

St Pauls Reconciliation Action Plan – 2020-2021

Vision Statement

St Paul's School dreams a reconciled Australia. We believe that this begins at a local level and then builds to become part of our National Identity. We believe that Indigenous and non-Indigenous peoples working collaboratively within our community will produce practical, recognized and measurable outcomes for all of our students and will raise the status of Indigenous peoples and cultures within our community. This partnership and collaboration will promote proportionate representation of Aboriginal and Torres Strait Islander peoples across all areas of Australian society. We believe a significant step to practical reconciliation is 'bridging the gap' of educational outcomes. St Paul's staff commit to gaining a greater understanding of Aboriginal and Torres Strait Islander cultures and histories and how this connects to our work with the children in our school. We commit to better training ourselves to implement fully the cross-curricular priority – Aboriginal and Torres Strait Islander perspectives. We commit to building capacity to close the educational gap for our Aboriginal and Torres Strait Islander learners. We will 'listen with our hearts to what Aboriginal and Torres Strait Islander peoples really want..' (Reconciliation Australia)

School Profile

St Paul's School Woodridge is a Catholic Primary school of 340 students from Prep to Year 6. Approx 70% of our children come from an EALD background. At St Paul's we value a positive school climate and an inclusive culture. The general feel of the school is one of a diverse, welcoming community in which the school's mission statement and expressed core values of respect, safety and learning, characterise students and adults as belonging to a caring, responsible and respectful community. School pride is evident at St Paul's. The St Paul's Vision statement is value-based and reinforces the school's ongoing commitment to make St Paul's a safe, happy learning environment for everyone. Based on our Catholic Christian and Mary MacKillop traditions, our school is a place where:

- Every person is accepted as a unique individual,
- Diversity makes us culturally rich,
- Learning from each other is valued
- Listening, compassion and peace are nurtured.

The core values of Respect, Safety and Learning lead and guide our teaching and learning, ensuring collaboration, flexibility and future orientation to develop lifelong learning in all. At Apr 2020, 5.5% of our population identified as Aboriginal or Torres Strait Islander. This is below the representation in the local area which is 10-11%.

Relationships

Action	What we are doing already	Deliverable	Timeline
Aboriginal and TSI People in the Classroom	Building Relationships with Yugambeh Museum staff and Elders Invite members of the community into classrooms as guest speakers.	Seek to have Yugambeh speaking elders visit from time to time as part of Yugambeh Language Program Investigate collaboration avenues further	Jan 2021
Opportunities for Aboriginal and Torres Strait Islander Children and Students	Tuesday Cultural class Dance Group Dejay Sandy – Employed as cultural teacher	Once a term – Cohort Review at Staff Meeting specifically to track progress of ATSI students	2021
My Time, Our Place Framework		Staff Familiarise themselves with Framework through PD at Staff Meeting	Jun 2021
Aboriginal and TSI representation on Committees.	Missy and Rita involved with P&F NAIDOC dinner planning Committee Parent and Community input into Uncle Reg Knox Award		
Cultural Competence for Staff	Staff informed of significant days and events and the meaning of these. Commenced Hidden Histories training for staff	Hidden Histories by Steve Movie night for staff to watch “In my blood it runs”	
Elders and Traditional Owners share history and cultures		Invite Parents, Community members to share stories at ATSI Family Groups	
Reconciliation Projects	Hands Mural in ATSI Garden	Missy to ‘update’ the mural with “new” hands	2020
Welcome to Country			
Celebrate National Reconciliation Week	National Reconciliation week is advertised – posters and other info around the school Classes complete lessons and activities during the week. Assembly celebrates reconciliation week	Launch reconciliation project each year during this week 2020 – Nyumbayan Garden 2021 – Hands Mural Update - Dance Shirts	2021
Create Stakeholder List			
Build Relationships with the Community	NAIDOC dinner each year brings community members together.	Develop a working relationship with Yugambeh Museum and Elders Increase Home Visits and invite parents to ATSI cultural afternoon once a month Community Hub programs (e.g. Pre-prep)	Nov 2021

Action	What we are doing already	Deliverable	Timeline
Cultural Competence for Students and Children	Assemblies for Significant Days and Events. Classes research and lead these.		
Family and Community Room	Community Partnerships Programme and Community Centre	Invite parents twice a term to ATSI cultural lessons on Tuesdays to make it a family event	Beg term 3 2020
Reconciliation Network			

Respect

Action	What we are doing already	Deliverable	Timeline
Teach about reconciliation		Staff Professional Development- Part 1 completed in January.	2020
Teach about Days of National Significance	Days of National Significance in School Calendar Classes prepare presentations for assemblies in those weeks	Prepare sways/resources for classroom use	2020
Explore Current Affairs and Issues			
Acknowledgement of country	Currently done at assemblies, whole school liturgies.	Use at Staff meetings and in classrooms each morning. Standard Acknowledgement distributed for the whole school.	Ongoing
Visibly demonstrate respect for aboriginal and torres strait islander cultures	ATSI Garden Murals Apology displayed Artefacts in Foyer	Expanding on what we have. Renovation and upgrade of ATSI Garden Physical acknowledgement of country – In ATSI Garden	Ongoing 2021 2021
Recognise and Respect Rights			
Care for Country			
Celebrate Days of National Significance	Naidoc Family Bus trip to South Brisbane each year NAIDOC dinner at school annually	Investigate what is happening in Logan during Naidoc and explore ways to become a part of that	Dec 2020
Aboriginal and Torres Strait Islander Flags	Flagpoles have been installed and flags are flown every day. Children are taught about meaning of the flag		

Action	What we are doing already	Deliverable	Timeline
Physical Acknowledgement of Country		Construct physical acknowledgement as park of Nyembayan Garden Refurb	Dec 2020
Take Action Against Racism	Respect and Anti bullying programs incorporate a zero tolerance to racism. "Diversity is our Strength" message is constant.		
Reconciliation Professional learning for teachers- link to the Universal Declaration of Human Rights		To be investigated	ASAP
Embedding ATSI histories and cultures in curriculum planning	English and Reading resources purchased which focus on ATSI Culture and History.	Investigate areas of Curriculum content where Aboriginal Cultures and History can be specifically taught and provide resources for this	2021

Opportunities

Action	What we are already doing	Deliverable	Timeline
Embed cross curriculum Priorities – School specific	Teaching Indigenous curriculum achievement standards and content required	Include a cross-curriculum priority agenda team Checklist developed for teachers to use in planning. Make ATSI CCP part of planning process	End of 2020
Curriculum planning	Invite Indigenous peoples for input into planning Library of resources	Planning Days ACARA document to help staff note where to mention ATSI history- tick document- to raise awareness of Australian history- Jon Cohort Review meeting for ATSI kids once a term.	2021 Beg 2021
Australian Professional standards for teachers – school specific	Abiding by AITSL Standards Standard 2: Focus Area 2.4: 'Understand and respect Aboriginal and Torres Strait Islander people to promote reconciliation between Indigenous and non-Indigenous Australians'.		
Staff engagement with RAP	RAP committee established to revise and plan an updated RAP for 2020-21	Establish a RAP committee Meet regularly to discuss RAP	2020

Action	What we are already doing	Deliverable	Timeline
Inclusive policies		Find, research and develop our inclusive policy Include Indigenous Elders in the process Ensure staff know about these policies Have policies in a known place for staff or visitors	2021
Reconciliation Awards	Uncle Reg Knox Award each year at NAIDOC Dinner.	Once a semester. Awarded a certificate or book by an Indigenous Artist. *Criteria needs to be developed* Involve students in nominating and voting processes eventually.	2021
RAP Budget Allocation	Funds Allocated each year to employment of Staff, Student Support and Resources for ATSI Program.		
Local Sites, events and excursions		Find local sites where we can take students for an excursion or invite people to come to talk to students about local sites as an incursion	2021
Employment Strategy	Employed Steve Chadburn two days a week. Dejay Sandy on a contract basis for Cultural Teaching Missy Knox on a contract basis for Art and Culture	Employing more Indigenous SO's?	
Supporting Indigenous Local Business		Use local sources for Dance Shirts and ATSI Garden Materials	2020/2021
Celebrate RAP progress		Create a RAP webpage on school website	2020
Aboriginal and Torres Strait Islander languages	Teach Yugembeh Prep and Year 1	Extend Language to Yr 2 2021	2021