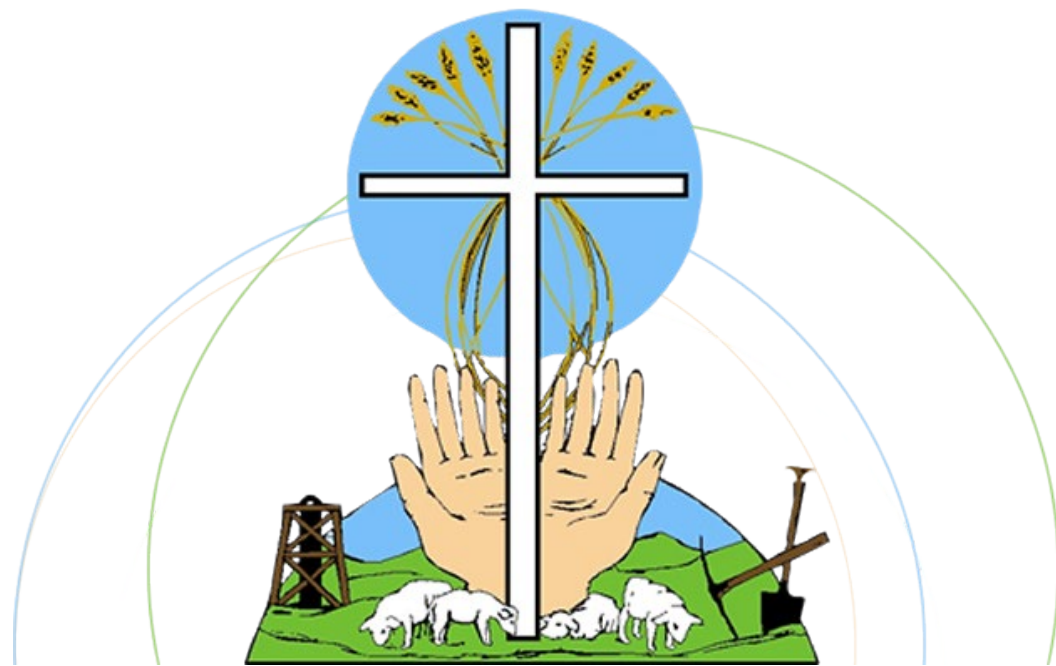


St Mary's Strategic Plan 2020-2023

A Strategic Plan is intended to help St Mary's School continue positive improvement and growth across the 4 domains of Catholic Education Western Australia; Catholic Identity, Education, Community and Stewardship.

The plan is put into operation each year by identifying the key SMART Goals that are intended to be achieved. These goals are aligned with the School Improvement Plan which is modified each year to keep consistent.

It is completed in conjunction with the community based upon school qualitative and quantitative data sources.



Faith – Community – Respect - Teamwork

<p>2019 - 2021 CECWA Strategic Directions</p>	<p style="text-align: center;">CATHOLIC IDENTITY (Discipleship)</p> <p>Inspiring Christ-centred Leaders</p> <p>A Contemporary models of Gospel leadership that are inclusive, flexible and responsive to the increasing requirements of church, governments and society.</p> <p>B Shared leadership and governance practices that embrace Catholic Social Teaching Principles emphasising common good, participation, subsidiarity and co-responsibility.</p> <p>C Inclusive leadership formation and development reflecting the commitment and diverse talents of staff, students, parents and community members.</p>	<p style="text-align: center;">EDUCATION (Learning)</p> <p>Catholic Schools of Excellence</p> <p>A Effective communities developing students as whole Christian persons.</p> <p>B Catholic schools witnessing effective, contemporary pedagogy and mission-inspired practice and outreach.</p> <p>C Shared understanding and commitment to a Catholic Vision for Learning across all schools.</p> <p>D Commitment to providing high quality Religious Education.</p>	<p style="text-align: center;">COMMUNITY (Engagement)</p> <p>Pastoral Catholic Communities</p> <p>A Inclusive communities welcoming and supporting students with diverse learning and social needs.</p> <p>B Shared understanding and commitment to the Transforming Lives Strategy 2025.</p> <p>C Open processes for conversation and engagement with all members of CEWA communities and their local Church.</p> <p>D Services to enhance the safety and wellbeing of students and staff across all contexts.</p>	<p style="text-align: center;">STEWARDSHIP (Accountability)</p> <p>Accessible, Affordable and Sustainable System of Schools</p> <p>A Initiatives ensuring the accessibility, affordability, sustainability and growth of schools.</p> <p>B Transparent and inclusive processes for distributing resources which build equity and co-responsibility across all schools.</p> <p>C Responsiveness to the diverse needs of students.</p>
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Focus Area	Informed by Evidence <i>Qualitative and quantitative</i>	Specific <i>Performance & development goal to be achieved (stated simply)</i>	Measurable <i>Evidence that will be used to demonstrate progression and goal achievement</i>	Achievable <i>What actions will we take to achieve the goal?</i>	Relevant <i>How does the goal connect to your school's Plan?</i>	Time Bound <i>What are the timeframe milestones?</i> <i>Timeframe within which the goal will be achieved</i>	Resources <i>Support/resources that will be required to achieve the goal.</i> <i>Key school-based personnel: Who is responsible for ensuring we are on track?</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <i>How will we ensure we are on track and have not taken our eyes off the goals?</i>
Catholic Identity									
School Parish Relations	QCS 101 Systematic Evangelisation	School and parish continue to develop strong relationships Regular presence of Parish Priest in the school and in classes.	Embedded Evangelisation Plan understood by all staff. Parish priest and teaching staff work in conjunction to deliver RE units of work. Regular mass celebrations, liturgical singing and sacramental programs. Ongoing Altar Serving Training for Year 5/6 students.	RE Programs linked with Parish Priest involvement.	Linked to Evangelisation Plan Link to Catholic Identity CEWA strategic directions.	2020 Evangelisation plan created. 2020 Semester 2 onwards: Program meeting discuss Parish involvement. Minimum once per term. Addition of RE news in newsletter/ Northampton News Addition of Parish news into school newsletter Examples: -Catholic Traditions and customs. -Religious fun page *word sleuth *matching church symbols to words 2021 Joint school parish community event.	Key documents including Evangelisation Plan created and communicated. All staff	Parish involvement is evident in programs. Parish priest is present at assemblies and other school events. Students and parents are familiar with parish practices.	Focus during termly programming meetings using integrated mentality

Education									
Vision for Learning Embedded in school practice	CEWA strategic Directions QCS 304, 305	Develop and embed working Vision for Learning Document based on CEWA model. Create 5 teacher practice document which is visible in every classroom.	The integration and communication of the document to staff and community. School performance data indicates that students are being extended into the upper quartile of standardised achievement. Classrooms and school grounds reflect the Vision clearly	Dedicated PLC's related to vision and 5 teacher practices.	Enhance student's achievement and Well-being Link to CEWA Strategic Directions	2020: Vision for learning developed 2021: Teacher practices evident through observations/programs. 2022/23: Teacher practices embedded in school operations Focus on Vision for learning through SIP document each year.	All Staff CEWA consultants.	Staff know and understand our vision for learning and can speak about it to members to our community. 5 teacher practices are evident in programming, school operations and classroom design. Learning intentions and Success Criteria displayed in classrooms.	Evident in SIP documents Focus in staff PLC's
Community									
Community partnerships	QCS 201 Parent survey Data Staff survey data	Build on our current community partnerships and explore new opportunities with local businesses and community groups. Regularly create opportunities for the school community and wider community to visit and interact with the school.	Expanded community partnerships Regular formal/informal opportunities for parental and community involvement in the school.	Community involvement linked to teaching and learning programs. P&F mixed activities between fundraising and community building events.	Focus on developing community through CEWA strategic directions	2020 Link to community involvement in programming meetings. Community development opportunities post COVID. Addition of class news in newsletter 2021 explore new opportunities for community outreach. 2020-2022 Regular opportunities (formal and informal) for parent	All staff St Mary's P&F School Board	Staff to show evidence of community outreach in programs. Continued presence at Brookview and Meals on Wheels Calendar of events for parent/community involvement in Term planners	P&F Meeting at the start of the year highlights importance of community building. Program meeting criteria includes community check.

						involvement in the school.			
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Stewardship

School practices and operations reflects sustainability	QCS 304	Our programs and practices reflect sustainability.	Recycling program is embedded in the school. Regular newsletter items focussed on sustainability. School programs links to sustainable practice.	Communicate to staff, students and parents. Focus on sustainability during Science and other programs. Investigate 3 rd party sustainability programs (e.g Wastewise) and potential grants. Link with Science.	Link to Stewardship goal in CEWA strategic directions. Strong link with community involvement	2020: Start with a focus in programs 2021: Staff member assigned as sustainability coordinator. Looking for opportunities to develop sustainable initiatives 2020-2023: Recycling program and drop off is embedded and well communicated in the school.	Sustainability coordinator (Kelsey, Science) All staff	All members of the community can articulate how we show sustainable practice. Recycling program is embedded into the school environment.	Evidence of sustainable practice in programming documents. Evidence in SIP documents
	Survey data	Recycling program is embedded including a mentality of reduce, reuse and recycle.							

Below is a list of example ideas put forward by the community to achieve the Strategic Plan goals above.

Please note:

- This list is non exhaustive and provides a guide for the Strategic Plan integration.
 - Every example does not have to be completed during the 3-year period

Catholic Identity	Education	Community	Stewardship
'Church' presence within the classroom	Music classes/lessons	Mindfulness Education	Creating an effective recycling program
Creating a choir for Masses.	School-wide programs for literacy and numeracy	Free book swap at the front of our school	Worm farm
Catholic practices for Non-Catholic families. For example - what is the sign of the cross and why is it done, what can be expected in a Mass.	Online platform of communications for all classes (Seesaw)	Pioneer Lodge community out reach.	Appreciation of climate change and how we can make a difference
	School intervention program to support students who are struggling or need extension in Literacy and Mathematics.	Proactive in the Community	Sustainability through Science
	School Uniforms move from skirts to skorts	Regular posts on Social Media	Waterwise and Sun Safety
		Specific ways to bring our Dads into the school: Dads to visit the school once a term.	
		Students contribute to the information put into Northampton News: Jokes, poems, recipes	
		Community/Parish community invited to school functions/ feast days	