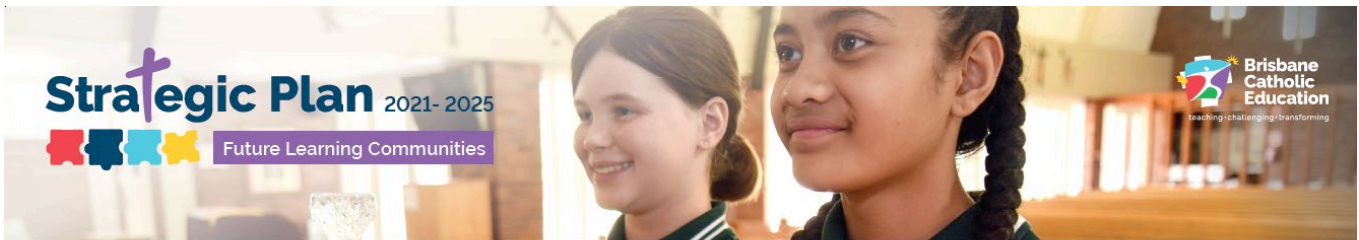


GOOD SHEPHERD CATHOLIC PRIMARY SCHOOL SPRINGFIELD LAKES

2021

ANNUAL STRATEGIC PLAN





Our Mission

As the community of Good Shepherd Catholic school, we are called by name to **teach, challenge and transform**:

- by being open and welcoming, reaching out to others with justice and compassion;
- by embracing stewardship as a way of life, sharing our time, talents and treasure;
- by celebrating, living and enriching our Catholic Christian faith through worship, spiritual and faith formation, evangelisation and hospitality;
- by teaching that everyone is made in the image and likeness of God, and by ensuring that learning is personalised so that every child reaches their full potential.



GOOD SHEPHERD'S WAY

...of being community

In our community we:

1. Appreciate each other and give thanks and recognition
2. Set clear goals and have time lines for when things need to be decided on and complete
3. Give people time to form opinions and to process ideas
4. Are honest and respectful while acknowledging each other's feelings
5. Build trust to work collaboratively as a team
6. Challenge yourself to try new things, be open minded, review and modify
7. Give feedback in a constructive and positive manner
8. Listen to others and respect everyone's ideas
9. Speak up in a considerate and respectful manner
10. Create a welcoming and positive attitude to all
11. Celebrate!



1. Priority: *Catholic identity*

We believe a distinct Catholic culture is one that is explicitly celebrated, visible, expressive and lived.

Good Shepherd's Area of focus:

- Developing a common language and shared understanding of the term 'Catholic Identity' and 'formation'. (External Review Data 2018, Leuven University Data 2019, Buzz 2020)
- Celebrating our Catholic story through dialogue, ritual, prayer and action that is joyful and contextual to the community.

Key Initiatives to deliver on the priorities:

- Continue to develop contextualised professional development that enables formation experiences to meet the needs of stakeholders' faith journeys, in order to grow Good Shepherd's common language and shared understanding of Catholic Identity.
- Continue to develop the Leuven ECSI (*Enhancing Catholic Schools Identity*) to strengthen Good Shepherd as a Dialogue School through the integration of formation in staff professional opportunities.

Enablers and Outcomes:

- Knowledge and insights
 - Sharing our story and partnerships
- Through growth in knowledge and insights, sharing our story and partnerships, staff will become pedagogical experts inspired by 'Jesus as Teacher'; our students are engaged, successful learners who are faith-filled and positively contribute to the world. Explore opportunities as a Dialogue School for further parent engagement, including families from multi-faith and non-religious backgrounds, to foster awareness and build relational wellbeing of the school community

Staff Formation:

- Continue Professional Learning around the "Heart of the Divine", through the Charisms of our Good Shepherd Saints and Christian Meditation with a focus on the Religious Life of the School.
- Continue the Induction Formation Program in 'enabling dialogue' as a Dialogue School building on the recommendations of the ECSI 2019 Survey results.

Student Formation:

- Continue to provide students the opportunity to encounter the 'Heart of the Divine'.
- Continue to foster Christian Meditation Practices.

Parent Formation:

- Offer parents an invitation to learn about the "Heart of the Divine" and the Charisms of our Good Shepherd Saints.



2. Priority: *Learning and teaching:*

We aim to inspire a love of learning to maximise learning growth through leadership and teaching practices that engage each learner in deeper learning.

Good Shepherd's Area of focus:

- Embedding and sustaining foundational practices in literacy, numeracy and Catholic perspectives through coherence in action.
- Transforming practice to wholly engage each student in deeper learning that is rich, rigorous, relevant and responsive.

Key initiatives to deliver on the priorities:

- Continue to embed and sustain pedagogical practices in the delivery of the Australian Curriculum (Catholic Perspectives) that enhances student progression and performance: the use of John Hattie's Teacher Mindframes, BCE's effective and expected practices, Coherence Framework.
- Continue to embed practices that wholly engages each student with a focus on Personalised Learning and Learner Dispositions. (Internal Review 2021)

Enablers and Outcomes:

- Safeguarding:
Through the preservation of our whole school Learning and Teaching Culture 'How we do school at Good Shepherd':

Staff Formation:

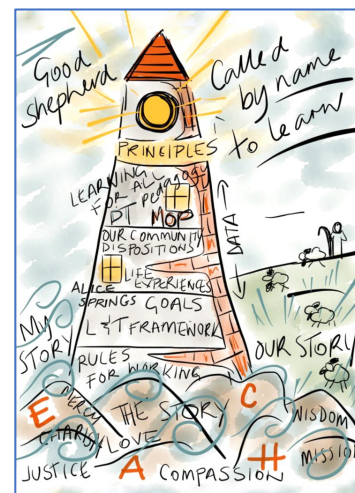
- Consolidate and foster the explicit learning culture at Good Shepherd: Personalised Learning using BCE's *Effective & Expected Practices* in the delivery of the Australian Curriculum (Catholic Perspectives), use of John Hattie's *Teacher Mind-frames*, use of the *Coherence Framework* as part of formation and strategic planning

Student Formation:

- Continue to develop 'Student Voice' around learning, progression and assessment

Parent Formation:

- Continue to explore opportunities for parent engagement in student learning



SMART GOAL: By the end of 2021, with a school-wide use of the embedded, consistent and targeted Effective & Expected Practices: 90% of Prep students will achieve PM Benchmark and 85% will improve 5 levels or achieve independence. 90% of Year 1 will achieve BCE Benchmark and 80% will progress by at least 6 levels or achieved independence. 90% of Year 2 will achieve BCE Benchmark and 80% will progress by at least 6 levels or achieved independence. 90% of Year 3 – 6 students will achieve the BCE Benchmark Targets for Writing, whilst remaining students will progress by more than 3. A whole school strong focus on pedagogical practices for Australian Curriculum Mathematics through the development of skills, understanding, proficiencies and mathematical language. Data collection (Trust the Count, Place Value, Multiplicative Thinking).

3. Priority: Sustainability (Wellbeing, Our People, Diversity & Inclusion)

At the heart Good Shepherd's belief is that every human being is made in the image of God.

Good Shepherd's Area of focus:

- Continuing to foster a culture of wellbeing, hospitality and constant hope
- Building the capacity and capability of our people, mindful of sustainable and financial practices
- Growing Good Shepherd community to value, celebrate and respond to individual identity and cultural diversity

Key Initiatives to deliver on this priority:

- By deepening *Good Shepherd's Way of Being Community* to live a culture of wellbeing, hospitality and constant hope
- Explicitly focus on Professional Learning, Team Goals, Professional Learning Goals, reflective sustainable practices
- Explicitly focus on accommodating new and diverse enrolments that reflects the growing Springfield community
- Explicitly prepare for compliance of Internal Review



Enablers and Outcomes:

- Safeguarding
- Sustainable Resourcing

Staff Formation:

- Being reflective and responsive to the safety and wellbeing of colleagues through *Good Shepherd's Way of Being Community*
- Securing accountability to be effective stewards of Good Shepherd's resources in building Good Shepherd's future (enrolments, student performance, Australian Curriculum, financial sustainability).

Student Formation:

- Being continually mindful of the safety and wellbeing of self and others through *Good Shepherd's Way of Being Community*
- Securing accountability to be effective stewards of Good Shepherd's resources in building Good Shepherd's future.

Parent Formation:

- Being continually mindful of the safety and wellbeing of self and others through *Good Shepherd's Way of Being Community*
- Securing accountability to be effective stewards of Good Shepherd's resources in building Good Shepherd's future.