

# School Goals 2011

- Strengthen the prayer life of those within the school community (students, teachers and parents)
- Align professional learning and practice with student needs in Maths / Numeracy
- Review Pastoral Care policies and align with whole school approach and practices

**Strategic Intent:**

Raise Standards and Student Achievement 2010 – 2012

**Goal:**

To align professional learning and practice with student need in Mathematics / Numeracy

<b>Current Situation (Clarity)</b>	<b>Preferred Future (Shared Purpose)</b>	<b>Journey (How)</b>	<b>Destination (Accountability)</b>
<p>Identified moral purpose – student centred approach</p> <p>Structures in place</p> <p>PL focus at staff meetings</p> <p>T/leaders being developed</p> <p>There is engagement &amp; ownership</p> <p>PL – external &amp; internal support</p> <p>Maths/Numeracy focus consistent and shared</p> <p>Identified moral purpose as being student centred</p> <p>Structures in place - Professional Learning</p> <p>Teacher leaders being developed</p> <p>Engagement and awareness of learning by teachers.</p> <p>PL involves external and internal support</p> <p>Beginning to focus in on student data Focus on Maths / Numeracy</p>	<p>PL better linked to student achievement and improved need</p> <p>Targets and bench marks in place for K – 6</p> <p>Monitoring structures in place</p> <p>PL explicit to teachers need in numeracy / maths</p> <p>High expectations of all teachers on student learning</p> <p>Engage staff to focus on students NOT at target/benchmark and involve parents in journey early</p> <p>Teachers setting personal learning goals</p> <p>Teachers setting goals for students</p> <p>Maths S&amp;S taking into account PL on growth points and concept development</p> <p>Numeracy Block reflects teacher pedagogical content knowledge</p>	<p>Better use of data to inform T&amp;L; teachers collect and use data in learning conversations</p> <p>Shared problem solving and professional dialogue</p> <p>K-3 all children to have diagnostic interviews Yrs 4-6.lowest 40% (2011)</p> <p>Staff agreement on Growth Point targets and placed in numeracy / maths statement/policies</p> <p>Policy reviewed in light of targets and benchmarks</p> <p>Activities created K – 6 to support growth point development. Intervention groups coordinated by N/C and AP</p> <p>Numeracy Coordinator models long diagnostic interview</p> <p>Teacher Leaders to model practise at PL meetings</p> <p>Teacher meetings to discuss student progress once per term.</p> <p>T3 expectation that no student fallen through net</p> <p>A risk students fully monitored with support teachers</p> <p>Investigate and develop an</p>	<p>Improved NAPLAN</p> <p>Student engagement and expressions of positive attitude to Maths</p> <p>Continuous growth in NAPLAN</p> <p>Students engaged and have a positive attitude towards Maths</p> <p>Improvement in differentiation – programming, practice, reports, teacher planning &amp; dialogue</p> <p>Expectations in Maths/Numeracy re targets and benchmarks known &amp; applied K-6</p> <p>Targets and benchmarks identified are reached</p> <p>P, AP &amp; N/C goals aligned with SIP</p> <p>Numeracy Block demonstrates teacher understanding of informed differentiation</p> <p>S&amp;S reflects cyclic concept development</p>

		<p>assessment plan for Maths / numeracy</p> <p>PL in form of modelling and problem solving to help teachers</p> <p>SS that acknowledges emphasis on learning and concepts in number</p> <p>Content knowledge for teachers to support student learning</p>	
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**Strategic Intent:** To implement a sustainable and consistent approach to leadership

**Goal:** To develop capacity of teaching staff to lead learning = Leadership

<b>Current Situation (Clarity)</b>	<b>Preferred Future (Shared Purpose)</b>	<b>Journey (How)</b>	<b>Destination (Accountability)</b>
<p>AP working in a shared role at CSO</p> <p>LT currently participating to develop an understanding of what it means to be a leader in a Catholic school</p> <p>Leadership structured for senior students has been remodelled</p> <p>New members of School Board</p> <p>P&amp;F sustainability in light of committees</p> <p>1 Mission 2 Learning 3 Pastoral Care/Well being</p>	<p>Need for developing teacher capacity to lead learning</p> <p>Formation of LT to be continued</p> <p>Streamline office procedures to meet the growing demand of administration /community expectations (&amp; CSO)</p> <p>Teacher goal setting for improved personal /professional improvement linked to student outcomes</p> <p>Teacher PAL goal setting</p> <p>Teacher mentors (beyond LT) developed</p> <p>Parent expectations of role of Principal to be more realistic</p> <p>Role of Principal remodelled for suture sustainability</p> <p>LT to play a significant role in development of SIP</p>	<p>Engage staff in dialogue on principles under pinning SIP &amp; what it means for them</p> <p>Identify &amp; engage teacher leaders</p> <p>Clarity of roles in light of SIP</p> <p>PAL goals aligned with SIP</p> <p>Ensure structural and process implications are named eg monitoring &amp; evaluation</p> <p>Mentoring program continued</p> <p>Establish a new reception area and restructure admin roles to enable a PA</p> <p>Better utilize ICLT to support administration initiatives</p> <p>Align SIP with teacher leader goals</p> <p>Consider the capabilities required and the PL needs of teacher</p> <p>'Principal Walk' established</p> <p>Establish a mentoring program for skilled teachers leading / supervising other staff</p> <p>Teachers mentor Yr 6 Leadership Teams showcased through roles and responsibilities undertaken as part of SIP</p>	<p>Staff aware of SIP and link with professional goals</p> <p>Teacher leaders identified, encouraged and supported</p> <p>LT aware of roles and learning goals of team linked with SIP</p> <p>Mentoring of LT continues</p> <p>Efficient use of skills, time to meet growing demands of school administration</p> <p>Regular meeting with P to negotiate goal setting</p> <p>Effective monitoring and evaluation through Principal's walk</p> <p>Teachers are capable of setting realistic personal learning goals aligned to student need</p> <p>Density building on staff.</p> <p>Positive communication building and professional learning</p> <p>Understanding of role of 21<sup>C</sup> principal as leader</p> <p>Build capacity of LT as leaders to facilitate SIP</p>

		<p>Facilitator engaged in working with Principal and School Board to establish a sustainable and realistic modus operandi</p> <p>Principal as coach of LT meets regularly with LT scheduled times in 'Outlook'</p>	
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**Strategic Intent:** Foster A Spirit Filled Catholic Community

**Goal:** Strengthen prayer life with staff and parents

<b>Current Situation (Clarity)</b>	<b>Preferred Future (Shared Purpose)</b>	<b>Journey (How)</b>	<b>Destination (Accountability)</b>
<p>Enables positive link with parish and PP</p> <p>School Board tradition of being a valued part of the wider community</p>	<p>Stronger staff support for faith life of community</p> <p>Lifting the quality and engagement in staff prayer</p> <p>Prayer focus for parents our preferred future</p> <p>Parents have greater understanding of being first faith educators</p> <p>Utilise the skills of Gail Gill and Jeanette Davidson to engage staff and parents in the role of Catholic educators</p> <p>Articulating what a spirit filled Catholic community is in our time</p> <p>New building reflects authentic Catholic signs and symbols</p>	<p>Communicate expectation that staff are present at staff prayer, Eucharistic and sacramental celebrations</p> <p>Support of staff in process of subject knowledge of prayer life and implementing daily prayer</p> <p>Identify SDD</p> <p>Encourage teach/leadership of prayers - staff or otherwise</p> <p>Utilise School Board and PPC (Janette Davidson)</p> <p>REC to facilitate prayer opportunities with parents</p> <p>Advent and Lent family prayer packs</p> <p>School based sacramental info sessions for parents</p> <p>Involve Fr Peter , Gail Gill &amp; Jeanette Davidson in 'Faith Formation' sessions</p> <p>Revisit Augustinian and Benedictine charism.</p> <p>Revisit school motto, values and principles underpinning St Kieran's</p> <p>Contact Gail Gill re Celtic symbols and sacred space development</p> <p>New signage visibly displayed</p>	<p>Greater staff participation in prayer life of school</p> <p>Lectio Divina format known and utilised</p> <p>Staff ownership of prayers as a valued responsibility</p> <p>Creative approaches undertaken by staff in sharing their faith journey</p> <p>Stronger commitment and ownership by parents of their roles as first faith educators</p> <p>Stronger sense of service and accountability as Catholic educators (parents and staff)</p> <p>School visibly reflects an authentic Catholic community via signs and symbols</p> <p>Staff aware of and have explored Augustinian ethos</p> <p>Staff have knowledge about Mission in Context</p>



# Strategic Intent:

# Foster Spirit Filled Catholic Community 2010 – 2011

Current Situation (Clarity)	Preferred Future (Shared Purpose)	Journey (How)	Destination (Accountability)
<p><b>Enables:</b> Positive link with parish and PP – Augustinian Community known and central</p> <p>Tradition of being a valued vital part of the wider community</p> <p>Good leadership in leading community, pastoral care</p> <p>Choice Theory – embedded in structures and processes</p> <p>Staff who carry the tradition – good balance</p> <p>Willingness to be involved</p> <p>Strong vision of who we are as a school</p> <p>School Board</p> <p>Strong work ethic in times of community need</p> <p>Known as a good school</p> <p>Strong processes and structures</p> <p>Good ‘cycle of events’</p> <p><b>Hinders:</b> Context knowledge of Catholic School purpose (staff and families)</p>	<p>Stronger staff support for the sacramental programs of parents / parish (attending beyond the basic)</p> <p>Identity through stronger symbol</p> <p>Lifting quality and engagement in staff prayer</p> <p>Prayer focus for parents</p> <p>Utilize the skills of Gail Gill and Jeanette Davidson to engage staff and parents in the roll of Catholic educators</p> <p>Work in tandem with Fr Peter to prepare a series of combined Staff professional learning sessions</p> <p>Revisit the Augustinian and Benedictine charism</p> <p>Revisit school motto, values and principles underpinning St Kieran’s Mission</p>	<p>What this means for mission in context and the Catholic school in 21<sup>c</sup></p> <p>Utilize the School Board and Parish Pastoral Support (Jeanette Davidson) to assist school leadership in adult faith foundation</p> <ul style="list-style-type: none"> <li>• Prayer packs</li> <li>• Sacramental meeting</li> <li>• Parent prayer</li> <li>• Orientation / enrolment</li> </ul> <p>Structure a process to engage staff in taking the leadership for staff prayer</p> <ul style="list-style-type: none"> <li>• Scaffold expectation</li> <li>• Model best practice</li> <li>• Involve Fr Peter</li> <li>• Make reference material a feature of the support to help develop personal faith in staff</li> <li>• Revisit signs and symbols</li> </ul> <p>Contact Gail Gill to assist with the investigation of Celtic symbols / sacred space development</p>	<p>Greater staff participation in prayer</p> <p>Staff ownership of prayer as a valued responsibility</p> <p>Prayer – taken up by staff in presentation and a result of reflection</p> <p>Creative approaches undertaken by staff in sharing their faith journey</p> <p>Further engagement in catechises – staff and parents</p> <p>Stronger commitment and ownership by parents of their role as first faith educators of their children</p> <p>Staff knowledge about Mission in context</p> <p>Lectio Divina format known and utilized</p> <p>Clearly identifiable Catholic School in symbol and sign</p> <p>Stronger sense of service and accountability as Catholic educators</p> <p>Greater sense of responsibility to provide leadership through authentic action</p> <p>More sustainable model for the future of St Kieran’s community</p>

Non-active participation of staff and families			
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