

Vision

We aim to be an exemplary Catholic Learning Community, united in living the Gospel.

Mission

- **Relationships** which are inclusive, mutually respectful and based on trust
- **Learning** which is dynamic, interactive and purposeful and
- A **culture** which is hope-filled, courageous and caring through organisational structures which are efficient, helpful and which enable participants to achieve their purposes.

Values

Excellence

Courage

Respect

Belonging

Hope

Priorities

Catholic identity

Goal 1

Deepen the spiritual and theological capacity of staff, students and families.

Strategies

- Develop actions in response to the findings detailed in the 2020 Enhancing Catholic School Identity (ECSI) Report.
- Facilitate one formation module to enhance the theological capacity of teachers.
- Work with our BCE RE:EO to develop a formation plan for our school.
- Plan School/Parish partner masses to strengthen parish/school relationships and enhance the spiritual growth of community members.

Success measures

- Actions from the ECSI report are developed for our context and implementation planned and delivered.
- A formation plan has been developed and shared with the staff.
- Teachers can reflect and articulate how their enhanced theological knowledge translates to their personal and professional spirituality.

Goal 2

Identify and define our core school values in order to build a connected and inspired community that is united in living the Gospel.

Strategies

- Reorientation to the school history and charisms for new and existing staff.
- Core school values will be identified and articulated to the community.
- Behaviours aligned with the core values will be developed.
- Students will be introduced to the school core values with a specific focus on one value each term.

Success measures

- School community members can articulate and explain our school core values.
- Recruitment and induction of staff align with our core values to ensure cultural fit and strategic hiring.
- Staff and Team meeting norms are established and reflect the school core values.
- School policies and procedures are aligned with our core values.

Learning and Teaching

Goal 3

Teachers will embed BCE Effective and Expected (E&E) Practices across key subject areas and all year levels.

Strategies

- The school will engage the services of Sue Walsh, an external facilitator to:
 - ✓ Identify, articulate and prioritise elements of the BCE, E&E practices.
 - ✓ Introduce and implement Lyn Sharett's 'Waterfall Chart' across all year levels.
 - ✓ Support teachers in the consistent implementation of the 'Waterfall Chart' in their teaching and learning.
- Literacy Blocks will be implemented across P-6.
 - ✓ Consistent Literacy Block expectations will be established.

Success measures

- Elements of the 'Waterfall Chart' are visible in each classroom and unit planning.
- Students are able to consistently answer the 5 key questions.
 - ✓ What are you learning (LI)?
 - ✓ How are you going (SC)?
 - ✓ How do you know (feedback)?
 - ✓ How can you improve (goal setting)?
 - ✓ Where do you go for help/get stuck (learning powers)?
- Teachers have set and achieved professional goals aligned with BCE's E&E practices.

Goal 4

Monitor and analyse student data to identify strategies to move student learning forward.

Strategies

- The diagnostic capabilities of student learning data (specifically NAPLAN, PAT-R & PAT-M, literacy monitoring tools) will be explored.
- Develop a school-wide data plan aimed at building staff skills in the analysis, interpretation and use of classroom data to guide planning.
- Develop a school NAPLAN preparation and improvement strategy.

Success measures

- All teachers develop differentiated assessment tasks which are documented in unit plans.
- NAPLAN preparation strategies are evident across the school.
- Data conversations occur at the beginning of each cycle of unit planning.
- Improved literacy and numeracy data as evidenced through monitoring tools and NAPLAN assessments.

Wellbeing

Goal 5

Develop a whole school wellbeing framework that nurtures holistic wellbeing of staff and students.

Strategies

- Investigate a student wellbeing program to be trialled with year levels.
- Participate in the BCE 'Operation: Activating Student Ideas.'
- Employ a Chaplain to support the wellbeing of students.
- Introduce the 'Flourish for Schools' program to equip our teaching staff with specific skills and strategies that effectively address the complex nature and demands of our work.
- Timetable Flourish sessions during staff meeting time.
- Teaching teams will be assigned to 'wellbeing weeks' each term and provided with a budget for implementation.
- Prioritise school buildings requiring LED lighting replacements.
- Teachers develop personal wellbeing action plans aligned with the Flourish for Schools modules.

Success measures

- Wellbeing weeks, each term have been planned by teaching teams and implemented throughout the year.
- Overall wellbeing of teachers has increased and evident in the exit survey.
- Energy consumption and costs have decreased when compared to the previous year.
- Feedback from staff, students and parents indicate wellbeing programs have had a positive impact on student wellbeing.

*I came that they may have life,
and have it abundantly.
John 10:10*

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Additional School Priority 1

Develop a **Reconciliation Action Plan (RAP)** demonstrating our commitment to promoting reconciliation between Aboriginal and Torres Strait Islander people and the broader Guardian Angels' School community.

Strategies

- The concept of a RAP will be presented to staff, along with the BCE RAP.
- RAP working party established, consisting of staff, parents and local indigenous representatives.
- RAP is drafted and presented to school community for consultation and feedback.
- Launch RAP to the community members.

Success measures

- RAP documented and endorsed by the School Board and wider Guardian Angels' School Community.

Additional School Priority 2

In consultation with the community, a **Refurbishment Masterplan** will be created to guide the future growth and development of Guardian Angels' Primary School.

Strategies

- Feedback from the 2020 refurbishment masterplan workshops with students, parents and staff will be used to inform the 'School In Community' report.
- The Leadership Team, along with the school architect and BCE Building Services will use the 'School In Community' report to guide the development of a refurbishment masterplan for our community.
- In 2021, two of our current Prep Classrooms will be refurbished to align with contemporary learning environment research.

Success measures

- The 'School In Community' report has been finalised and shared with community members.
- The school has a Refurbishment Masterplan and launched to the community.
- The Prep classroom refurbishment has been completed by the end of 2020.