

LEARNING

Goals

1. Quality programs and environments that engage children actively in their learning
2. Compliance with the National Quality Standards (NQS) in Early Childhood Education
3. Data-driven reflective practice to improve quality of teaching & student outcomes
4. Early intervention for students at risk
5. Differentiated learning programs to provide an inclusive & relevant curriculum that caters for all students' learning needs & cultural diversity
6. Integration of technology to enhance teaching & learning

Strategies

1. Professional development of staff in Early Childhood Education philosophy & pedagogy
2. Commitment to Literacy & Numeracy blocks of Dedicated Time
3. Use of assessment data to identify student learning needs & establish Individual Learning Plans (IEPs) & Curriculum Adjustment Plans (CAPs)
4. Early intervention programs i.e. Reading Recovery, Mini/MultiLit, etc.
5. Extension program & promotion of higher order thinking skills
6. Provision of IT resources & staff professional development to promote best practice

Performance Measures

1. K-2 Programs of work meet or exceed the requirements for the NQS
2. A cohesive teaching & learning approach across all year levels
3. Timetabling to reflect dedicated blocks of literacy & numeracy
4. Staff collaboration through Professional Learning Communities
5. Annual School Curriculum Plan focus driven by assessment data
6. Systematic use of assessment data to guide & inform teaching & learning programs, identify student needs & develop IEPs & CAPs
7. Intervention programs monitored & reviewed yearly
8. TOLA testing to identify gifted & talented students for inclusion in extension program
9. Regular review & updating of IT Plan

ENGAGEMENT

Goals

1. Effective communication methods that develop strong relationships in the school community
2. Student and staff engagement in their own learning and faith formation
3. Parent involvement in the school
4. Collaborative relationships fostered between the school, parish, home and wider community
5. Promotion of the Social Justice program

Strategies

1. Use of electronic media to strengthen communication i.e. Class blogs, Google Apps for Education (GAPE), school website and SEQTA
2. Promotion of the school through performances, learning journeys, assemblies, newspaper articles, competitions, etc.
3. Student leadership opportunities provided through the school ministries
4. Nurturing of the School's partnership with the P&F and Volunteers at St Paul's (VASP) parent initiative
5. Social Justice promoted through contributions to Caritas, St Vincent de Paul Society, visits to the elderly & partnership with the OLM Holy Angels Hostel in Kalyanpur, India

Performance Measures

1. Use of current trends in communication to effectively reach all in our school community
2. Parent involvement & attendance at Learning Journeys & parent information sessions
3. Celebration of special events & achievements
4. Positive School Climate survey results
5. Parent attendance at Parish/School liturgies, school functions and P&F meetings
6. Positive staff feedback
7. Contributions to charities



ACCOUNTABILITY

Goals

1. Ensure the financial sustainability of St Paul's Primary School with a priority on strategic goals
2. Contemporary, attractive classrooms & physical environment to meet the changing demands of 21st Century learning & teaching
3. Ensure staff & students engage in best practice for learning & teaching
4. Development of a Charter for Early Childhood Education to comply with National Quality Standards requirements

Strategies

1. Prioritise budget/resource allocations to meet goals of Strategic Plan
2. Regular review of capital works & maintenance plans to meet changing demands
3. Budget allocation for staff professional learning opportunities
4. Staff collaboration through scheduled Professional Learning Community (PLC) meetings
5. Effective self-appraisal methods for staff and students, including mentoring & co-coaching, shoulder-to-shoulder learning, peer coaching
6. Opportunities to engage with other schools & the broader community
7. Regular Early Childhood Education meetings for staff to address NQS requirements

Performance Measures

1. Achievements of Strategic Plan goals reflected in a positive budget outcome
2. Facilities and physical environment compliant with NQS
3. Implementation of a Charter for Early Childhood



DISCIPLESHIP

Goals

1. A pastorally caring environment where educators give witness to Catholic beliefs, values and attitudes
2. Opportunities for personal faith development of students and staff
3. Integration of faith, culture and life by promoting Christ-centered, gospel values in everyday life
4. Opportunities for the vulnerable, poor and marginalised to access Catholic Education

Strategies

1. Faith development & RE professional development days for staff
2. Parish/School Sunday Masses, whole school & class Masses, whole school & class prayer sessions, liturgical singing practice & celebration of special feast days
3. Sacramental programs, retreat days, parent information sessions & parent/children workshops
4. Parish priest classroom visits
5. Teaching of the RE Units of Work throughout the school
6. Analysis of Bishops' Religious Literacy Assessment results to inform RE program
7. Behaviour management strategies that encourage the development of self-discipline in students
8. Social Justice fundraising & Christian Service activities

Performance Measures

1. Number of families/students who attend Parish/School Masses
2. Active participation of students in liturgical celebrations
3. Quality opportunities for integration of faith, life and culture
4. Year 3 & 5 student results from Bishops' Religious Literacy Assessment
5. Student self-assessment of RE Units of Work
6. Recognition of positive student behaviour through merit awards & Spirit Shield faction points
7. Use of government concessions cards & design of payment plans to assist families to meet fee payments according to their circumstances

ST PAUL'S PRIMARY SCHOOL



In 1929, the Sisters of Our Lady of the Missions established St Paul's Catholic Primary School. It is now a vibrant, inner-city, single-stream, co-educational school, comprising of approximately 230 students from Pre Kindy to Year 6. The school enjoys a strong link with St Paul's Parish and a spirit of community is reinforced by the support of the Board, P&F and the active involvement of parents.

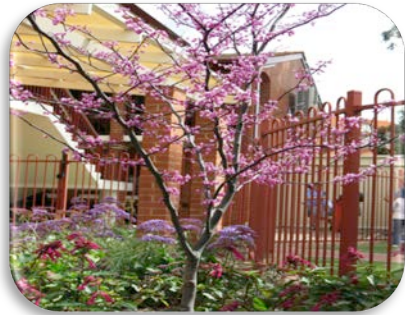
Pivotal to the School's **Vision** is a commitment to Christ-centred education, inspired by the charism of the Founding Sisters and the teachings of St Paul. The education offered by the School is underpinned by gospel values, encouraging the students to aspire to our **Motto: "From Darkness to Light"**. Students are supported to seek the truth and grow in knowledge darkness into the light of Christ.

We strive to achieve our **Mission** by encouraging children to recognise their uniqueness and self-worth. A pastorally caring environment allows students to grow in faith, love and hope, with respect for one another. The School provides a holistic education, embracing the spiritual, intellectual, physical, social and emotional development of students, where both relationships and learning are valued.

Each year, based on an analysis of our NAPLAN and standardised testing data, a whole school Curriculum Plan is developed, focusing on learning areas requiring improvement. An emphasis is placed on differentiation in teaching and learning programs to cater for the needs and strengths of each child.

Students' academic needs are addressed through an early intervention program, which includes classroom support and programs, such as Reading Recovery and MiniLit. A comprehensive Extension Program caters for students identified as gifted and talented in Years 3-6.

We are committed to developing students' independent learning skills. Learning technology is fully integrated into the curriculum. Interactive TVs are installed in every learning area and iPads are used throughout the school from Pre Primary to Year 6. From Years 4-6, a 1:1 digital learning device program is in place. A 1:1 MacBook program was introduced to Year 4 in 2016 and a 1:1 program, using iPads and Chromebooks, is in place in Year 5 and 6 until the MacBook program is fully operational in 2018.



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OUR STRATEGIC PLAN links to the Mandate of the Catholic Education Commission of WA; Living the Vision 2013-2016; Quality Catholic Schooling Framework; CEWA Climate Survey & Catholic Education Strategic Directions 2013-2016, with four key areas (LEAD), which define priorities and guide our work over the next four years: **LEARNING, ENGAGEMENT, ACCOUNTABILITY & DISCIPLESHIP LEADING** in a flourishing Catholic Education System

FOCUS	INTENT	OUTCOMES
L E A R N I N G	Learning is what we do. We are committed to learning at every level.	<ul style="list-style-type: none"> Enhance student achievement and wellbeing Increase student and staff engagement in their own learning and faith formation
E N G A G E M E N T	Engagement is essential. We are committed to Catholic Education's mission through relationships with all.	<ul style="list-style-type: none"> Enhance parental engagement in their child's learning and faith formation Develop our people to be leaders in Catholic Education's mission
A C C O U N T A B I L I T Y	Accountability is not optional. We have a personal and collective responsibility for our system's success.	<ul style="list-style-type: none"> Increase understanding of our individual and collective responsibility for Education's mission Ensure inclusivity, good governance and the resource allocation required to meet our mission.
D I S C I P L E S H I P	Discipleship is our calling. We are committed to deepening our relationship with Jesus.	<ul style="list-style-type: none"> Enhance opportunities for personal faith development. Enable enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action.



**St Paul's
Catholic
Primary
School**



**Strategic Plan
2016-2019**