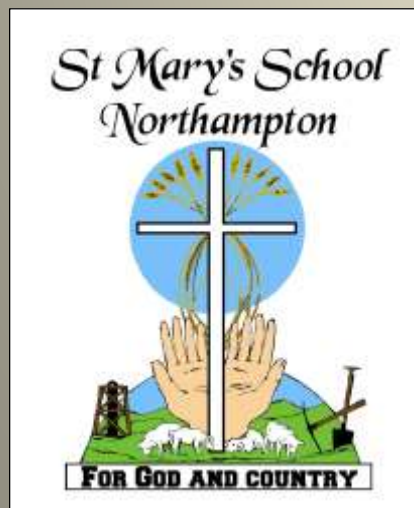


2016 - 2018

St Mary's School Strategic Plan

St Mary's School provides an education that endeavours to equip each child with the Christian values and life skills necessary to meet the challenges of a changing world.



History of St Mary's School

St Mary's School is a vital part of the Catholic Parish of St Mary's, Northampton. As a Catholic School Community we strive to develop Gospel Values that enable our students to become vibrant members of the wider community. Both school and parish support each other in presenting the values and ideals, which Jesus taught. We strive as a Catholic School Community to instil in our students these values so that they will be able to contribute to the wider community as 'whole people'.

St Mary's School Northampton began on or near the present site in 1868. Until 1989, St Mary's was administered by the Presentation Sisters. The current buildings were established in 1964 and further extensions were completed in 1994. In 2004, renovations were completed to the school including disabled access into the school and new student toilet facilities. In 2009, the undercover walkway at the front of the school was completed. In 2010, the new Library and multipurpose office facility were constructed and the staff moved in at the start of the 2011 school year.

Current Context

St Mary's School, Northampton, is a small co-educational Catholic primary school situated 475 km north of Perth. The current enrolment is 52 students from Kindy to Year Six. St Mary's was originally established in 1868 and has a rich history of service by several religious orders; most notably the Presentation Sisters whose involvement spanned ninety years. The first lay principal arrived at St Mary's School in 1990.

The school implements the RAISe Literacy (Raising Achievement in Schools) philosophy and is also actively involved in both the Primary Connections Science and Athletics programs. Specialist programs in the areas of Art, Information Technology, Physical Education, Health and Science also operate at the school. Information Technology is embedded into all learning areas as there are interactive whiteboards in every classroom as well as a Computer Lab which provides one laptop per child. St Mary's School also has iPads and Chrome Notebooks for student use.

St Mary's has a vibrant and committed staff, an active and supportive parent body, and strong links with the Parish and the local town community. Based on the School Motto, 'For God and Country', the school community is focused on providing a holistic education for all students with an emphasis on their spiritual and academic development.



School Motto

For God and Country

Vision Statement

St Mary's School provides an education that endeavours to equip each child with the Christian values and life skills necessary to meet the challenges of a changing world.

Mission

At St Mary's School, we strive to:

- Create an environment where all children feel safe and valued
 - Help children to know Jesus
 - Provide opportunities for children to learn how to pray
- Provide opportunities for children to experience meaningful liturgical experiences
- Provide opportunities for each child to develop to their full potential - spiritually, intellectually, physically, socially and emotionally
 - Develop in children a sense of pride in themselves and their community
- Create an atmosphere which promotes dignity and respect for all and values each member's contribution
 - Support parents in their role as prime educators of their children
 - Foster an awareness and appreciation of the environment and take responsibility for its care



LEARNING

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Learning Enhance student achievement and well being</p> <p>Increase student and staff engagement in their own learning and faith formation</p>	<p>Being united, committed and explicit about St Mary's School core objective – to improve the learning outcomes for all students.</p>	<ul style="list-style-type: none"> • Providing education that is directed towards the development of the whole person, using the curriculum as a basis for the understanding of values, life, culture and faith within a Catholic framework • Deploying staff in ways that best address the learning needs of all students • Constructing learning experiences that are accessible, engaging and challenging for all students • Promoting the use of differentiated teaching as a strategy for ensuring that every student is engaged and learning successfully 	<p>All teachers and leaders are committed to identifying, understanding and implementing evidence based teaching strategies.</p>	<p>307</p>



LEARNING

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Learning Enhance student achievement and well being</p> <p>Increase student and staff engagement in their own learning and faith formation</p>	<p>Ensuring all educators are highly committed to the continuous improvement of their own teaching and to be focused on the development of knowledge and skills required to improve student learning.</p>	<ul style="list-style-type: none"> • PL/PD at point of need, including special needs, higher order thinking skills and programs for academic extension • Visible Learning to be a focus in all classes • Upskilling teachers to further develop PE lessons • Staff to share learning from PD • Allocate funds to support Professional Development • Keeping abreast of research on effective teaching practices, including IT • To provide more opportunities for students and staff to explore and develop their areas of interest and talent • Develop a plan for the systematic collection of student outcome data • Using data to identify gaps in student learning, monitor improvement over time and growth across the years of school 	<p>Implementation of Professional Learning in the classroom by integrating new learning into planning, teaching and assessing</p> <p>Student progress</p>	<p>308</p>



LEARNING

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Learning Enhance student achievement and well being</p> <p>Increase student and staff engagement in their own learning and faith formation</p>	<p>Make learning appropriate for individual learning needs, including high achievers and those in need of remediation.</p>	<ul style="list-style-type: none"> • Engage staff in data analysis of OLI and NAPLAN in order to guide the teaching and learning program • Analyse NAPLAN data and focus teaching on identified areas needing improvement • Re-evaluate the role of EAs • Re-evaluate the use of Mathematics • Finalise Lexile Reading Program Practices document • Embedded whole school programs • Orientation and induction of new staff, graduates in literacy and numeracy • Continue Primary Connections • Investigate options for including LOTE, Music, Drama 	<p>Teacher learning plans are directed by the data</p> <p>Systematic use of assessment to identify individual needs of students</p> <p>Student data base</p> <p>New programs introduced</p>	<p>302</p>



ENGAGEMENT

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Engagement Enhance parental engagement in their child's learning and faith formation.</p> <p>Develop our people to be leaders in Catholic Education's mission.</p>	<p>Creating a culture of welcome, inclusion, collaboration, shared responsibility between the school, students and the family for learning and student well – being.</p>	<ul style="list-style-type: none"> • Principal greeting children at the front gate • Use a variety of communication methods to promote St Mary's School, seek and share information • School Website, Facebook, Northampton News, The Sower • Update School Website on a regular basis • See Saw App • Parent Information Nights • Parent/Teacher interviews • Parent Help – rosters, excursions • Open Door Policy – book an appointment to discuss issues rather than complain to the community • Policy/procedures for parent/teacher interaction/communication 	<p>Positive feedback from stakeholders</p> <p>Number of 'hits' on Facebook</p> <p>Ensure requests for parent help continues to be answered through monitoring of events</p> <p>Teacher use of Seesaw and parent feedback</p> <p>Parent night showcasing work each term/semester</p> <p>Student numbers at discos</p> <p>Policy developed and made public for parent access.</p>	<p>201</p>



ENGAGEMENT

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Engagement Enhance parental engagement in their child's learning and faith formation.</p> <p>Develop our people to be leaders in Catholic Education's mission.</p>	<p>Build partnership with parents, Church agencies, local businesses and community organisations.</p>	<ul style="list-style-type: none"> • Saturday night Family Masses with students having a role • Non St Mary's school students join with us to celebrate Sacraments • Non Catholic students to be involved in the Sacraments • Incursions/activities with other schools • Continue current partnership with Catholic agencies 	<p>Meals on Wheels roster established and implemented</p> <p>Brookview term visits for Year 5/6 Class take place</p> <p>Annual Christmas concert invitation to Brookview is sent and clients attend</p>	<p>202</p>



ACCOUNTABILITY

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Accountability Increase understanding of our individual and collective responsibility for Catholic Education's mission.</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission.</p>	<p>Create and sustain a culture of co-operation, trust and respect where all students and staff feel safe and valued.</p>	<ul style="list-style-type: none"> • Establish a whole school Behaviour Management Plan • Professional Development in Behaviour Management • Knowledge of Mandatory Reporting • Teach Protective Behaviours • Provide positive relationships – opportunities for open days (community) • Mentoring graduates and existing staff • Collaborating • Communicating • Utilise existing, experienced staff for one on one, not group • Brainstorm role, relationship and expectations between teachers and EAs to come to common agreement/understanding to maintain existing status quo 	<p>Behaviour Management Plan developed and implemented by all staff</p> <p>Data records display gains in positive behaviours and decreases in negative behaviour</p>	<p>302</p>



ACCOUNTABILITY

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Accountability Increase understanding of our individual and collective responsibility for Catholic Education's mission.</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission.</p>	<p>Create a physical environment that is well maintained, inviting and conducive to effective learning.</p>	<ul style="list-style-type: none"> • Continue to develop natural play areas • ECE to embrace nature based learning 	<p>The play areas are designed to encourage nature play and are well utilised by the students</p> <p>Learning environments are well maintained to cater for the current and future needs of the students</p>	<p>304</p>



ACCOUNTABILITY

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Accountability Increase understanding of our individual and collective responsibility for Catholic Education’s mission.</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission.</p>	<p>Ensure the ongoing financial administration of the school continues to be conducted in a prudent and responsible manner.</p>	<ul style="list-style-type: none"> • Regular Board Meetings • Work collaboratively with the Board • Development of a three to five year Finance, Maintenance and Resource Plan • Look for new ideas • Conduct Busy Bees • Investigate flexible learning spaces 	<p>The school is in a sound financial position with sufficient funds to support the priorities of the Strategic Plan and expenditure is kept within the annual budget</p> <p>The school is financially stable</p> <p>Board meets monthly</p> <p>Board and P&F collaborate where appropriate</p> <p>The financial administration of the school follows CEWA policies and processes and expenditures are kept within the Annual School Budget</p>	



DISCIPLESHIP

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Discipleship Enhance opportunities for personal faith development Increase enrolment of vulnerable, poor and marginalised as a visible sign of our faith in action.</p>	<p>Challenging staff and students to identify and create a positive perception of citizens through promoting reconciliation, justice, compassion and mercy.</p>	<ul style="list-style-type: none"> • More community involvement • Set up a timetable for activities • Continue Meals on Wheels & visits to aged care • Invite or visit Never Too Old Club to be involved in hands on activities e.g. cooking, assembly, rehearsals, hymn singing 	<p>Roster established and visits occur</p>	<p>102 201</p>



DISCIPLESHIP

Focus Area	Goals	Strategies	Success Measures	QCS Reference
<p>Discipleship Enhance opportunities for personal faith development Increase enrolment of vulnerable, poor and marginalised as a visible sign of our faith in action.</p>	<p>Develop meaningful partnerships and articulate the fundamental importance of Catholic Ethos, between school, family and parish.</p>	<ul style="list-style-type: none"> • Invite community to join in reconciliation e.g. School Masses • Recognise volunteer work through daily inspiration and in all learning areas • Children involved in Mass e.g. choir, altar servers, readers • Classroom liturgies once a term and invite parents for a small afternoon tea • More communication regarding education e.g. weekly message of what we are learning this week • Holy Year focus • Involve Parish Priest in school functions • Staff Prayer on a different day 	<p>Roster established for altar serving etc.</p> <p>The Evangelisation Plan is followed</p> <p>Parish Priest is invited to and informed of upcoming events</p>	<p>102</p>

