GOOD SHEPHERD CATHOLIC PRIMARY SCHOOL
SPRINGFIELD LAKES

2018
ANNUAL STRATEGIC PLAN
1. Theme: **Strong Catholic identity**

   **Aspiration:** Strengthen capacity to lead, engage and teach with a re-contextualised Catholic world-view within each school and office community.

**System Strategies/Strategic intents:**
Grow the holistic and inclusive formation of students and staff.

**Good Shepherd’s Broad Goal:**
Build staff capacity through spiritual formation, to strengthen Catholic Identity and improve Learning and Teaching within our community.

**INDICATORS:**
- Catherine McAuley’s charisms of hospitality and welcome are fostered and nurtured at Good Shepherd
- Comprehensive understanding of “How we do school at Good Shepherd”
- Monitoring Process of staff involvement in targeted Professional Learning
- Opportunities for growth in personal spirituality

**STRATEGIES:**
Build staff capacity through spiritual formation, strengthen Catholic Identity and improve Learning and Teaching within our community.

Discernment process for staff to attend Catching Fire, REAP programs.

Engage new and existing staff in Good Shepherd's Induction process.

Staff involvement in Mt Archer Spirituality Day with a follow up formation – “We are called to connect with self, other, community, God”.

Involvement in the Holy Land Pilgrimage.

Engagement in the Leuven program Belgium.

**CAPABILITY BUILDING REQUIRED:**

Through Professional Learning, deepening of knowledge.

**SUCCESS MARKERS:**

Staff involvement in Spirituality Day at Mt Archer and further formation – “We are called to connect with self, others, community, God” sharing of Theology and Scripture around “Everywhere God” Eagerness of Staff to be involved in Catching Fire and REAP.

**ACHIEVEMENTS:**

- Holy Land Pilgrimage by Term 1 - Principal
- Leuven Program – Belgium by Term 2 - Principal
- REAP by Term 3 – nominated staff
- Catching Fire by Term 4 – Teaching Staff
- Opportunity to engage in the Mt Archer Spiritual Experience Term 4 – Teaching staff.

**2. Theme: Excellent learning and teaching:**

**Aspiration:** Grow engagement, progress, achievement and wellbeing for each student.

**System Strategies/Strategic Intents:**

Accelerate literacy learning through: — intensive targeted support to identified schools — identified effective and expected teaching practices.

**Good Shepherd’s Broad Goal:**

Plan and use effectively, the High Yield Strategies.

**INDICATORS:**

- Effective and planned use of the High Yield Strategies.
- Good Shepherd staff understand how to use a broad suite of data collection tools.
- Intensive and targeted Professional Development.
- School Community has an authentic and lived understanding of Good Shepherd’s Learner Dispositions and Way of being Community.
- Teachers understand the System Critical Challenge and how Good Shepherd’s SMART Goal is linked to it.

**SMART GOAL:** By the end of 2018, with a school-wide use of the embedded, consistent and targeted Effective & Expected Practices, 85% of Prep students and 90% of Year 1 and 2 students will achieve the BCE Benchmark Targets for Reading and 80% of Years 3 – 5 and 75% of Year 6 students will achieve the BCE Benchmark Targets for Writing.

**STRATEGIES:**
Implement System Critical Challenge and Good Shepherd's SMART Goal
- Collection and use of data to inform planning in team planning cycles - 3 weekly.
- Effective use of monitoring tools, BI and Data Wall
- Good Shepherd Collaborative Leadership - formal and informal classroom visits
- Good Shepherd Leaders work alongside teachers, providing feedback and model effective teaching strategies.
- Use of High Yield Strategies
- Professional Learning is developed strategically in response to targeted needs
- Timetabled Walks & Talks and Review & Response
- Termly and Yearly reflection – feedback to move forward
- Whole School Timetable.

**CAPACITY BUILDING REQUIRED:**
- Data analysis Deepening of understanding of the Effective & Expected practices Coherence Framework used for team building and goal setting
  Reflection to move forward

**SUCCESS MARKERS:**
- Teachers confidently use the monitoring tools, input data in BI according to BCE requirements and interpret the data to support student learning. Review & Response Meetings and Walks & Talks are regularly timetabled. Data is used in the 4C's process. Feedback from staff for planning Professional Learning.

**ACHIEVEMENTS:**
- Professional Learning by Term 4 with all teaching staff and Leadership
- Coherence Framework by Term 4 with Leadership and teaching staff
- Three-weekly panning cycles using 4C’s model by Term 4 with teaching teams, PLL, APRE and Principal.

3. **Theme: Building a sustainable future:**
   **Aspiration:** (a) Build sustainability through people and capability
   (b) Ensure stewardship of resources with transparency, accountability and compliance.

**System Strategies/Strategic Intents:**
Develop a sustainable futures strategy reflective of church teachings and informed by broader evidence.

**Good Shepherd’s Broad Goal:**
School community has a culture of sustainability based on stewardship and reflected in the learning and teaching.

**INDICATORS:**
- A culture of ‘no waste’ is promoted.
- Good Shepherd has a commitment to the principles of Laudato Si.
- Good Shepherd nurtures and sustains spirituality, mental health, safety and wellbeing of its community.
- Provide transparent collective accountability to ensure stewardship of resources.
Strategy:

- School community has a culture of sustainability based on stewardship and reflected in the learning and teaching.
- Good Shepherd has touchstones; the Good Shepherd Way of being Community, Learner Dispositions, Teacher Mindframes, Coherence Framework
- Good Shepherd staff work collaboratively to share deep knowledge of students and contemporary pedagogy and learning spaces.
- Good Shepherd’s Induction Program is provided for all new and existing staff.
- School-wide accountability is promoted and monitored.
- Staff are informed and responsibly use human, physical and financial resources to achieve maximum impact on student learning.

Capability Building Required:
Ongoing support and guidance focusing on Good Shepherd’s touchstones. Coherence Framework used support and build collaborative and transparent teams.

Success Markers:
Whole School Timetable, Common Language, Collaborative Culture, Supportive Staff Culture, Accountability for Finances, Value Teacher professionalism and expertise. Staff participation in Induction Program.

Achievements:
Team Building by Term 4 with all staff.
Induction Program by Term 4 with existing and new staff.

Learning Growth Challenge:
Good Shepherd seeks to inspire high expectations for learning that grows the engagement, progress and achievement of Prep to Year Two students in Reading and Years Three to Six students in Writing.