



ST VINCENT'S PRIMARY SCHOOL
A place of shared stories and vibrant memories



Strategic Renewal Framework



2012 - 2016

for Catholic Schooling
Archdiocese of Brisbane



Teaching Challenging Transforming

ANNUAL PLAN GOALS AND ACTIONS 2012



2012 GOALS

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PRIORITY ONE: Mission and Religious Education

In the spirit of the Catholic tradition, to work collaboratively to strengthen our evangelising mission with the parish and the wider community

STRATEGIC INTENTS:

- 1.1 Policies, programmes and practices which explicitly articulate the nature and purpose of Catholic schooling, within the broader evangelising mission of the Church
- 1.2 A religious education curriculum that promotes knowledge, deep understanding and skills about the Catholic and broader Christian tradition
- 1.3 A cohesive and integrated approach to nurturing and promoting the religious life of the school, the faith formation of students and participation in the worshipping community
- 1.4 A cohesive and integrated approach for the spiritual formation of staff
- 1.5 A cohesive and integrated approach for the professional learning of staff in religious education and theology
- 1.6 A shared understanding of and practical responses to Catholic Social Teaching

GOALS FOR 2012:

- 1.1 To participate in trial – Enhancing Catholic Schools Identity Project by Leuven University
- 1.2 To explore use of technology in Religious Education
- 1.1 To review of School's Mission Statement
- 1.4 To continue staff involvement in Spirit Fire and Guiding Lights



2012 ACTIONS

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2012 ACTIONS

PRIORITY ONE: Mission and Religious Education

1.1 To participate in trial – Enhancing Catholic Schools Identity Project by Leuven University

ACTIONS:

Participated in trial 'St Vincent's Primary School should be commended for its efforts in gathering research data' (Report page 5)

- Based on these results, it is clear that the Catholic identity of St Vincent's Primary School rests on a firm foundation of support from both adults and students. Many of the building blocks necessary to carry St Vincent's Primary School's Catholic identity into the future are in place.
- It was recommended that St Vincent's Primary School help students to develop a strong Post- critical Belief that will allow them to grapple with the complexities and dynamics of Recontextualisation and Dialogue.

1.1 To review of School's Mission Statement

ACTIONS:

After completing Vision for Learning and sharing with community a working party assisted by John McArdel reviewed St Vincent's Covenant (created 2004)

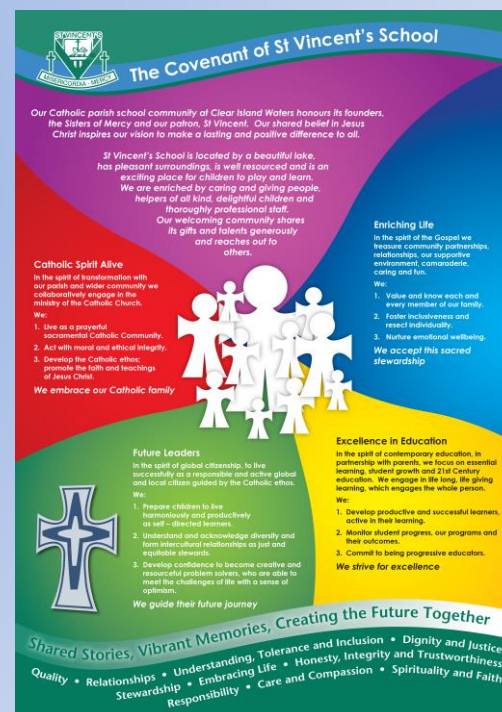
- Involved talking about recent documentation – eg RLOS, Melbourne Declaration, Australian Curriculum
- Determining what needed to be changed, deleted or added
- Making document more visually appealing
- Draft presented to staff and at P&F meeting
- A new charter written
- Published

1.2 To explore use of technology in Religious Education

- PD session with James Robinson on WEB 2 Tools

1.4 Continued staff involvement in Spirit Fire and Guiding Lights

- Principal, APA and 4 teachers continued to be involved
- NOTE: Needs to be a catalyst for whole staff development and change





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PRIORITY TWO: LEARNING AND TEACHING

In the spirit of contemporary education, to create a competency based learning environment in which children learn through enriching, exciting and expanded opportunities, always supported by a dedicated community.

STRATEGIC INTENTS:

- 2.1 Enhanced pedagogical practice that is data-informed and evidence-based
- 2.2 Implementation of the Australian Curriculum
- 2.3 Improved literacy and numeracy standards
- 2.4 Learning and teaching environments are adaptive and responsive to the changing structure of schooling
- 2.5 Comprehensive whole-school approaches provide pastoral care, protection of students, student behaviour support and foster social and emotional well-being
- 2.6 Targeted strategies that ensure the identification, monitoring and improved education outcomes for all children
- 2.8 School leadership teams and teachers have well developed capacities to utilise information, communication and learning technologies to improve learning and teaching

GOALS FOR 2012:

- 2.1 To introduce whole school testing in Mathematics and Reading (PATM & PATR)
- 2.2 To support teachers in implementing Australian Curriculum - English
- 2.3 To complete a school based Numeracy Project
- 2.3 To continue to support Literacy development and improve outcomes for all learners
- 2.8 To familiarise staff with Web2 Tools in preparation for LIFE (Learning Management System) introduction in 2013



2012 ACTIONS

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2012 ACTIONS

PRIORITY TWO: LEARNING AND TEACHING

2.1 To introduce whole school testing in Mathematics and Reading (PATM & PATR)

ACTIONS:

All classes from Year 2 to Year 7 completed PATM and PATR

- PD for staff members to increase understanding of the test
- Implementation Team (ST-IE and Principal) determined new schedule of testing
- Data transferred to Excel worksheet and used by teachers to assist to determine class lists for 2013
- Profile day to discuss data collected on children
- Next stage: To use when planning units of work

2.2 To complete a school based Numeracy Project

ACTIONS:

- Lead by Kev & Jess
- Presentation to staff

2.2 Support teachers in implementing Australian Curriculum – English

- Key staff complete orientation and training on AC – English
- BCE Education Officers engage staff in PD
- Key staff (STIE, T/L) continue familiarisation with staff

2.3 To continue to support Literacy development and improve outcomes for all learners

ACTIONS:

- School officer support continued in all classes for guided reading sessions
- New model of use of prep school officers
- Training of key staff by Stephen Flynn (Speech Pathologist) to introduce new programme into Prep – “Crack the Code”
- PATR Online test completed – need to adjust testing regime and test allocation
- Key teachers attended Information session on Reading to Learn and all staff in Years 5 – 7 will complete training in 2013
- All staff completed initial First Steps Reading Training – to be completed during staff days 2013

2.8 To familiarise staff with Web2 Tools in preparation for LIFE (Learning Management System) introduction in 2013

- LMS Team meet weekly
- Developed implemented strategies to increase staff use of Web 2 tools – taken up by some staff members
- PD – Web 2 tools by James Robinson



2012 GOALS

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PRIORITY THREE: PROFESSIONAL PRACTICE & CALLOBARATIVE RELATIONSHIPS

In the spirit of the gospels, to build a community which values quality relationships and that cares for all members, nurturing and fostering their professional competencies and emotional, physical and spiritual well-being.

STRATEGIC INTENTS:

- 3.1 Structures, processes and collaboration with clergy and parish bodies
- 3.2 Partnerships that provide for consultation and engagement with parents
- 3.3 A comprehensive approach to staff well-being and development - professional learning, professional standards, performance management and pastoral care
- 3.4 Leadership development and succession planning
- 3.5 Development of effective professional learning communities within schools and across the wider BCEO community
- 3.6 Productive links are forged with professional bodies and institutions, the broader community and government agencies
- 3.7 A safe, healthy and productive school environment for students, staff and community
- 3.8 Consultative and collaborative partnerships are evident among schools and between schools and BCEO

GOALS FOR 2012:

- 3.1 To continue to foster parish connections
- 3.2 To develop communication policy in consultation with P&F to establish meaningful and sustainable communication
- 3.2 To engage parents in forums and consultation sessions
- 3.3 To focus PD on Web 2 tools and areas of the Australian Curriculum
- 3.3 to continue goal setting processes with staff and link to individual professional learning budget
- 3.4 To encourage staff leadership through committee involvement, learning teams and project leadership



2012 ACTIONS

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PRIORITY THREE: PROFESSIONAL PRACTICE & CALLOBARATIVE RELATIONSHIPS

3.1 To continue to foster parish connections

ACTIONS:

Ongoing practices of staff involvement – interviews for sacramental programmes, school led parish mass once a term (in conjunction with St Kevin's), breakfast meeting with principals and parish priest, principal attendance at relevant parish planning sessions, staff members being responsible for one parish mass a month

3.2 To develop communication policy in consultation with P&F to establish meaningful and sustainable communication

ACTIONS:

Communication Policy developed with staff and parent consultation and includes process of complaint management

3.2 To engage parents in forums and consultation sessions

ACTIONS:

Forums, consultation and information sessions were held on a number of relevant topics including school goals, new parents session 'Things I wish I knew before I started at St Vincent's' (to inform parent information sessions), Year 7 to secondary and Vision for Learning

3.3 To focus on developing ICLT particularly the use of Web 2 tools across the curriculum

ACTIONS:

Raised awareness through PD and LIFE implementation committee – requires further work next year

3.3 Continue goal setting processes with staff link to individual professional learning budget

ACTIONS:

Staff met and discussed goals with Liaison person. 2013 – coaching model

3.4 Encouraging staff leadership through committee involvement, learning teams and project leadership

ACTIONS:

Active staff leadership by a large number of staff members



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PRIORITY FOUR: STRATEGIC RESOURCING

In the spirit of sustainability, to resource the contemporary needs of the local community and our school.

STRATEGIC INTENTS:

- 4.1 The strategic renewal plan directs the allocation of school resources
- 4.2 Collaborative processes are in place to develop the budget and to allocate resources
- 4.3 The formation and professional learning of staff is clearly evident in budget priorities
- 4.4 Resourcing decisions and priorities support financial accessibility for families
- 4.5 Information and learning management systems enhance student and staff engagement with learning, teaching and school operations
- 4.6 Sustainable environmental practices are embedded into the organisational structure and processes of schools
- 4.7 Contemporary learning approaches inform the planning, design and use of facilities

GOALS FOR 2012:

- 4.1 Ensure budget allows for the implementation of 21st century learning by maintaining or improving the saturation of digital tools
- 4.3 Ensure budget allows for adequate professional development of staff
- 4.4 Ensure equity and justice to support those in financial need
- 4.6 Continue strategies to care for our creation - e.g. Nude Food Day
- 4.7 Continue future planning for Year 7 transition to High School



2012 ACTIONS

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PRIORITY FOUR: STRATEGIC RESOURCING

4.1 Ensure budget allows for the implementation of 21st century learning by maintaining or improving the saturation of digital tools

ACTIONS:

Additional IT resources were purchased, including whiteboards and iPads. Wireless management system for whiteboards was introduced into high use areas.

4.3 Ensure budget allows for adequate professional development of staff

ACTIONS:

Staff allocated 2 days professional leave to achieve personal professional goals. All professional development goals for staff were fully funded.

4.4 Ensure equity and justice to support those in financial need

ACTIONS:

St Vincent's School Fee & Concession Policy was implemented fairly and justly.

4.6 Continue strategies to care for our creation - e.g. World Environment Day

ACTIONS:

World Environment day was celebrated. Environmental committee (Year 7) were instrumental in planning the day. The Mercy quality 'Stewardship' supported our work to care for our environment.

4.7 Continue future planning for Year 7 transition to High School

ACTIONS:

Decision taken to not increase the number of streams from prep but to build sustainable practices into a school of 750 students. Options were explored to determine how the curriculum and leadership roles would be managed .

2013 – Strategies to manage the decrease in students and staffing and plan for the reduced income associated with it.



2012 INTERNAL VALIDATION

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INTERNAL REVIEW ITEMS 2012

Priority 6: Information, Communication and Learning Technologies -

6.2 Leadership and Management

Overall Rating 4

Future Action

Updating policy and sessions for parents on MAC computers

Priority 7: Resourcing Catholic Schooling –

7.1 Budgeting and Finance

7.3 The Physical Learning Environment

Overall Rating 5

Future Action

Redevelopment of tiered section of the oval

Priority 8: Renewal and Quality Assurance

8.3 Monitoring and Self Review Processes

Overall Rating 5

Future Action

To investigate alternative models for internal review

