November 2015

Dear Parents and Guardians

It is timely to review our *Annual 2015 School Goals and Strategies as we draw to a close our 2015 Good Shepherd journey*. The goals support Good Shepherd's commitment to implementing quality processes for school renewal for our four priorities: Mission and Religious Education, Teaching and Learning, Professional Practice and Collaborative Relationships and Strategic Resourcing and thus, provide demonstrable and systematic validation of such processes. These four priorities for Catholic schooling has been approved by the Archdiocese of Brisbane for all Catholic schools for the period 2012-2016. The Strategic Renewal Framework details our systematic approach to managing change and planning and implementing action in relation to our four priorities over a five year period. The Strategic Renewal Framework incorporates a school renewal cycle in which the following occurs:

<table>
<thead>
<tr>
<th>Goals</th>
<th>Strategies</th>
<th>Areas for Reviewing and Reporting</th>
<th>Implementation and Validation</th>
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</thead>
<tbody>
<tr>
<td>• Goals are what we decided to do to achieve our aims within a specified period. ie 2015</td>
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<td>• Goals were established as part of the school's strategic renewal plan and annual goal setting to focus action around our aims.</td>
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<td>• Strategies detail how goals were achieved.</td>
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<td>• Strategies are aligned to goals within our school's strategic renewal plan and are identified in our annual action plans which you can find displayed on our website.</td>
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<td>• Review and Reporting occurred throughout the year as well as now at the conclusion of the year. We are providing a copy of the review of the school Goals on our website in November of 2015</td>
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<td>• We review and report annually on progress against priorities and goals.</td>
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<td>• We validate our renewal and audit our compliance this year as part of the five years process. The NSSAB also assessed the school in September 2015.</td>
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<td>• Goal setting, implementation and monitoring of strategies;</td>
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<td>• Validation of school renewal and an audit of the Brisbane Catholic Education Regulatory Compliance Schedule once in each five years.</td>
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<td>• Continuous engagement by Good Shepherd Catholic School with renewal</td>
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<td>• A review and development of our strategic renewal plan</td>
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<td>• Annual review and reporting of progress to the school community, Brisbane Catholic Education as well as Federal and State government. A Annual Year Book provides a report to the community.</td>
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Our approach, for the purpose of informing the school community, is to identify the Goals and Strategies as key elements which are central to Good Shepherd's strategic planning, action and reporting. This review documentation as you read through it, states that Good Shepherd will also engage in individual performance management that includes job specification, selection, induction, professional learning and annual personal goal setting and review. We hope that you find the review information regarding the Goals and Strategies of some assistance in understanding the 2015 directions of Good Shepherd.

Kindest Regards,
### Strategic Intent Priority 1
**Mission and Religious Education**

#### 1.5 Learning and Teaching of Religion

A cohesive and integrated approach for the professional learning of staff in religious education and theology

#### Goal for 2015
We intend to:

- Provide professional learning for staff in religious education and theology

#### Strategies
- Engaged with professional learning in new RE curriculum and theology
- Engaged EORE to provide professional learning in identified areas with local cluster schools
- Mentored graduate in learning and teaching of Religion

#### Indicators of Success
- Teachers confident in planning and teaching Religious Education curriculum and understanding the concept of theology
- Religious Education curriculum effectively resourced to progress learning

#### Possible Focus Activities
- Teachers engaged in moderation on Religious Education
- APRE & CST supported unit planning; integration of Design Thinking pedagogies, General Capabilities
- Explicit teaching of Saints named in school as part of beginning of year unit and celebrate feast days (RLOS)
- Prayer Community Gatherings connected to classroom learning and teaching of Religious Education

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### Strategic Intent Priority 2
**Learning and Teaching**

#### 2.1 Curriculum Design and Implementation
Enhanced pedagogical practice that is informed and evidence-based

#### 2.3 Pedagogical Practice
Improved literacy and numeracy standards

#### Goal for 2015
We intend to:

- Develop a whole school learning and teaching framework that is informed by contemporary research, data and evidence
- To use data to improve literacy and numeracy results for all students

#### Strategies
- Teachers participated in constructive and effective feedback processes to progress learning

#### Indicators of Success
- Data walls commenced and used to progress student learning
- Common language used throughout the school

#### Possible Focus Activities
- Engaged with the DELT Strategy – Teach
- Ensured differentiation practices support all students to access curriculum
- Continued professional learning in Design Thinking, Reading 2 Learn, integration of technology and contemporary learning spaces
- Implementation of Technologies & HPE curriculums
- Staff engaged with professional learning
- Use of common language for learning across the school (e.g. SOLO taxonomy)
**Priority 3: Professional Practice and Collaborative Relationships**

3.3 Professional Capacity

Comprehensive approach to staff well-being & development including professional learning, professional standards, performance management and pastoral care.

**Indicators of Success**

- Staff confident in setting goals and reflecting on their own practice
- New staff understood Good Shepherd philosophy and approach
- Early Careers Teacher feels supported

**Indicators of Success**

- Staff engaged in professional and personal goal setting and review process
- Continue New Staff two day induction program after appointment in T4.
- Provided ECT School Based Program for ECT (Early Careers Teacher)

**Goal for 2015**

We intend to:

- Provide staff with opportunities for development of high standard of professionalism

**Possible Focus Activities**

- Used Hattie’s *Mind Frames* to develop goals
- Continued to work with *Knowledgeable Others* to refine and enhance Induction Program according to Framework
- Principal and Mentor teacher collaborated with Graduate mentor program to support learning

**Priority 4: Strategic Resourcing**

4.1 Sustainable Environments

Sustainable environmental practices are embedded into the organisational structure and processes of the school

4.2 Contemporary learning approaches inform the planning, design and use of facilities

**Indicators of Success**

- Students create gardens
- Effective use of worm farms
- Investigation of other sustainable practices within the school
- Classrooms and furniture have been used effectively in alignment with common language and contemporary research.

**Indicators of Success**

- Bins removed at break times and rubbish taken home.
- Introduced worm farms for composting.
- Created gardens.
- Engaged EO Curriculum for Student Free Day in January on Learning Environments.
- Explicit teaching on learning environments and how they are used (setting the scene).

**Goal for 2015**

We intend to:

- Investigate possible and practicable environmentally sustainable practices and processes.
- Create effective contemporary learning environments that support learning and teaching

**Possible Focus Activities**

- Teachers engaged in Australian Curriculum (CCP Sustainability & multiple subject areas) and RE Curriculum to inform learning & teaching of sustainable environmental practices
- Contemporary research used to create effective use of learning environments that encourage innovation and engagement in learning and teaching.