St Paul’s School, Woodridge

Strategic Renewal Plan –2011
2008-2011

Priority 1: THE RELIGIOUS AND EVANGELISING MISSION OF ST PAUL’S

Five Year Broad Strategic Goal:

By 2011, St Paul's School will continue to be a Catholic School community that nurtures the classroom teaching of Religion and the religious life of the school (faith and spirituality) and understands and lives the Good News message of Jesus Christ in light of the tradition of Mary MacKillop.

Goals for 2008-2011

We intend to:

- Continue our partnership with Parish and the wider Catholic community.
- Ensure that the culture of St Paul's continues to authentically reflect our religious identity as a Catholic school that embraces and supports the ethos and traditions of the Sisters of St Joseph, with particular reference to their love and care for the poor and marginalised.

Actions for 2011

- Once a term a class could have a morning tea following Mass serving food to parish members. Year 4-7.
- Continue Raising Reading in the Community with parish members reading to students once a week.
- Easter celebrations; specifically invite parish members to participate in school activities.
- Teaching about the sacraments in line with the parish – First Holy Communion and Confirmation during May-June. Making the sacraments more accessible to our students.
- Principal speaking at Sunday Mass to introduce herself and talk about the school and the education and mission we offer.
- Make community members more aware of our school and promote the tradition of the sisters of Joseph.
- Organise a school package to give to new families with school age children when they begin to be involved in the parish community.
- Have a parish section in our school newsletter.
- Support of Parish run Kids Club on Friday afternoons.
- Development of religious icons around the school.
- Develop an understanding of the life and charism of St Paul – St Paul’s Feast Day June 29.
- Ensuring the continuation of the Mary MacKillop charism by continuing to teach Mary MacKillop units in August and celebrate her feast day.
- Focus on motto, vision and mission of St Paul’s at staff meetings.
Priority 2: STUDENT LEARNING OUTCOMES

Five year Broad Strategic Goal:

By 2011 St Paul's School will demonstrate students achieving aspirational learning outcomes in literacy and numeracy by collecting, analysing and responding to data; using engaging, diverse and relevant teaching practices underpinned by contemporary research and collegial reflection.

Goals for 2008-2011

We intend to:

- Review our current data and working out the best way to use it to plan student outcomes.
- Begin the process of planning, teaching, assessing and reporting in the Australian Curriculum areas of English, Maths, Science and History.
- Continue with ICLT plan to create a vision of what learning and teaching ICLT's looks like at St Paul's

Actions for 2011

- Staff to devise data and evidence based processes and tools to track and monitor student learning outcomes which further inform planning and future teaching episodes. In the process consideration must be made to the need for scaffolding for all learners in terms of data collection and formalized testing.
- Implement the 2011 Literacy and Numeracy Plan – January PFD data gathering from teachers on needs and goals. Plan formulated and published on Sharepoint. Twilight staff meeting Term 1 used to present to staff. Resources purchased to support plan – PATMaths, WTW
- Sharpen data collection processes to inform pedagogy and monitor learning outcomes – PM benchmarks, Torch test, PATMaths, WTW, R2L, First Steps listening and speaking, anecdotal notes, observations, work samples etc.
- Continue to use First Steps (reading, oral language) resources to identify and specifically teach explicit outcomes in the teaching of literacy.
- To continue to recording individual reading levels for all students each term (up to level 30).
- Continue to track, graph and analyse data from NAPLAN.
- Aligning our reporting methods to the National Curriculum – Implement SRS.
- Use the Australian Curriculum this year in planning sessions – specifically English and Maths. January PD day – Inservice on Australian curriculum. Key teachers to be inserviced in History and Science and then work with other staff.
- link pedagogy and skills to staff PD
Priority 3: Student Support

Five Year Broad Strategic Goal

By 2011, St Paul's School will continue to have in place a range of proactive and responsive programs and practices to effectively address the needs of our diverse community. This includes 60 - 70% NESB, 12% Indigenous; 5% SWD; out of home, marginalised and disengaged students; students with significant student protection, personal and social development and behaviour support requirements.

Goals for 2008-2011

We intend to:

- Continue working with and refining the behavior learning model.
- Create a common understanding of the importance of creating a school culture that all students are a part of and understand, a sense of belonging is the ultimate aim and this will be achieved through a true understanding of the impact of a shared culture of the students. The school culture is a celebration of the different cultures, using experiences at school for students to identify their sense of who they are and how that fits into St Paul’s.

Actions for 2011

- Continue with SWPBS, staff meetings, ongoing team meetings with coach Linda Llewellyn
- Good communication with families about behavior learning and tangible resources and examples for students, staff and families – celebrate and advertise successes happening in the school through newsletters, assemblies.
- Look at data collection and how the information is utilized in providing feedback for staff and school community – 2010 booklet created using RISC data.
- Document strategies used for children identified as continually on BIPs and track the effectiveness of strategies. – update RISC
- Ensure all staff know about the cultures within the classroom – involvement of Community Centre staff
- Celebrations such as “Harmony Day”
Priority 4: STAFF SUPPORT

Five year Broad Strategic Goal:

By 2011 St Paul's will be a safe, productive and healthy school environment that has in place effective and relevant professional learning practices for all staff that are authentic to meeting the needs of the school community.

Goals for 2008-2011
We intend to:
- Continue to develop our professional learning community.
- Engage with performance management processes that align with the new Role of the Teacher document.
- Provide opportunities for staff to enhance relationships and feel supported by colleagues in leadership.
- Support opportunities for teacher leadership and career development and succession planning.

Actions for 2011
- LNIT and other teachers to continue using the coaching model and the LNIT profiling teachers within the school. – ie teachers modeling for other teachers – R2L & WTW
- To continue to find ways to engage with data – Development of the school portal as a means of collecting, storing and using qualitative and quantitative data to improve teaching and learning.
- To utilize staff strengths on a whole school level – Key teacher(s) for English, Maths, Science and History – key messages for Australian curriculum, resourcing in school, online access to resources, supporting teaching and learning for teachers.
- Continued PD on the use of data in planning, staff meetings, planning meetings and individual meetings with LNIT.
- Continued support of LNIT role, continued PD in the use of IWB and other ICLT’s – proposals to AGQTP.
- ESL PD
- Continue planning sessions with support teachers, ESL, STIE, LNIT, Support teachers
- Begin to implement SRS reporting system
- Invite Steve Dunn to conduct a staff meeting on Role of the Teacher and Performance and Development program. Reconnection to the Mentor/Mentee approach.
- Staff to meet regularly with Admin to discuss personal and professional goals for 2011. Principal to meet individually with each staff member each term to determine a coordinated and relevant approach to professional learning and recognition of performance.
- Social events for staff – Friday drinks.
- Staff prayer – Wednesday fortnight.
- Offer opportunities for teachers to step into leadership roles when the need arise
Priority 5: PARTNERSHIPS AND RELATIONSHIPS

Five year Broad Strategic Goal:

By 2011, St Paul's will have developed effective processes for sustainable and reciprocal community partnerships and relationships that involve staff, students, parents, parish and the wider Logan community. To enhance teaching and learning, student and staff wellbeing and to address the Community Partnerships Goals of quality health, education and wellbeing. This will establish the Community Partnership project as a part of the school.

Goals for 2008-2011

We intend to:

- Continue to develop a basic understanding of community development practice with staff.
- Continue to develop its understanding and practice of developing community and culturally embedded learning in the school to further engage diverse learners, enrich learning and build partnerships for learning.
- Deepen staff understanding of cultural development and practice.
- Continue to develop models, strategies and relationships that build community in the school.
- Provide opportunities for family engagement within our school community.
- Provide opportunities to establish connections with other schools in our area.
- Continue to search to establish partnerships with community groups for the purpose of seeking extra funding and resources.

Actions for 2011

- Community Centre Workers lead staff meeting on community partnerships – regular newsletter item.
- ATSI & Community Cultural Worker - Continue developing learning experiences that develop community and culturally embed learning.
- Provide opportunities for staff to learn about the particular educational needs of the cultural groups represented at St Paul’s. –Staff meetings, ESL teacher and Community Workers to liaise with the various cultural groups.
- Include parents/carers in their own and children’s learning eg parent courses, parents reading, parent help, parent help on excursions when necessary.
- Parent involvement in the activities in the community centre.
- Continue to provide opportunities for family – Family Fun days, Harmony Day, Carols Night, NAIDOC week, Father’s Day, Easter celebration, Continue working with OLOF Acacia Ridge CTJ – shared TL link.
- Community partnerships working closely with Crestmead on sustainability.
- Continue our year 6/7 leadership link with Crestmead.
- Investigate the employment of a funds development officer for making community connections – contact Martin Savage at OLOF.
- Provide opportunities to showcase our students, their talents and strengths, including Choir to perform at shopping centres.
Priority 6: Information, Communication and Learning Technologies

By 2011 St Paul's School will begin the process of embedding ICLT’s in learning and teaching processes and continue to improve access and ongoing provision of hardware, software, training and support arrangements. We will continue to enhance the ICLT competency of staff and begin to use online processes and information and learning systems to more effectively communicate and enhance student learning.

Goals for 2011

We intend to:

- Continue to implement the school ICLT plan devised in 2010. This will help set technology related goals for infrastructure, admin and teaching and learning.
- Continue to support initiatives that will help develop a digital culture.
- Consider digital culture technology as an important cultural element that can engage students and enhance learning.
- Continue the commitment to the provision of resources and embedding ICLT’s in teaching and learning for the purpose of engaging our learners.

Actions for 2011

- ICT committee continue to show direction and focus
- AQT projects with Danielle Carter
- PD for staff
- Utilize the staff portal as a space to store data.
- Using the BCE one off 2011 IT grant
- Follow the recommendation of the ICLT committee
- Regular auditing of our equipment
- Coordinated program for the development of ICT skills
- The writing and implementation of internet user policies
Priority 7: Resourcing Catholic Schooling

By 2011, St Paul’s will have responsible, sustainable and strategic initiatives in place to adequately resource school renewal plans and to ensure the provision of appropriately equipped school buildings and well maintained facilities.

Goals for 2008-2011

We intend to:

- Identify sources of funding to supplement limited income from school fees and levies.
- Utilize staff leadership team and in consultation with all stakeholders to collaboratively determine and monitor provision and allocation of resources. This should entail alignment with school renewal goals.
- Report on resource allocation transparently.

Actions for 2011

- To investigate the possibility of using the grants person presently used by OLOF and St Stephens
- Any requests for major resource provisions must be passed by the leadership team and be in line with our goals.
- Staff meeting, school newsletter, website
Priority 8: Renewal and Quality Assurance

By 2011, St Paul’s will have successfully completed a cycle of school renewal that has been effectively and regularly monitored, revised and reported to all necessary stakeholders within and beyond our school community.

Goals for 2008-2011

We intend to:

- Establish structures/processes for setting goals and expectations for students, staff and wider school community
- Establish structures/processes to ensure implementation of strategies and processes that embrace diverse and culturally rich nature of the school and community.
- Evaluate and report renewal practices collaboratively with all relevant stakeholders incorporating the following components of the BCE internal school review: 1.2 Evangelization and faith formation, 3.1 learning support, 3.2 students with disabilities, 7.2 equity and stewardship, 7.3 the physical learning environment.

Actions for 2011

- Staff meetings related to goal for teachers, meetings with admin/principal, leadership meetings, P&F meetings
- Continue to establish the community center as an integral part of St Paul’s School
- 2011 community center goals communicated to staff, parents and students.
- Include the Community Development Worker and Cultural Development Worker in annual goal setting.
- Engage all stakeholders in the review process – staff meeting, P&F meeting, parish