

ST BEDE'S 2020 - 2022 STRATEGIC PLAN FINAL



This plan will align with and be underpinned by: MN Vision Statement for Catholic Schools, MN Strategic Plan 2020 – 2022, Nature and Purpose of Catholic Schools Statement, MN Schools Learning Framework, MN Catholic Identity Improvement Tool, St Bede's 2017-19 Foundation Plan, St Bede's 2019 Self-Review Report, St Bede's Visual Identity Diagram, St Bede's Learning & Wellbeing Framework, and the ACER National Improvement Tool

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| PRIORITIES | Catholic Formation and Mission | Learning & Teaching | Leadership | Wellbeing & Partnerships |
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| DOMAIN | ASPIRATION |
|--------------------------------|---|
| CATHOLIC FORMATION AND MISSION | To affirm the nature and purpose of Catholic Schools in light of the Gospels and the Catholic Schools Vision Statement. |
| LEARNING & TEACHING | To create a culture of high expectations, deep learning, enhanced wellbeing and a sense of belonging for all. |
| LEADERSHIP | To inspire and challenge staff individually and collectively to model servant leadership and contribute positively to our system of schools. |
| WELLBEING AND PARTNERSHIPS | To create supportive and connected school learning communities, grounded in our faith, that promote wellbeing and positive partnerships with families, parish, community agencies and industry so that students and staff can reach their full potential. |

| OBJECTIVE | STRATEGIES | INDICATORS OF SUCCESS | TIMELINE |
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| <p>Catholic Culture & Mission Nurture sacramental school community which is an authentic and joyful expressions of Christ's love witnessed as faith in action</p> | <p>Develop school community understanding of Jesus' story and the life of St Bede.</p> | <ul style="list-style-type: none"> • Sound Year 7 Religious Studies Assessment Tasks results. | 2020 |
| | | <ul style="list-style-type: none"> • Story of Jesus and St Bede embedded into all induction programs. | 2021 |
| | | <ul style="list-style-type: none"> • Student Committees promote the story of Jesus and St Bede. | 2022 |
| <p>Formation To offer quality faith formation that builds staff capacity and inspires students, staff and families to have a deeper relationship with Christ.</p> | <p>Provide opportunities for student involvement in Parish life, including Masses.</p> | <ul style="list-style-type: none"> • Students share their experiences and promote opportunities for Parish involvement in Year Group Assemblies. | 2020 |
| | | <ul style="list-style-type: none"> • Social Justice Student Committee promote local parish events and opportunities. | 2020 |
| | | <ul style="list-style-type: none"> • Increased student involvement in Parish life, including Masses. | 2022 |
| | | <ul style="list-style-type: none"> • Parish Youth Workers are visible member of the St Bede's community. | 2020 |
| | <p>Promote sacramental programs, such as Christian Initiation.</p> | <ul style="list-style-type: none"> • College supports the Parish Youth Workers in promoting sacramental programs. | 2020 |
| | <p>Development of a Ministry and Social Justice Framework.</p> | <ul style="list-style-type: none"> • Launch of the Ministry and Social Justice Framework. | 2022 |
| <p>Further develop quality formation for leaders and staff.</p> | <ul style="list-style-type: none"> • Attendance and participation in quality faith formation activities. | 2020 | |
| | <ul style="list-style-type: none"> • Staff engage and complete activities necessary for <i>Accreditation to Work, Teach and Lead</i>. | 2020 | |
| <p>Religious Education Explore opportunities to better cater for students, particularly non-Catholics through cross-curriculum and general capabilities via Catholic Social Teaching.</p> | <p>Embedding Catholic Social Teaching (CST) into all subject areas.</p> | <ul style="list-style-type: none"> • Development of a whole school mapping grid for CST across the College. | 2021 |
| | | <ul style="list-style-type: none"> • Development of individual subject scope and sequence and programs which specify CST. | 2021 |

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| <p>Student Centred Create a rich and personalised learning experience in a supportive environment.</p> | <p>Develop a consistent approach to providing meaningful feedback.</p> | <ul style="list-style-type: none"> • Consistent practices in utilising feedback to improve pedagogical practices. | 2020 |
| | | <ul style="list-style-type: none"> • Effective operation of a Learning Project Team in reviewing and improving approaches to student feedback. | 2020 |
| | <p>Differentiate and Personalise the curriculum and pedagogy to cater for all students.</p> | <ul style="list-style-type: none"> • Developed personalised semester reports for students working at adjusted stage levels. | 2020 |
| | | <ul style="list-style-type: none"> • Differentiation of tasks with a specific focus on literacy and numeracy. | 2021 |
| | | <ul style="list-style-type: none"> • Broaden the cross-curricular teaching and learning approach where possible in Stage 5. | 2021 |
| | | <ul style="list-style-type: none"> • Professional Learning to increase teacher repertoire of differentiation strategies. | 2022 |
| <p>Agile and Innovative Learning To nurture a culture of learning that is agile, innovative and continuously improving.</p> | <p>Establish and sustain a shared belief and understanding of the value of flexible learning opportunities.</p> | <ul style="list-style-type: none"> • Sharing of flexible learning successes. | 2020 |
| | | <ul style="list-style-type: none"> • Formation of Professional Learning Teams. | 2020 |
| | | <ul style="list-style-type: none"> • Professional learning experiences are provided in a Learn, Implement and Share format. | 2020 |
| | | <ul style="list-style-type: none"> • Develop structures that support innovative teaching and learning. | 2021 |
| | | <ul style="list-style-type: none"> • Time allocated for staff to plan and implement flexible learning opportunities. | 2021 |
| | | <ul style="list-style-type: none"> • Revision of the Assessment Handbook to include Stage 5 and 6 requirements. | 2022 |
| | | <ul style="list-style-type: none"> • Effective use of technology to support flexible learning. | 2022 |
| <p>Build Capacity To build capacity through professional and collaborative learning.</p> | <p>Develop processes that best promote quality professional development for staff.</p> | <ul style="list-style-type: none"> • Staff provide feedback of professional development. | 2020 |
| | | <ul style="list-style-type: none"> • New staff participation in professional learning about unique pedagogy at St Bede's. | 2021 |
| | | <ul style="list-style-type: none"> • Coaching model implemented to improve teacher practice. | 2021 |
| | | <ul style="list-style-type: none"> • Fully developed early career teacher handbook. | 2022 |
| | | <ul style="list-style-type: none"> • Professional Learning for staff to lead school improvement teams. | 2022 |

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| <p>Leadership Culture To ensure effective staff recruitment, induction and development and organisational processes which convey a shared understanding of being a member of the St Bede's community.</p> | <p>Incorporate the unique needs of St Bede's into the staff recruitment process.</p> | <ul style="list-style-type: none"> Staffing decisions aligned to the College Strategic Plan and/or Learning Wellbeing Framework (LWF). | 2020 |
| | | <ul style="list-style-type: none"> Development and implementation of clear role descriptions used in the recruitment process. | 2020 |
| | | <ul style="list-style-type: none"> Recruitment process based on the projected needs of the College with positions filled by high quality staff. | 2020 |
| | <p>Development and implementation of an effective staff and student induction program.</p> | <ul style="list-style-type: none"> All new staff complete and submit a staff induction checklist that includes an evaluation of the induction program. | 2020 |
| | | <ul style="list-style-type: none"> Implementation of a buddy system, with regular check ins. | 2020 |
| | <p>Authentic alignment of whole school professional development and Personal Professional Development (PP&D) to the Strategic Plan and Learning Wellbeing Framework.</p> | <ul style="list-style-type: none"> Strategic Plan and LWF visibly seen in staff PP&D, staff development days and into meeting agendas. | 2021 |
| | | <ul style="list-style-type: none"> Development of a professional development scope and sequence in alignment with the Strategic Plan and LWF along with accredited hours. | 2021 |

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| <p>Wellbeing Consistent and coherent approach to wellbeing that is understood by staff, families and students.</p> | <p>Resource and implement the Learning Wellbeing Framework (LWF) and associated initiatives.</p> | <ul style="list-style-type: none"> • Individual Positive Behaviour Plans for students with identified behavioural concerns. | 2020 |
| | | <ul style="list-style-type: none"> • Implementation of the 5 Ways of Wellbeing Model (5WWM) as evidenced by common language, visual symbols and signage. | 2022 |
| | | <ul style="list-style-type: none"> • Evaluation of the 5WWM by both staff and students. | 2022 |
| | | <ul style="list-style-type: none"> • Professional learning opportunities for staff, students and families to understand how wellbeing is inextricably linked to learning at St Bede's. | 2022 |
| | <p>Implementation of policies regarding student behaviour, student wellbeing, non-attendance, and complaints management which are clearly communicated with staff, families and students.</p> | <ul style="list-style-type: none"> • All student matters have been reported, actioned and documented on Compass. | 2020 |
| | | <ul style="list-style-type: none"> • Student attendance rates, including on excursion days, sporting carnivals, are reviewed and followed up. | 2020 |
| | | <ul style="list-style-type: none"> • Communication of policies to relevant stakeholders. | 2020 |
| | | <ul style="list-style-type: none"> • Feedback validating effective implementation of policies. | 2022 |
| <p>Promoting Positive Partnerships Build collaborative staff, family, parish and community partnerships.</p> | <p>Celebrating and sharing student success by engaging the whole school community.</p> | <ul style="list-style-type: none"> • High student participation rates at extra-curricular events. | 2020 |
| | | <ul style="list-style-type: none"> • Learning spaces visibly demonstrating student works. | 2020 |
| | | <ul style="list-style-type: none"> • Religious education works and achievements being shared with parishioners at Parish Masses. | 2021 |
| | | <ul style="list-style-type: none"> • Attendance of neighbours and parishioners at Student Showcase Evenings. | 2022 |