



St John Paul II College, NICHOLLS

Strategic Plan

2017-2019

# Strategic Intent

Over the three-year period our school community commits to:

## Build and Celebrate Catholic Culture

- Continuing to create and build an authentic and living Catholic Culture in an increasingly diverse environment

## Build Capacity

- the ongoing building of capacity of all members of the JPC community, including outreach into our three primary schools.

## Build Community

- Forging deep connections both within the JPC community, the Catholic community of Gungahlin and the broader community of the region as well as building opportunities between Catholic schools.

Belief Statements

# Three-year Strategic Plan

Years: 2017 - 2019

## Strategic Priority 1: PROMOTE CATHOLIC IDENTITY AND FAITH FORMATION

<b>3-year Strategic Goal/s</b> <i>What do you want to achieve by the end of three years?</i>	<b>Evidence</b> <i>What background data do you have as the basis for this Goal?</i>	<b>Key Strategies</b> <i>What strategies/approaches will you employ to achieve this Strategic Goal?</i>	<b>Indicators of Success</b> <i>How will you know if/when you have achieved this Strategic goal?</i>
<ul style="list-style-type: none"> <li>- Robust and sustainable leadership structures</li>   <li>- new RE Guidelines successfully implemented.</li>   <li>- a vibrant program of faith formation for staff and students</li>   <li>- a thriving CSYMA (Catholic Schools Youth Ministry of Australia) program</li>   <li>- Christian Meditation is embedded as an integral part of the life of the school.</li> </ul>	<ul style="list-style-type: none"> <li>- as a growing community, further leadership structures need to be in place.</li>   <li>- CG Archdiocese phasing out Treasures New and Old and introducing new guidelines.</li>   <li>- with the trend of decreasing Catholic enrolments and church attendance by staff, parents and students, ongoing formation is a necessity.</li>   <li>- the need to engage our young people as witnesses to each other both at school and beyond school</li>   <li>- recognition of the benefits to prayer life and well-being for both staff and students</li> </ul>	<ul style="list-style-type: none"> <li>- Create an effective RE leadership team to lead the key areas of faith formation, liturgy -and RE Curriculum</li>   <li>- Familiarised staff with the new guidelines</li> <li>- Design engaging planning days</li>   <li>- Expand and restructure the student retreat program</li> <li>- target professional learning opportunities for staff</li> <li>- provide regular opportunities for sharing of staff spirituality</li>   <li>- provide training opportunities in CSYMA for both staff and students</li> <li>- enrich the prayer and liturgy life of the school and community; actively led by the Youth Ministry team</li>   <li>- induct new staff into Christian Meditation</li> <li>- train all students in Christian meditation</li> </ul>	<ul style="list-style-type: none"> <li>- A cohesive, effective team leading initiatives.</li>   <li>- Innovative courses and teaching and learning plans which incorporate the new guidelines</li> <li>- confident teaching staff</li>   <li>- a structured student retreat program in place 7-12.</li> <li>- staff undertake regular faith formation activities in school, parish and system</li> <li>- a program in place for Accreditation A and B for all members of staff</li>   <li>- an active Youth Ministry team (staff and students)</li> <li>- a Year 9 elective for Youth Ministry and a Senior Youth Ministry program.</li>   <li>- Weekly practice by all students and staff</li> </ul>

# Three-year Strategic Plan

## Strategic Priority 2: TRANSFORM TEACHING AND LEARNING

<b>3-year Strategic Goal/s</b> <i>What do you want to achieve by the end of three years?</i>	<b>Evidence</b> <i>What background data do you have as the basis for this Goal?</i>	<b>Key Strategies</b> <i>What strategies/approaches will you employ to achieve this Strategic Goal?</i>	<b>Indicators of Success</b> <i>How will you know if/when you have achieved this Strategic goal?</i>
<p>-Engaged learners and inspired teaching across Year 7 - 12</p> <p>-Effective 11 and 12 classes catering for all learners</p> <p>A positive learning culture based on high levels of personal responsibility and effective collaboration</p>	<p>Best practice is not consistent across the school. Large numbers of new staff each year who require induction and development into the key philosophies of the school. Expansion into Year 11 and 12 which has compliance constraints but should not limit what occurs in the classroom Ongoing reflection on innovative classroom structures and practices</p>	<p>Build self-awareness in staff about their effectiveness and repertoire of teaching tools</p> <p>Upskilling of Coordinators as instructional leaders</p> <p>Develop and deliver a coherent professional learning program around Hattie’s Visible Learning and Inquiry Learning</p> <p>Staff to decide what process they will implement to assess level of student engagement using The Teachers Toolkit – Grattan Institute</p> <p>Develop student voice around effective learning</p> <p>Investigate and implement ways of tracking students’ development</p> <p>External longitudinal study into key structures</p>	<p>At least one year’s growth for every student every year</p> <p>Begin to publish our key understandings and findings</p>

# Three-year Strategic Plan

## Strategic Priority 3: STRENGTHEN LEADERSHIP

<b>3-year Strategic Goal/s</b> <i>What do you want to achieve by the end of three years?</i>	<b>Evidence</b> <i>What background data do you have as the basis for this Goal?</i>	<b>Key Strategies</b> <i>What strategies/approaches will you employ to achieve this Strategic Goal?</i>	<b>Indicators of Success</b> <i>How will you know if/when you have achieved this Strategic goal?</i>
<ul style="list-style-type: none"> <li>- A cohesive student leadership structure from Year 7-12</li>   <li>- Authentic leadership through robust and sustainable leadership structures including capacity building experiences and mentoring for aspiring leaders</li> </ul>	<ul style="list-style-type: none"> <li>growing school population with Year 12 students in 2018</li>   <li>- current staff mentoring offers opportunities for aspiring leaders to be identified</li>   <li>as a growing community, further leadership structures are needed</li> </ul>	<ul style="list-style-type: none"> <li>- Develop roles and responsibilities and a framework for Years 7-12</li>   <li>-Offer formal leadership training programmes</li>   <li>- Target aspiring leaders with professional learning activities and experiences</li> <li>- Offer meaningful and structured acting short-term opportunities for interested members of staff</li> <li>- invite interested members of staff to “shadow” leaders.</li> <li>- broaden the year-long facilitator projects available for aspiring leaders</li> </ul>	<ul style="list-style-type: none"> <li>- full plan implemented by 2018.</li>   <li>- “home-grown” leaders emerge</li> <li>- organisation gains capacity</li> </ul>

# Three-year Strategic Plan

## Strategic Priority 4: BUILD EFFECTIVE AND PRODUCTIVE PARTNERSHIPS

<b>3-year Strategic Goal/s</b> <i>What do you want to achieve by the end of three years?</i>	<b>Evidence</b> <i>What background data do you have as the basis for this Goal?</i>	<b>Key Strategies</b> <i>What strategies/approaches will you employ to achieve this Strategic Goal?</i>	<b>Indicators of Success</b> <i>How will you know if/when you have achieved this Strategic goal?</i>
<p>Improved literacy and numeracy outcomes through dialogue and shared professional learning with our feeder primary schools</p> <p>partnerships with local tertiary institutions developed</p> <p>meaningful relationships with our nominated charities</p>	<ul style="list-style-type: none"> <li>- Opportunity exists because a majority of our incoming students are from feeder schools and we all aspire to raise outcomes and NAPLAN results</li> <li>- Our educational philosophy is untested and a link with a tertiary institution through a longitudinal study to provide more than anecdotal evidence is desirable.</li> <li>- students moving into senior secondary area require future opportunities with tertiary institutions and other external training providers</li> <li>- JPC can provide unique pedagogical and educational opportunities for pre-service teachers and their tertiary institutions</li> <li>- social justice outreach is a key philosophy of our school and develops personal happiness.</li> </ul>	<ul style="list-style-type: none"> <li>- Open Dialogue at leadership level as to possibilities</li> <li>- exchange information regarding Years 5 &amp; 6 programs and emphases</li> <li>- Identify professional learning opportunities and sharing insights.</li> <li>- reconnect with UC regarding a longitudinal study</li> <li>- explore opportunities with ACU and UC regarding placement of pre-service teachers</li> <li>- explore possible partnerships with training organisations, work places</li> <li>- develop a calendar of awareness raising and fundraising events through the year</li> <li>- Houses develop the whole school focus for the charities</li> </ul>	<ul style="list-style-type: none"> <li>- partnerships developed around learning</li> <li>- longitudinal study undertaken.</li> <li>- sustainable, effective pre-service teaching programs in place.</li> <li>- Active relationships exist with key members of each charity.</li> <li>- students understand social justice as more than just fund raising.</li> </ul>

# Three-year Strategic Plan

## Strategic Priority 5: STEWARD RESOURCES

<b>3-year Strategic Goal/s</b> <i>What do you want to achieve by the end of three years?</i>	<b>Evidence</b> <i>What background data do you have as the basis for this Goal?</i>	<b>Key Strategies</b> <i>What strategies/approaches will you employ to achieve this Strategic Goal?</i>	<b>Indicators of Success</b> <i>How will you know if/when you have achieved this Strategic goal?</i>
<ul style="list-style-type: none"> <li>- A student population of 900 in 2019</li> <li>- Decision made and planning underway for second block of land adjacent to the College</li> <li>- Student Information System (SIS): Compass embedded</li> <li>- Effective use of Complispace for risk management and compliance.</li> <li>- Effective waste management</li> </ul>	<ul style="list-style-type: none"> <li>- Census data and JPC enrolment trends.</li> <li>- Block earmarked for development.</li> <li>- Need to integrate behaviour, academic tracking and well-being data.</li> <li>CE is introducing this.</li> <li>- part of our philosophy of sustainability and stewardship of the land</li> </ul>	<ul style="list-style-type: none"> <li>- Continue marketing strategies: Yr 5 &amp; 6 visits, personalised school visits.</li> <li>- Work with key personnel in CE to plan and implement a useful and viable strategy for the land. Include discussion around oval and Catholic community hub</li> <li>- Work with CE to implement trial, roll out, and full use of Compass and financial management system</li> <li>- work with CE to follow implementation schedule</li> <li>- more resources to the Sustainability Coordinator</li> <li>- continue to work with all stakeholders through curriculum and pastoral initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- Census data</li> <li>- Plans developed for implementation</li> <li>integrated data management system for students used effectively by all stake holders.</li> <li>- stakeholders using it confidently.</li> <li>- Reduction of waste to landfill.</li> </ul>