

St Brigid's Collie Strategic Plan 2017-2019

(Version 1, 18th May, 2017)

Purpose of our Strategic Plan:

- Address our identified needs
- Be responsive to our feedback and accountabilities
- Be aspirational and visionary
- Be realistic and manageable
- Unite our staff, board, parents and students with a clear intention of our vision and direction
- Outline our intended development for right now and the years ahead- should be reviewed annually.

The purpose of strategic planning is to set overall goals and to develop strategies to achieve them. Strategic planning is an essential part of school planning and is a requirement of all schools. The Bishops' Mandate letter states that schools need to meet the requirements and standards set by external authorities (Reference: Mandate 1.12 p 51). The Strategic Plan is a whole school improvement plan which outlines the future direction of the school and should be endorsed by the School Board. (Reference: DES Registration Standards and Requirements 2014 1.7) The school Strategic Plan provides a framework for decision making and whole school improvement. It sets broad benchmarks for the School Board, leadership team and staff to work towards. The Strategic Plan and subsequent Annual School Improvement Plan provide the school with the ability to gather data, monitor progress and assess the areas that require further attention. A school needs to be clear in advance about how it will proceed and everyone involved should know what is expected of them, within an appropriate timeframe. The Strategic Plan is the key planning document for the school and its community. Engaging staff, students, the Board, parents and the community ensures there is a shared sense of purpose and understanding of the goals that are set.

School History: St Brigid's Primary School was opened in 1902 by the Presentation Sisters at the request of Bishop Gibney and the fledgling Catholic Community. From 1902 to 1955 St Brigid's catered for both boys and girls from Year 1 to Year 12. Prior to the establishment of a senior school in Collie, the sisters taught students in Years 11 and 12. In addition to the day school, a night school was established for adults of any age who wished to be trained for various trades and professions. In 1955 (after the completion of St Edmund's College), boys completed their early schooling at St Brigid's (Year 1- Year 3) and were enrolled at St Edmund's College from Year 4 onwards, while the girls remained at St Brigid's School. In 1994, St Brigid's School amalgamated with St Edmunds College to form Collie Catholic College on two campuses- St. Brigid's Campus (catering for primary girls and boys) and St Edmund's Campus (catering for high school girls and boys). At the end of the 2000 school year, due to declining enrolments, the school became primary only. In January, 2003 the school was officially renamed St Brigid's School and was relocated to its current site in October of the same year.

Current Context: The town of Collie has a long history of coal mining and power generation. In recent years due to many factors, the once consistent and steady flow of jobs and employment stability has diminished significantly. In 2011, Collie became one of the State Government's 9 Super Towns. Funded under the "Royalties For Regions Program", the program aimed to attract and stimulate growth, maximize opportunities and prepare for the future. Despite this initiative, there has declining enrolments in Collie schools for the past 2-3 years (including St Brigid's School) and a greater percentage of our parents are having difficulty finding work or are working in temporary/short term positions.

Mission: Our Mission is to provide the students of Collie and its surrounds with the very best educational program underpinned by a desire for a relationship with Jesus within our Catholic faith.

St Brigid's Strategic Plan Goals (2017-2019)

LEARNING	ENGAGEMENT	ACCOUNTABILITY	DISCIPLESHIP
Improve Literacy and Numeracy outcomes across our school	Increase parental engagement and partnership in education and the life of the school	Broadening our enrolment base aiming for Enrolment Growth of 5% per year	Bring students and families into a deep relationship with Jesus
Develop highly skilled and equipped teachers and assistant teachers	Develop and uphold a clear and strong school identity with our parents, students and staff	Collaboratively develop clear and aligned plans across our school	Build a strong partnership with our parish
Provide a safe and engaging learning environment for our students	Engage with and invite participation with the broader community	Establish effective financial management systems and structures to enhance school effectiveness and sustainability	Develop in our students a thirst for Social Justice
		Transform our classrooms and school into modern learning spaces, equipped for 21 st century education.	Increase awareness of and build relationships with Collie Indigenous Community

FOCUS AREA	GOALS	STRATEGIES	TIME	SUCCESS MEASURES	RESPONSIBILITY
LEARNING Learning is what we do. We are committed to learning at every level.	Improve Literacy and Numeracy outcomes across our school	Develop, implement and embed Practices Guide for Literacy and Numeracy	Literacy: Implement T2, 2017, embed, review yearly Numeracy: Implement T1 2018, embed and review yearly	Growth 3-5 NAPLAN Assessment schedule Implementation Alignment between Plan and Practice	ATs Teachers Lit Co Lit Supp Co Num Co Leadership
		Embed Literacy and Numeracy Dedicated Time	2017 Embed and refine 2018 & 2019 Review	All classes successfully implementing DT approach	
		Provide support for students not meeting targets in numeracy and literacy and students requiring extension	2017 Implement 2018 Embed and review 2019 Review	Monitored Intervention Program that tracks progress: GP levels for numeracy and RR Levels for reading	
	Developing highly skilled and equipped teachers and assistant teachers	Implement PLCs and Using Data to inform teaching- ½ all meeting time	T3, 2017 commence 2017 Focus Literacy 2018 Focus Numeracy	Implementation of a structured PLC program.	Leadership Lit Co & Num Co
	Developing highly skilled and equipped teachers and assistant teachers	Ongoing training in school approved assessment and teaching programs	2017-2019	Delivery of aligned training to school programs and strategy	Leadership Lit Co & Num Co
		Implement AITSL Appraisal Mechanism for Professional Growth	T2, 2017 ongoing each year	Appraisal System Operational Satisfaction Survey	Leadership
		Develop and implement Teacher Observation/Feedback Program	2018 implement 2019 embed	Ob/Feedback Program operational Satisfaction Survey	Leadership Teachers
	Provide a safe learning environment for our students	Develop, implement, promote and embed Behaviour Management Plan and procedures	BMP Implement T1, 2017. Embed/Review Yearly	Implement BMP Reduction in behaviours and behavioural concerns 3 way- Satisfaction Survey	ATs Teachers Leadership
		Develop, implement, promote and embed Bullying Management Plan and procedures	Bullying Policy Implement T2, 2017. Embed/Review Yearly	Implement Bullying Policy Reduction in bullying and bullying concerns 3 way- Satisfaction Survey	ATs Teachers Leadership

FOCUS AREA	GOALS	STRATEGIES	TIME	SUCCESS MEASURES	RESPONSIBILITY
ENGAGEMENT Engagement- is essential. We are committed to Catholic Educations mission through relationships with all	Increase parental engagement and partnership in education and the life of the school	Utilise feedback to enhance electronic and traditional channels of communication such as website, Facebook, newsletter, Apps	2017 Implement 2018 refine/embed 2019 review	Increase in FB followers Updated website Satisfaction Survey	ATs Teachers Leadership
		Promote and support school parent bodies: P&F and School Board and enhance communication and participation in these groups	2017 Implement 2018 improve/embed 2019 review	Satisfaction Survey P&F committee attendance	ATs Teachers Leadership
		Provide greater opportunities for parental involvement in education through workshops, activities, meetings, events and projects such as Nature Playground	2017 /2018 implement 2019 Review Nature Playground 2017	Satisfaction Survey Parent attendance at school events	ATs Teachers Leadership
	Develop and uphold a clear and strong school identity with our parents, students and staff	Conduct visioning workshops with staff, parent groups and students on our vision and goals.	Term 2, 2017	Development/Refinement of shared vision and goals Participation rate Satisfaction Survey	Leadership
		Promote and reinforce our goals across our school and beyond our school	Semester 2, 2017 2018/2019 embed	Goals known by our staff, students and parents Goals inform our decision making Satisfaction Survey	Staff Families P&F and Board Leadership
		Align all our plans and strategies to our shared vision and goals	2018	Alignment evident and clear Satisfaction Survey	Leadership
	Engage with and invite participation with the broader community	Increase our engagement with other schools in Collie and Catholic schools in surrounding areas.	2018	Partnering on 4 or more occasions each year with local schools	Leadership Teachers
		Commit to participating in and leading (as appropriate) community events ie Anzac Day, Harmony Day, Reconciliation Day, Partnering with Aged Care, etc	2017 organic 2018+ planned	Participating in 4 or more community events	Leadership Teachers

FOCUS AREA	GOALS	STRATEGIES	TIME	SUCCESS MEASURES	RESPONSIBILITY
ACCOUNTABILITY Accountability is not optional. We have personal and collective responsibility for our systems success.	Broadening our enrolment base in Collie aiming for Enrolment Growth of 5% per year	Marketing committee to implement rolling plan over the 2016-2018 period prioritizing high impact actions firstly.	Commencing 2016 Ongoing 2017-2019	Upward trend in enrolments Key actions taken as per plan	Marketing Committee (Board)
		Developing promotional material and marketing, outlining the features of St Brigid's Education and the common questions form future parents and Parent Handbook.	2017 commencing	Upward trend in enrolments Marketing material developed	Leadership
	Collaboratively develop clear and aligned plans across our school.	Common process of development, communication and reporting on school plans and progress towards desired outcomes. All relevant school plans accessible to parents via website. Process involves collaboration with stakeholders: parents, students, staff and others as appropriate.	Semester 1, 2017 Strat Plan and AIP reviewed by Board and staff termly. Strat plan reviewed/ updated yearly.	Cohesive plans enacted. Parent satisfaction survey. Plans on website	Leadership
	Effective financial management, systems and structuring to enhance school effectiveness and sustainability	Develop staffing/classroom structures within annual budget allocations that allows sufficient surplus to implement Strategic Plan Goals	2017 T2 Ongoing Review	School operating within annual budget each year. Funds available for Strat Plan implementation.	Finance Committee (Board) Leadership
		Develop, finance and implement a maintenance and development plan to plan for and oversee school facilities and grounds.	2017 T2	Plan development Ongoing improvement in grounds/ facilities	Grounds Committee (Board) Leadership
	Transform our classrooms and school into modern learning spaces, equipped for 21 st century education.	Equip Learning Spaces across the school with Screens and Apple TV/Chrome Cast and teacher input technology (laptop and iPad)	2018	Classroom Transformation Teachers equipped and upskilled	IT Committee (Board) Leadership
		Provision of adequate infrastructure, quantity of iPads & laptops to facilitate skill development and enhanced learning experiences- ensuring we are "Leading Lights" ready.	Laptops 2017 iPads 2018	Functioning IT system operating across school.	
		Modernization of learning space seating, workspaces and storage to support 21 st Century Learning.	2017 Pilot class 2018-2019 Roll-out	Enhanced classrooms	

FOCUS AREA	GOALS	STRATEGIES	TIME	SUCESS MEASURES	RESPONISBILITY
DISCIPLESHIP Discipleship is our calling. We are committed to deepening our relationship with Jesus.	Bring students and families into a deep relationship with Jesus	Look for oppourtunities to share our Catholic Faith and invite our community into our Catholic faith.	2018	3 way- Satisfaction Survey Family attendance as school faith events.	REC Parish Priest and Parish Leadership
	Build a strong partnership with our parish	Continue to work closely with Parish with masses, Sacraments, Altar Serving and rosters and representation on Parish Pastoral Council and Board	Ongoing 2017	3 way- Satisfaction Survey Parish/School activities	REC Parish Priest and Parish Leadership
	Develop in our students a thirst for Social Justice	Termly led Social Justice activities organized by Leadership Ministries	Commence 2017	Termly Social Justice Event Student Participation 3 way- Satisfaction Survey	Ministry Leaders Yr 6 Students REC Leadership
	Increase awareness of and build relationships with Collie Indigenous Community and Indigenous people	Development and implementation of Indigenous Action Plan.	Semester 2, 2017 Review yearly.	Progression on CEWA Ab Ed Improvement Map Indigenous Enrolments	Indigenous Education Officer REC Leadership