

ST THOMAS' PRIMARY SCHOOL

'Educating the Whole Child'



STRATEGIC PLAN 2016-2019



INCLUSIVITY COMPASSION TRUTH EXCELLENCE COMMUNITY

MISSION STATEMENT

‘Educating the Whole Child’

St Thomas’ Primary School is part of a faith community centred on the life of Jesus as expressed in our Motto

‘Together in Christ’

Our vision is to create opportunities for all students to become confident individuals with the skills and attitudes to willingly contribute to making the world a better place.

SCHOOL VALUES

St Thomas’ seeks to promote the Gospel Values with particular emphasis on respect for all. This is lived out through the following attitudes:

- Inclusivity
- Compassion
- Truth
- Excellence
- Community



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PRINCIPAL'S MESSAGE

This document outlines four key elements established by the Catholic Education of Western Australia (CEWA).

These are:

Learning is what we do ~ We are committed to learning at every level.

Engagement is essential ~ We are committed to Catholic Education's Mission through relationships with all.

Accountability is not optional ~ We have both personal and collective responsibilities for our system's success.

Discipleship is our calling ~ We are committed to deepening our relationship with Jesus.

Our performances will be measured against the school's strategic priorities and outcomes outlined in this document.

The priorities articulated in this Strategic Plan are focused on strengthening our fundamentals and are intended to:

- ◆ Advance the Vision and Mission of the school
- ◆ Ensure that all members of our community live by the Core Values
- ◆ Build on our strengths
- ◆ Enhance outcomes for all students

In formulating this Strategic Plan the school community has assessed, identified and discussed emerging new trends and opportunities likely to be faced in the future. We are both appreciative of the feedback provided and committed to turning our aspirations into reality, whilst remaining open to future developments. We look forward to working in partnership with parents during the next four years, as we embark on this plan and continue to live out our vision of celebrating each student's childhood in the spirit of Jesus.

Justin Tuohy
Principal



'Educating the Whole Child'

“Together in Christ”

LEARNING

GOALS

- To ensure all staff demonstrate best practice in teaching and learning, whilst remaining cognisant of evolving educational practices and trends.
- Support students on their journey to develop independent and life long learning skills.

STRATEGIES

- Develop a shared understanding and a consistent approach about ‘how’ to teach, with a focus on Literacy and Numeracy.
- Provide parent sessions to communicate teaching strategies.
- Provide Professional Learning in Data Analysis, which informs teaching programs and practice.
- Identify students’ needs and provide differentiated curriculum opportunities to enable students to attain their personal best.
- Foster Professional Learning for staff in areas of identified needs.
- Allocate sufficient funding for Professional Learning to ensure all staff needs are met.

SUCCESS INDICATORS

- Maintain highly effective teaching practices across year levels: K-2 through National Quality Standards (NQS) attaining 75% achievement across all grades.
- Demonstrate consistent teaching practices in accordance with clearly developed and defined St Thomas’ Goals. These could include Principal Review, Parent/Student Feedback, Peer Review, K- 6 Teacher Growth and Development Process.
- Development of an Annual Curriculum Plan as a result of Data Analysis.
- Staff attendance at appropriate Professional Development informed by data analysis and annual reviews.



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ENGAGEMENT

GOALS

- Communication to be a strength of our school.
- Provide opportunities for our students to be engaged in contemporary issues to enhance their world view.
- Harness the talents and knowledge of the parents for the benefit of our students and the whole community.

STRATEGIES

- Conduct a brief audit/survey of current communications; identify improvements and promote a consistent level of communication across the school with an agreed set of guidelines.
- Provide opportunities for working parents to be more involved in the school by inviting them to work in the classroom and share their expertise.
- Investigate occupations of the parent body (paid/volunteer) so that these skills can be utilised within classroom discussions and teaching opportunities.
- Provide a Parent Volunteer Information Session to guide parents.
- Provide outreach opportunities and embedded curriculum activities that highlight contemporary issues such as faith, social justice, environment, economics and life skills.
- Demonstrate sustainability and ecological practices across the school.

SUCCESS INDICATORS

- Communication guidelines are consistently followed and community satisfaction ratings are above 85%.
- Parents have accessed the opportunity to be involved in their child’s class.
- School Boards, committees and functions are well attended by a cross section of the community.
- All classes are participating in contemporary activities/issues at appropriate levels (i.e. No Waste Wednesday, Recycling, School Masses, Social Justice Outreach, etc.).
- Positive Insight SRC Climate Survey results.



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ACCOUNTABILITY

GOALS

- Enhance Early Childhood Education to ensure National Quality Standards and the Quality Improvement Plan are attained.
- Create a physical environment that is well maintained, inviting and conducive to effective learning.
- Ensure the ongoing financial administration of the school continues to be conducted in a prudent and responsible manner.

STRATEGIES

- Implement a plan to meet the standards – Early Childhood Education Charter.
- Investigate and plan for more accessible use of areas.
- Increase enrolments and retain students until the end of Year 6.
- Promote Saint Thomas’ to attract high quality teaching staff.
- Celebrate successful Program initiatives and share with parents and wider community (e.g. T.O.M, Chess, etc.).
- Conduct an ‘Open Day’.
- Promote our website as a place of celebration, ensuring easy accessibility, including testimonials from parents.
- Distinguish the point of difference – culture of St Thomas’.
- Foster consistent quality teaching incorporating contemporary practices.
- Development of 3-5 Year Finance and Resource Plan.

SUCCESS INDICATORS

- National Standards are attained to a high level.
- Learning environments are well maintained to cater for the current and future needs of the students.
- The financial administration of the school follows CEWA policies and processes and expenditures are kept within the Annual School Budget.



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DISCIPLESHIP

GOALS

- To ensure that we demonstrate a consistent level of Christian Service by supporting the marginalised, both vulnerable and poor, within and beyond our community.
- Engage students, staff and parents in their own learning and faith formation.

STRATEGIES

- Enhance students’ understanding of the relevance of faith to life and society through:
 - Providing more Christian Service opportunities
 - Building and strengthening connections with organisations and missions, with a focus on faith in action
 - Developing a philosophy of peace, justice and advocacy across the school.
- Promoting respect for others.
- Revisiting our Mission and Vision statement
- Identifying and responding to the needs of our school community.
- Developing a philosophy of peace, justice and advocacy across the school.
- Conducting liturgies with parental involvement.
- Establishing guidelines to assist staff planning of liturgies.

SUCCESS INDICATORS

- The establishment of a structured community outreach program that also provides opportunities for reflection and evaluation.
- One liturgy per term in each class involving parental attendance and involvement.



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