

St Helena's Catholic Primary School

Something Beautiful for God



SAINT HELENA'S
Catholic Primary School

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School Improvement Plan 2019

Our Mission

As a community united in faith and trust, St Helena's Catholic Primary School seeks to provide a nurturing and diverse learning environment where our children contribute to the development of the kind of world envisaged by Jesus by living the ideal of doing ***Something Beautiful for God.***

Our Goals

- Nurture a Jesus-centred environment where Gospel values, including justice and equality for all, are actively lived and practised.
- Enhance the role of parents as the first educators of their children.
- Show respect and care for self, others and all of creation.
- Value and celebrate each person's individual gifts, encouraging them to share their gifts and use them to the best of their ability.
- Provide a learning environment that supports the education of the whole child in body, mind and spirit.
- Build a community of resilient, self-motivated learners who strive towards reaching their potential.
- Nurture the skills of collaboration, co-operation and problem solving to prepare for an ever changing future.

LEARNING – is what we do. We are committed to learning at every level.

STRATEGIC OBJECTIVES	OPERATIONAL STRATEGIES 2019	PERFORMANCE INDICATORS DELIVERABLES	TARGETS
Enrich and improve student learning by leveraging the use of ICTs.	<ul style="list-style-type: none"> Develop ICT Plan spanning three years and ensure clear strategies to enhance curriculum, pedagogy and development of staff beyond 2019. 	<ul style="list-style-type: none"> A shared vision for ICT at St Helena's is established. Learning technologies are utilised across the school to enhance student learning. Clear plan for beyond 2019 is documented 	<ul style="list-style-type: none"> Vision articulated, documented and shared. Survey results show 10% increase in teacher confidence and expertise (2018-2019) Plan 100% complete
	<ul style="list-style-type: none"> Conduct two parent workshops on the Digital Transformation at SHCPS and cyber safety. 	<ul style="list-style-type: none"> Parents engage in the school's digital transformation journey. 	<ul style="list-style-type: none"> High level of attendance and engagement by parents at both workshops.
Provide a broad, balanced and developmentally appropriate curriculum that utilises the best practices of teaching and learning, making use of the latest technologies and educational research/ development.	<ul style="list-style-type: none"> Continue to implement model of Inquiry Learning developed for St Helena's through PLCs, classroom practice, etc. 	<ul style="list-style-type: none"> All teachers develop and deliver structured plans for IBL following the St Helena's model. Students grow in ability to utilise creative thinking skills and independent learning strategies. 	<ul style="list-style-type: none"> 75% teachers delivering IBL programs.
	<ul style="list-style-type: none"> Explore and establish effective use of positive and constructive feedback to students 	<ul style="list-style-type: none"> Agreed expectations for feedback developed and implemented. Students ability to articulate individual goals/focus as a result of feedback. 	<ul style="list-style-type: none"> All students engaged in personal goal setting
	<ul style="list-style-type: none"> Conduct parent workshop on IBL 	<ul style="list-style-type: none"> Increased parental understanding of IBL and engagement with the process at St Helena's. 	<ul style="list-style-type: none"> High level of attendance and engagement by parents at one workshop.

Quality Catholic Schooling Component Review 302 – Analysis and Discussion of Data

307 – Differentiated Teaching and Learning

ENGAGEMENT – is essential. We are committed to Catholic Education’s mission through positive relationships with all.

STRATEGIC OBJECTIVES	OPERATIONAL STRATEGIES 2019	PERFORMANCE INDICATORS DELIVERABLES	TARGETS
<p>Establish a strategic approach to marketing with a view to maximising enrolments and maintaining a positive public profile.</p>	<ul style="list-style-type: none"> Investigate appointment of Marketing Officer one day per week. 	<ul style="list-style-type: none"> Marketing Officer appointed 	<ul style="list-style-type: none"> 90% of classes at capacity with 5% increased Catholic % across all classes.
	<ul style="list-style-type: none"> Continue to rebuild the school’s website. Ensure website is updated regularly and all information is current. 	<ul style="list-style-type: none"> Website traffic is high with positive feedback from internal and external audiences. 	<ul style="list-style-type: none"> Completion and launch of new website by end of term 2, 2019.
<p>Promote positive mental health and well-being for students and staff.</p>	<ul style="list-style-type: none"> Conduct student survey (repeat from 2018) to determine level of bullying, hotspots, attitudes, etc. Share school’s Bullying Policy and procedures with parents through workshops, newsletters, pamphlets, etc. Deliver education program to each class that promotes anti-bullying behaviour and strategies 	<ul style="list-style-type: none"> Pre-and post-survey data shows positive growth in students’ attitude to school and self-esteem. Teachers deliver evidence-based learning programs. 	<ul style="list-style-type: none"> 10% reduction in incidences of bullying as reported by students, teachers and parents.
	<ul style="list-style-type: none"> Identify and implement strategies that enhance student mental health and reduce levels of anxiety. Host parent workshop/s relating to childhood anxiety. 	<ul style="list-style-type: none"> Follow-up to 2018 TTFM survey shows reduction in reported levels of student anxiety. 	<ul style="list-style-type: none"> 10% reduction in reported levels of student anxiety. High level of attendance and engagement by parents.
	<ul style="list-style-type: none"> Develop a mental health policy and strategy for staff. Provide regular information to staff that promotes mental health and mental health services for them in the workplace (e.g. campaigns, events, emails, brochures). 	<ul style="list-style-type: none"> Staff report reduced levels of stress and demonstrate an increased awareness of the need to ‘manage’ their personal well-being. 	<ul style="list-style-type: none"> Policy 100% complete

ACCOUNTABILITY – is not an option. We have personal and collective responsibility for our system’s success.

STRATEGIC OBJECTIVES	OPERATIONAL STRATEGIES 2019	PERFORMANCE INDICATORS DELIVERABLES	TARGETS
<p>Develop a Workforce Plan (WP) that aims to ensure the workforce supports the future focus of the school and enables all staff to contribute to the school’s Strategic & Operational Plans and priorities.</p>	<ul style="list-style-type: none"> ▪ Develop a WP for St Helena’s that considers the context and environment, current workforce profile, future workforce profile, gap analysis and closing strategies and steps for implementation. ▪ Ensure the WP aligns with the Strategic Plan in terms of supporting St Helena’s goals and objectives across the term of the Strategic Plan. 	<ul style="list-style-type: none"> ▪ WP developed and endorsed by the School Board. 	<ul style="list-style-type: none"> ▪ 100% complete
<p>Develop a Capital Development Plan (CDP) and Maintenance Plan (MP) that span a five year period to ensure that facilities are developed and maintained in a planned manner and are in keeping with the requirements of the CECWA Capital Planning and Development Policy and system expectations.</p>	<ul style="list-style-type: none"> ▪ Finalise the school’s MP with budget alignment. ▪ Roll-out recommendations and strategies contained in the school’s MP. 	<ul style="list-style-type: none"> ▪ Three year MP developed and endorsed by the School Board. 	<ul style="list-style-type: none"> ▪ 100% complete
<p>Develop a Finance Plan (FP) that ensures continued responsible management and prioritising of resources against the Strategic Plan and other school priorities.</p>	<ul style="list-style-type: none"> ▪ The Finance Committee to develop a FP spanning five years – 2018 to 2022. The FP to take into consideration new initiatives, measures, programs and expenditure contained in the Strategic Plan, WP, CDP and MP. ▪ The FP to also take into consideration all operations of the school and achieve a balanced budget. If the school’s financial reserves are to be drawn upon, the Board’s endorsement must be sought. 	<ul style="list-style-type: none"> ▪ Five year FP developed and endorsed by the Board. 	<ul style="list-style-type: none"> ▪ 100% complete

DISCIPLESHIP – is our calling. We are committed to deepening our relationship with Jesus.

STRATEGIC OBJECTIVES	OPERATIONAL STRATEGIES 2019	PERFORMANCE INDICATORS DELIVERABLES	TARGETS
Enhance the Catholic profile of St Helena's and maximise enrolments.	<ul style="list-style-type: none"> ▪ Collaborate with Holy Cross College to develop marketing campaign promoting Catholic Education in Ellenbrook. 	<ul style="list-style-type: none"> ▪ Marketing Campaign launched 	<ul style="list-style-type: none"> ▪ 10% increase in Catholic enrolments by end of school year.
Deepen staff's knowledge and appreciation for prayer and Liturgy.	<ul style="list-style-type: none"> ▪ Whole staff workshop with Sr Kerry Willison focussed on prayer (Liturgy completed 2018). ▪ Leadership Team commence participation in Certificate of Liturgy program (CEWA). 	<ul style="list-style-type: none"> ▪ Staff prayer and school liturgies reflect more appropriately the relevant rubrics. 	<ul style="list-style-type: none"> ▪ Staff and students engage more fully in prayer. ▪ School liturgies adhere to required rubrics.