



# **St Dominic's School**

## **Strategic Plan**

### **2016 - 2019**



## Rationale

Our Strategic Plan has been developed with a focus on the ideal characteristics of a graduate of St Dominic's School. The students, staff, parent community, school board and parish have been involved in the development of this plan.

The plan uses the LEAD acronym and reflects the Strategic Direction of Catholic Education in WA, together with our vision for the next four years.

The objectives form the framework for our [Annual School Improvement Plan](#), which becomes the evaluation tool to measure the success of this Strategic Plan and inform future decisions and directions.

## Vision Statement

Founded on the Dominican tradition of Truth, Love and Knowledge, our school endeavours to offer a caring and trusting environment which nurtures the dignity and potential of each community member.

We strive to:

- Create in all community members a firm foundation of the Catholic Ethos so that all may develop a loving and meaningful relationship with God.
- Acknowledge, appreciate and develop the spiritual, intellectual, physical, emotional and social potential of each child.
- Prepare children to approach the future with confidence and optimism, while being aware of their responsibilities in our changing world.
- Promote awareness of the need to respect and care for all of creation.
- Foster a trusting environment so that the children can grow as confident and independent learners.

## The Ideal St Dominic's School Graduate

A student who demonstrates resilience, compassion and respect for themselves, others and creation through the lens of Christian values. A student who has a love and thirst for learning, an inquisitive and creative mind, and an enthusiasm for continued learning. The ideal graduate has happy memories of their time at St Dominic's School and reflects fondly on their interactions with friends, teachers, and the wider community.

# **Learning** - is what we do.

We are committed to learning at every level.

**Objective 1:** Develop expert teachers who demonstrate excellent current and inclusive (students, parents and staff) practices, resulting in outstanding student outcomes.

Planned strategies and processes to achieve this objective:

- Targeted professional learning for all staff
- Establishment of a networking system with schools in the local area to provide opportunities for teaching staff to share ideas with teachers from other schools
- Schedule opportunities for teachers to engage in shoulder to shoulder learning in order to allow for exploration of ideas and offer opportunities for discussion and reflection

**Objective 2:** To nurture a social environment where students are safe, respected and supported, and their social/ emotional well-being is fostered.

Planned strategies and processes to achieve this objective:

- Establishment of a community edible garden
- Review of our behaviour management and bullying policies to ensure the school environment is safe, respectful and supportive
- Attend professional development on the 'Making Jesus Real' program and explore the possibility of implementing this program across the school to encourage students to live out Jesus' values and attitudes on a daily basis
- Provide a range of opportunities for students to engage in public performances
  - Reading at Mass
  - St Dominic's Got Talent
  - Year level assemblies
  - Performing Arts
- Support the community through the Social Worker role in the following ways:
  - Provide students the opportunity to participate in the Rainbows Program
  - One on one support for students, staff and parents
  - Professional development
- Explore and implement a protective behaviours program

**Objective 3:** Improve Literacy and Numeracy outcomes for all students.

Planned strategies and processes to achieve this objective:

- Professional learning in the area of Levelled Literacy Intervention (LLI)



- Continue to implement the LLI reading intervention program and increase the amount of support time that can be extended to students in need of intervention
- Review assessment schedule and implement more current and reliable assessment tools so teaching can be most effectively targeted to student needs
- Staff to attend professional learning events around the area of effective practice in teaching literacy, with a particular focus on reading, comprehension and spelling
- Auditing the existing reading resources we have and purchasing new resources where need is identified. This will ensure that students have access to a wide range of appealing and engaging reading resources
- Implementing a consistent approach to teaching literacy across the school (e.g. Literacy Dedicated Time)
- Investigate the use of CAFE-R and Six Traits of Writing in classrooms to promote explicit and strategic literacy learning



“We want to establish a modern teaching and learning environment that engages and develops each individual child.”

# Engagement - is essential.

We are committed to Catholic Education's mission through positive relationships with all.

**Objective 1:** Undertake a strategic approach to marketing the school in order to increase enrolment and retain students until Year Six.

Planned strategies and processes to achieve this objective:

- Investigate and implement changes to the 'branding' of St Dominic's School with the intention of increasing enrolment numbers
- Establish a variety of means by which to investigate the decrease in enrolments in the upper years
- Explore changes to the school uniform in line with branding changes
- Replace the illuminated sign at the front of the school with new branding
- Advertise our school in the local newspapers
- Look at changes to the Kindy/ PP playground to make it more nature-based

**Objective 2:** To have a consistent approach to parent/ teacher contact in order to increase transparency between classroom and parents, and engage parents in their child's journey through St Dominic's School.

Planned strategies and processes to achieve this objective:

- Provide online avenues to communicate learning that is happening in our school (e.g. blogs, Facebook, SEQTA)
- Develop a more user-friendly and useful school website aligned to the new branding
- Explore opportunities for parents to be involved in the classroom program and excursions
- Develop and implement a parent-, teacher-, and student- code of conduct
- Offer parent professional development learning sessions (e.g. on reading, protective behaviours, etc.)

“There should be transparency between the classroom and parents.”



## **Accountability** - is not optional.

We have personal and collective responsibilities for our system's success.

**Objective 1:** National Quality Schools (NQS) planning is in place and a high level of compliance is achieved.

Planned strategies and processes to achieve this objective:

- Implement a Quality Improvement Plan (QIP) to meet the Early Years National Quality Standards
- Review the current practices in Kindy to Year Two and identify strategies to address areas for improvement
- Early years staff to participate in a professional learning session in which they will write a philosophy that articulates our beliefs, values and hopes for the educational program that we provide at the school, as well as its outcomes.
- Kindy/ PP nature playground development
- School toilet block improvements

**Objective 2:** Financial decisions are open, transparent and linked to the strategic goals and Capital Development Plan.

Planned strategies and processes to achieve this objective:

- Specific goals outlined each year for the allocation of P&F funds
- Develop a capital development plan that is linked to the school's strategic goals.
- Creation of nature-based play areas around the school





# Discipleship - is our calling.

We are committed to deepening our relationship with Jesus.

**Objective 1:** To inspire staff, students and parents to know, understand and live out the Gospel values of Catholic Christianity as an expression of faith in our modern world.

Planned strategies and processes to achieve this objective:

- Communicate with families opportunities for home faith development
- Investigate and implement a pastoral care program such as
  - Making Jesus Real
  - The Fruits of the Holy Spirit
- Promote and celebrate St Dominic's Feast Day
- Establish Faction Patron Saint Celebration Days for our four factions
- Update and implement the school's Evangelisation Plan
- Increase the presence of Religious symbols around the school
- Strengthen Community Service and Outreach programs with our school - e.g. Mandalay Projects, Birralee, St Vincent de Paul
- Provide staff retreat opportunities bi-annually
- Implement a school-parish community care program



**Objective 2:** Develop stronger links between the school and parish.

Planned strategies and processes to achieve this objective:

- Investigate the Mini Vinnies Program
- Work with the parish to identify strategies to emphasise and strengthen the role of the parish in sacramental preparation
- Establish a working party that includes the Parish Priest to look at ways to strengthen the link between school and parish

“We want our students to be aware of, and know, God.”

**Objective 3:** To ensure that we stand with the marginalised both within and beyond our community by providing more community outreach opportunities.

Planned strategies and processes to achieve this objective:

- Look at opportunities to support local and overseas projects as an expression of Jesus mission to help others.
  - St Vincent De Paul
  - Metta Geha Orphanage
  - Implement a school-parish community care program

“We want to assist in the faith development of staff, students and families within our school.”