving 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)
- All students and parents meet with the teacher for at least one goal setting meeting throughout the year.
- Develop and share (with parents and significant others) evidence of learning.
- Staff are supported with planning frameworks and curriculum overviews.
- Staff are given opportunities to develop their skills and understandings through ongoing professional learning.

**Goal 2: By integrating ICT and STEM based practices we enrich and enhance learning opportunities for students as they develop 21<sup>st</sup> century learners**

### Targets:

- 85% of parents and students rate their classroom as challenging and engaging on annual surveys.
- Teachers are provided with opportunities to develop their ICT and STEM skills and understandings
- 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  $\frac{3}{4}$  classrooms
- 95% of students strongly agree/agree that they enjoy learning at SMPS and that the learning they do is important (student survey 6, 7)

- 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 12, 13)

**Goal 3: Our approaches to Assessment are consistent, valid, fair and equitable and we 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)
- School Advisory Board and Parents and Friends association have sufficient numbers for effective operation

## 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.

- We Provide a variety of meaningful and relevant Professional learning opportunities for all staff
- Provide an effective and efficient leadership framework within St Mary's
- Provide opportunities to develop and upskill staff and students in leadership
- Promote open and effective communication between leadership, students, parents and staff members to ensure every-one is heard
- Ensure students and staff have a clear sense of direction and purpose.
- Promote and share our school vision in all aspects related to Leadership

**Goal 1. We have an effective and efficient leadership structure that promotes open and effective communication between leadership, students, families and staff**

### Targets

- 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**

### Targets

- Feedback form students indicates that they are satisfied with the opportunities they are given to lead and to develop their leadership skills
- 80% of staff state that they have opportunities to participate in decision making and to exercise leadership
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**Goal 3. We communicate our school vision in all aspects related to Leadership to ensure that members of our community have a clear sense of direction and purpose**

### Targets

- (Q8 Parent Survey) 80% of parents indicate that they know St Mary's vision and mission and purpose
- ( Q4 Staff Survey) St Mary's vision and mission and purpose is known to 80% or more of staff

- (Q18 Staff Survey) 80% of staff state that they have opportunities to participate in decision making to contribute their ideas.
- (Q19 Staff Survey) At least 80% of staff are satisfied with school processes for communicating issues, feedback and/or concerns.
- Students: Feedback from Student leaders indicates that they are satisfied with the opportunities they are given to practise leadership and develop their skills. Evidence: Student Rep and Leadership meetings, leadership lessons, and student reflections.
- 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:

- 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 Schedules each term with a Wellbeing focus.
- Minimum of 1-2 staff social events each term.
- Achieve KidsMatter staff survey data that indicates continued improvement on previous years in personal wellbeing 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 \_\_\_ of parents strongly agree or agree that the school caters for the needs of their child

**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 of acknowledgement and celebration of 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
- \_\_\_\_\_% of parents state 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: Our educational facilities are safe, attractive and contemporary to meet the needs of 21<sup>st</sup> Century learners.**

**Targets:**

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



**Goal 2: We provide appropriate and contemporary resources, training and development and promote the use of Digital Technologies.**

**Targets:**

- Staff survey indicates that 80% of teachers have access to learning, training and development relevant to their work
- Student survey results indicate that 85% of students are satisfied with Digital Technology learning opportunities.
- Annual audit of ICT resources and future requirements
- Written documentation of an ICT renewal schedule implemented

**Goal 3:**

*Financial practices, process and procedures at St Mary's are transparent and efficient*

**Targets:**

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