



### 2021 – 2023 STRATEGIC PLAN (DRAFT)

Living Learning Leading Domain	Strategic Aspirations	Goals	Strategic Actions	Dates
Catholic Identity	For St Joseph's School to express Catholic faith and culture in ways that are authentic and relevant for students and their families	To further strengthen the implementation of New Crossways in the planning of teaching and learning experiences	Dedicated staff meetings scheduled each term to focus on RE Curriculum, planning, developing and implementing. APRIM & Principal to continue to support teachers.	2021 & ongoing
		To authentically engage in Social Justice campaigns and actions	Continue our strong focus on Project Compassion during Lent.	2021 & ongoing
			Students to have agency in the events and campaigns that are implemented to raise funds and awareness for vulnerable communities throughout the world - Continue Mini-Vinnies with our Senior Primary	2021 & ongoing



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		<p>Community – Invitations to participate and join liturgy, prayer &amp; Masses</p>	<p>interpretive nature of scripture</p> <p>Staff to ensure that the Catholic faith tradition is not incidentally diluted by engaging students in multi-layered, creative, stimulating hermeneutical perspectives when learning about. The Church's history &amp; traditions.</p> <p>Continue to invite parents and friends to class liturgies and prayers. Utilise personal invitations rather than generic group invites or school newsletter.</p> <p>Provide opportunities for parent involvement &amp; engagement with their child during these events.</p>	
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			<p>Invite Parish Priest into the school to engage with parents and families at these events as well as to visit classrooms and build relationship with the students and staff.</p> <p>Professional Learning Communities (PLC) to be an ongoing approach to teaching &amp; learning and collaboration beyond 2021.</p>	
Curriculum & Learning	For teachers to demonstrate high levels of knowledge of contemporary curriculum and assessment theory, practices and processes	<p>To develop Professional Learning Communities amongst teaching staff across the three JJJ schools (Peterborough, Jamestown &amp; Gladstone)</p> <p>To strengthen and develop high quality teaching and learning and utilise peer knowledge and collaboration across a broader range of teaching staff.</p>	<p>Dedicated Project with Gavin Grift in 2021. Two whole day workshops for the teaching staff across the three schools.</p> <p>Dedicate staff meeting in wks 3, 6 &amp; 9 each term for JJJ collaboration. Using a combination of face to face and online meetings.</p> <p>3 90 minute sessions with our leadership team to develop and discuss</p>	2021 – Focused project with Gavin Grift leading Professional Learning. 2022 and beyond – school led focus in conjunction with JJJ cluster.

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		<p>Teaching staff will collaborate with peers at the two other schools in planning teaching and learning opportunities, developing and moderating assessments and collaborating on targeted teaching practices to extend students and assist those who are behind.</p> <p>To continue to target growth in Mathematics across the school from R-7.</p> <p>Planning and developing a Maths program for Middle school that aligns with current developments in the B2FM Project.</p>	<p>targeted strategies for professional learning communities at St Joseph's Peterborough.</p> <p>Engage in continuing professional learning project with Leah &amp; Tierney from B2FM (Kennedy Press)</p> <p>Implement diagnostic assessments at the beginning of the year to specifically target individual students and their learning needs.</p> <p>Develop a scope and sequence for Mathematics to identify and target specific areas of the curriculum that must be taught in order to meet students learning needs and</p>	<p>2021</p> <p>2022 will continue to implement B2FM approach and targeted teaching &amp; learning, however will not be engaging in a specific paid project with Kennedy Press.</p> <p>2022 will see the implementation of middle school. 2021 will employ a middle school leader to work on developing the curriculum ready for implementation of Yr 7&amp;8 in 2022 and Yr 9 in 2023.</p>
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		<p>To focus on writing – utilising the 7 Steps to Writing Success throughout the school.</p>	<p>also provide exposure and extension.</p> <p>Engage students in 7 steps that will assist them to develop creative, engaging and complex written texts.</p> <p>Use moderation across the school as well as across the JJJ cluster to ensure consistent assessment and grading practices for all students.</p> <p>Maintain high expectations of students' writing and encourage a growth mindset.</p> <p>Work in collaboration with the R-9 cluster of schools (Wallaroo, Clare, Murray Bridge &amp; Roxby Downs) to develop rigorous curriculum</p>	<p>Ongoing focus beginning in 2020.</p> <p>2021 and beyond. Through the establishment of PLCs in 2021 this will become common practice across the JJJ cluster.</p> <p>2021 – initial development &amp; employment of Middle School Coordinator in Semester 2</p>
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		<p>Balanced Scorecard (BSC) Targets</p>	<p>design for the Middle School in 2022.</p> <p>Ensure that required resources are sourced and established ready for the opening of the middle school in 2022.</p> <p>Ongoing support for the Middle School Leader through Cluster support and Professional development to ensure a continuous high expectation of teaching &amp; learning practices and curriculum delivery.</p> <p>St Joseph's School staff will be working hard to achieve the set goals of Catholic Education to be achieved by 2024.</p> <p>We will be aiming to reduce the number of students</p>	<p>2022 – Yr 7&amp;8 2023 – Yr 9</p> <p>This will be an ongoing process with continual review and collaboration.</p> <p>Initial goals were set in 2020 – due to NAPLAN being cancelled in 2020 there may be some adjustments required over the following three years to ensure targets are met by 2024.</p>
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			<p>below the National Minimum Standard of NAPLAN by 40% by 2024.</p> <p>We are aiming for the % of students in the top two NAPLAN bands exceeds the National Average. Therefore we need to improve in the following areas:            Reading: increase by 3% p.a            Spelling: increase by 13% p.a            Writing: increase by 20% p.a            G&amp;P: increase by 9% p.a            Numeracy: increase by 65% p.a</p>	
	To provide opportunities for Students to be intercultural and globally minded	Engage with Asia Project	Continue our involvement in the Engage with Asia Project. Strengthen the connection with the two schools in China that we already connect with	Ongoing

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		<p>Chinese Language Lessons</p>	<p>(Sichuan Bright Foreign Language School &amp; Tanghu Elementary School)</p> <p>Currently two classes connect with a school in China. 2021 will expand to three classes and 2022 hope to expand that to four.</p> <p>Student agency is a high priority with this connection and they are engaged in decisions around what they share and what they want to know from their peers overseas.</p> <p>Continue accessing language program through Meg – an Australian language company that employs Chinese teachers in Beijing. Students gain an authentic insight into life in China and build a deepening</p>	<p>Ongoing</p>
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			<p>understanding of culture as well as language. The use of Zoom remains a successful alternative given the difficulty to staff a language teacher.</p> <p>We will expand this program into 7-9 from 2022.</p>	
<p>Student agency, identity, learning &amp; leadership</p>	<p>Ensure a learning environment where student voice, agency and leadership enable students to reflect and understand their identity development</p>	<p>Key Capabilities - For the staff and students to deeply explore the KC and for students to reflect upon themselves and their personal &amp; social development along these continuums.</p>	<p>A targeted focus each term on one of the Key Capabilities. Students identify / self assess/reflect on where they sit on the continuum and then set personal goals that they wish to achieve in order to progress along the continuum.</p> <p>Goals are recorded and shared with parents to add accountability and allow deeper engagement in conversation both at school and home</p>	<p>Term 4 2020 through to Term 2 2022 – will focus on 1 per term.</p> <p>Ongoing focus to embed Key Capabilities throughout the curriculum, teaching &amp; learning practices and language of self reflection &amp; student agency throughout the school.</p>

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		<p>SRC – to reinstate a Student Representative Council within the school to ensure that student voice is represented across the school and all students voices can be heard.</p>	<p>Classes vote for two of their peers to represent them. This will change each semester.</p> <p>Students participate in fortnightly meetings supported by the Leader of Learning.</p>	
Community Engagement	<p>Parents and families are active contributors to school decision making and planning processes</p>	<p>To have a vibrant and active P&amp;F committee that leads fundraising efforts and convenes catering events to support the school and community.</p>	<p>Publicise what the P&amp;F is all about.</p> <p>Create a welcoming approach to gatherings and seek out parents that might be reluctant to volunteer themselves.</p> <p>Offer support to willing volunteers to ensure that they feel welcome and capable of the tasks required of the committee</p>	
Resources (Human & Physical)	<p>The School provides a well-maintained safe, secure, stimulating and welcoming environment.</p>	<p>Middle School – building of the 7-9 classrooms and resourcing of these new learning spaces</p>	<p>Through the assistance of the Regional Schools Pathway Project Team, we will ensure that the building</p>	<p>2021- Building taking place 2021 – resourcing in preparation for 1<sup>st</sup> intake in 2022.</p>

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		<p>Master Plan</p>	<p>is of a high quality and that once completed, the physical resources required to meet the curriculum expectations are sourced and maintained.</p> <p>We will begin the stages of engaging a Master Plan project to ensure that we are providing engaging, safe &amp; well maintained learning environments.</p> <p>Areas of the school that need to be focussed on and updated include:          Playground          Toilets          Painting (interior &amp; exterior)          Upgrade telecommunications          WiFi upgrade          Review cleaning contract</p>	<p>Ongoing development and maintenance of resources required for teaching &amp; learning programs &amp; curriculum expectations.</p> <p>2021 – initial planning stages of Master Plan with an ongoing cycle of upgrades and maintenance throughout the length of strategic plan.</p>
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