2016 Strategic Goals
Dear Parents and Guardians

It is timely in the first few weeks of Term 1 to share with you our Annual 2016 School Goals and Strategies as we continue our 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:

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 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 information regarding the Goals and Strategies of some assistance in understanding the future directions of Good Shepherd and especially our focus for 2016.

Kindest Regards,

Judith A. Seery
Principal

<table>
<thead>
<tr>
<th>Goals</th>
<th>Strategies</th>
<th>Areas for Reviewing and Reporting</th>
<th>Implementation and Validation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Goals are what we decide to do to achieve our aims within a specified period. ie 2016</td>
<td>• Strategies detail how goals will be achieved.</td>
<td>• Review and Reporting will occurs throughout the year as well as at the conclusion of the year. We will provide a copy of the review of the school Goals on our website in November of 2016</td>
<td>• Goal setting, implementation and monitoring of strategies;</td>
</tr>
<tr>
<td>• Goals are established as part of the school’s strategic renewal plan and annual goal setting to focus action around our aims.</td>
<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>
<td>• We review and report annually on progress against priorities and goals.</td>
<td>• Validation of school renewal and an audit of the Brisbane Catholic Education Regulatory Compliance Schedule.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• We validate our renewal and audit our compliance this year as part of the every five years process.</td>
<td>• Continuous engagement of renewal by Good Shepherd</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• A review and development of our strategic renewal plan</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Annual review and reporting of our progress to the school community, Brisbane Catholic Education as well as Federal and State governments.</td>
</tr>
</tbody>
</table>
**Priority 1**

**MISSION AND RELIGIOUS EDUCATION**

1.4 Social Action and Justice

- Knowledge, understanding and demonstration of Catholic social teaching
- Opportunities for social action and school engagement with Church agencies
- Learning and teaching about social action and justice

**GOAL FOR 2016**

We intend to:

- Provide professional learning for staff on Catholic Social Teachings
- Engage with Sisters of Mercy in this Year of Mercy, CARITAS, Mission, St Vincent de Paul Winter Appeal
- Learning and teaching focusing on principles of social actions and justice — sustainability. See CST Tree, Year of Mercy.

**STRATEGIES**

- Engage professional learning and action in the Jubilee Year of Mercy
- Engage EORE and Sisters of Mercy to provide professional learning in identified areas with local cluster Mercy schools
- APRE and PLL to focus on principles of social actions and justice across the curriculum during planning sessions with teaching staff.

**INDICATORS OF SUCCESS**

- Teachers are confident of their knowledge and understanding of the principles of Catholic Social Teachings
- Explicit opportunities for social action ie Mercy Works
- School designed and implemented good practices in Social action and justice as well as involvement in Religious Education Validation Process with Brisbane Catholic Education

**POSSIBLE FOCUS ACTIVITIES**

- Consolidate the DELT Strategy through PD and whole school practice.
- Ensure differentiation practices support all students to access curriculum.
- Continue professional conversations and planning in order to improve a culture of learning and teaching with the school community.
- Focus on an understanding of data walls to identify effective practices. Encouraging students to develop competent, personalised and independent learning.

**Priority 2**

**LEARNING AND TEACHING**

2.5 Learning and Teaching (Visible Learning/DELT/REV/1:1 iPads)

- Improvement culture
- High expectations and standards
- Benchmarking performance — early Terms 1 & 4
- Monitoring and reporting
- Planning and decision making — around data walls and information

**GOAL FOR 2016**

We intend to:

- Develop a whole school culture in learning and teaching, informed by Visible Learning, 1:1 iPads, Design Thinking, Positive Partnerships, PB4L
- Develop planning using AC and Achievement Standard, LI and SC.
- Use BCE guidelines for Benchmarking — Literacy and Numeracy Tools. Focus on Diverse Learners
- Continue regular planning cycles, access the Bi tool to progress student learning and impact teacher progress.
- Allocate time in staff meetings for discussions.

**STRATEGIES**

- Engage in PD for Positive Partnerships, iPads and Daily 5 and Daily 3, informed learning for whole staff in Visible Learning
- Engage in quality conversations regarding Learning and teaching with the community.
- Engage teachers in competent judgements about student learning.
- Create a culture of reflection, informed by data walls and research.

**INDICATORS OF SUCCESS**

- Staff engaged in Visible Learning to effectively progress learning.
- High expectations and standards achieved through use of benchmarking, monitoring and reporting.
- Common language used throughout the school linked to professional learning and student progression. Gather data to inform learning.

**POSSIBLE FOCUS ACTIVITIES**

- Staff have a comprehensive knowledge and understanding of the major principles of Catholic Social Teaching which are integrated across the curriculum, policies and school practices and procedures.
- School community engage in social action with Church agencies in Year of Mercy.
- Explicit teaching opportunities about Social action and Justice provided (RLOS) Including engaging in Religious Education Validation and Internal Review.
**Priority 3  PROFESSIONAL PRACTICE AND COLLABORATIVE RELATIONSHIPS**

3.2 Work Culture
- Work culture
- Professional relationships
- Staff engagement and participation
- Rights and responsibilities
- Professional accountability

**GOAL FOR 2016**
We intend to:
- Provide staff with opportunities for development in high standard of professionalism through practice and collaborative relationships through professional accountability.

**STRATEGIES**
- New staff engage in a professional induction process, including Good Shepherd’s Way of Being Community as part of our culture
- Engage staff in the DiSC Program in order to support and build valuable professional learning
- Engage staff in Teams involving REV, Curriculum, Mission & Justice, PB4L, Environment sustainability
- Involve staff in specific training related to Code of Conduct, Student Protection and WHS
- Engage staff in (ATSIL ) Professional Goal Setting, linked to Strategic Renewal and participate in review process of goals with the principal.

**INDICATORS OF SUCCESS**
- Staff confident in engaging with the work culture of Good Shepherd and BCE
- New staff understand Good Shepherd philosophy and pedagogical approach
- All staff are aware of professional relationships, engagement, rights and responsibilities and professional accountability

**POSSIBLE FOCUS ACTIVITIES**
- Engage in an ethical performance culture involving all staff
- Good Shepherd’s Way of Being Community forms our professional culture
- Engage staff in the DiSC Program in order to support and build valuable professional in order to develop leadership qualities
- Involve staff in specific training related to Code of Conduct, Student Protection and WHS
- Staff meet with Principal to engage Professional Goal Review process.

**Priority 4 STRATEGIC RESOURCING**

4.4 Strategic Information Management
- Collaboration and communication
- Policies, plans and procedures
- Induction and training
- Resourcing
- Planning, evaluation & decision making
- Support for learning and teaching

**GOAL FOR 2016**
We intend to:
- Provide a variety of comprehensive information systems to the school community
- Provide a variety of comprehensive policies and procedures which are reviewed as part of the new school set up
- Provide an induction program annually
- Provide sustainable resources including ICT Video Conferencing
- Provide ongoing high quality communication for collaborative and decision making
- Provide PD to staff for use of all systems related to learning and teaching.

**STRATEGIES**
- Involved the community in effective communication for the purpose of collaborative partnerships
- Involve school community in whole school strategic planning
- Engage community in PD in relation to learning and teaching
- Sustain maintenance and development of ICT esp. introduction of 1:1 devices
- Sustain ongoing evaluation and collaborative decision making where possible.

**INDICATORS OF SUCCESS**
- All parties are using appropriate support provided for Staff, Students and Parents
- PD provided for Parents
- Communication of ICT policy on Website, Parent Portal
- ICLT Team plan and conduct Boot Camp for staff and students to ensure best use of the device
- 1:1 Roll-out commenced at the beginning of the school year.

**POSSIBLE FOCUS ACTIVITIES**
- Staff use School Portal, BCE Portal. Parents: Parent Portal, Website, PTO, BCE Connect
- 1:1 iPads, ICLT Acceptable use of Devices and Internet
- Boot Camp for Teachers/ Boot Camp for Students/PD for parents on iPad usage
- Provide 1:1 iPads for students/iPad Mini for Teachers
- 1:1 iPads supported by CompNow, Apple, Terese Hogarth/ PD for Parents/ICLT Team to conduct Boot Camp for teachers and students.