



# San Sisto College

*Women of Integrity Shaping the Future*

## ***STRATEGIC RENEWAL PLAN***

### ***2012 - 2016***

*Prepared in consultation with College Staff, College Board and P&F and based upon the 5 Year Strategic Renewal Plan 2012 - 2016*

**Prepared: 1 January 2012**

**Updated:    Reviewed:**

# PRIORITY 1

## Mission and Religious Education

BCEC STRATEGIC INTENTS		SAN SISTO BROAD STRATEGIC INTENTS	STRATEGIES	KEY PERSONNELL	2012	2013	2014	2015	2016
		We intend to:	This will be achieved at the college by:						
1.1	Policies, programmes and practices which explicitly articulate the nature and purpose of Catholic schooling, within the broader evangelising mission of the Church.	<ul style="list-style-type: none"> <li>Continue to provide staff morning prayer and Masses; student retreat</li> <li>Review policies, practices and procedures against the nature and purpose of Catholic schooling</li> <li>Review culture of college</li> </ul>	<ul style="list-style-type: none"> <li>Staff praying daily with students</li> <li>Reviewing college culture at staff meetings</li> <li>Introducing meditative prayer 3 min/week, whole school</li> </ul>		X	X	X	X	X
1.2	A religious education curriculum that promotes knowledge, deep understanding and skills about the Catholic and broader Christian tradition.	<ul style="list-style-type: none"> <li>Ensure currency and best practice within religious education curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Update RE curriculum 8 – 12</li> </ul>	M Warnick	X	X	X	X	X
1.3	A cohesive and integrated approach to nurturing and promoting the religious life of the school, the faith formation of students and participation in the worshipping community.	<ul style="list-style-type: none"> <li>Ensure that the religious life of the school is overt and embedded within the culture of the college</li> </ul>	<ul style="list-style-type: none"> <li>Continue to integrate and make overt the Dominican values, Habits of Spirit and Faith into classroom, assemblies and school activities and into unit planners as per curriculum plan</li> </ul>	M Warnick	X	X	X	X	X
1.4	A cohesive and integrated approach for the spiritual formation of staff.	<ul style="list-style-type: none"> <li>Develop a consistent and strategic approach to Dominican formation</li> <li>Emphasise staff spiritual formation</li> </ul>	<ul style="list-style-type: none"> <li>Dedicated Term 2 PD day to spirituality/RE for all staff</li> <li>Dedicate ½ day PD at beginning of year to Dominican formation</li> <li>Develop a curriculum of Dominican/Catholic formation and spirituality for new staff</li> <li>1 x staff meeting per year committed to a Dominican topic</li> <li>Prepare 5 year plan for Dominican and Catholic formation</li> <li>Staff Mass and prayer</li> </ul>	M Lee M Lee M Lee	X	X	X	X	X
1.5	A cohesive and integrated approach for the professional learning of staff in religious education and theology.	<ul style="list-style-type: none"> <li>Promote study in RE/Theology</li> <li>Provide specific PD for RE staff</li> <li>Increase RE qualified staff</li> </ul>	<ul style="list-style-type: none"> <li>Continuing to release RE staff 1 x day per year for RE in-service</li> <li>Continuing to releasing RE staff 1 x day per year for team planning and in-service re: RE and theology</li> <li>Continuing to promote scholarships</li> <li>Preparing a 5 year plan for RE inservice and inservice of whole staff re: Religious education and spirituality</li> </ul>	M Lee	X	X	X	X	X
1.6	A shared understanding of and practical responses to Catholic Social Teaching.	<ul style="list-style-type: none"> <li>Highlight Catholic social justice issues</li> </ul>	<ul style="list-style-type: none"> <li>Present in-service on Catholic Social Teaching at 1 x staff meeting per year or as per 5 year plan</li> <li>Continue to provide service and justice activities for staff and students</li> <li>Continue to provide of guest speakers involved in Social Justice activities</li> </ul>	M Warnick	X	X	X	X	X

# PRIORITY 2

## Learning and Teaching

BCEC STRATEGIC INTENTS		SAN SISTO BROAD STRATEGIC INTENTS	STRATEGIES	KEY PERSONNELL	2012	2013	2014	2015	2016
		We intend to:	This will be achieved at the college by:						
2.1	Enhanced pedagogical practice that is data-informed and evidence-based.	<ul style="list-style-type: none"> <li>Continue with full implementation of D of L, HOM&amp;S and school-wide pedagogy</li> <li>Develop strategies for measuring achievements and align goals for improvement</li> <li>Develop leadership skills and define accountabilities of curriculum coordinators within faculties re: curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>Completing the writing of units of work in Dimensions of Learning (70% by end of 2012 and 100% by end of 2013.</li> <li>Developing resources in Habits of Spirit</li> <li>Mapping implementation of elements of Dimensions of Learning</li> <li>Developing plan for measuring and reporting outcomes and developing strategies and targets for improvement</li> <li>Formulating college calendar of release for subject teachers for planning purposes</li> </ul>	J Burkett  Various J Burkett J Burkett/ A Gerry	x	x			
2.2	Implementation of the Australian Curriculum within the context of the BCE Learning Framework as a means of realising equity and excellence.	<ul style="list-style-type: none"> <li>Continue with implementation with Australian curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Providing PDE and release time for Australian curriculum</li> <li>Continuing to support implementation with time release for unit planning/development</li> </ul>	J Burkett	x	x	x	x	x
2.3	Improved literacy and numeracy standards.	<ul style="list-style-type: none"> <li>Provide learning support and training re: NAPLAN</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing training of students and support of staff re: NAPLAN</li> <li>Continuing to prepare students for NAPLAN</li> </ul>	J Burkett	x	x	x	x	x
2.4	Learning and teaching environments are adaptive and responsive to the changing structure of schooling e.g. school based kindergarten and Year 7 to secondary.	<ul style="list-style-type: none"> <li>Research and develop models for move to Year 7</li> <li>Continue with implementation of master building plan</li> <li>Explore concept of senior learning space</li> <li>Continue to provide structured ongoing support to incoming students</li> <li>Continue to provide training in the use of IC &amp; LTs in the classroom</li> <li>Continue to provide learning opportunities re: contemporary teaching practice</li> </ul>	<ul style="list-style-type: none"> <li>Preparing college educational brief</li> <li>Establishing model for implementation Year 7</li> <li>Preparing curriculum for Year 7</li> <li>Preparing staffing and resources Year 7</li> <li>Continuing building as planned to prepare for Year 7</li> <li>Studying examples of pedagogical practices</li> <li>Continuing to conduct orientations programs</li> <li>Towards end of each term conduct extra orientation programs for new students re: Habits of Mind and Spirit</li> </ul>	M Lee	x	x			
2.5	Comprehensive whole-school approaches provide pastoral care, protection of students, student behaviour support and foster social and emotional well-being.	<ul style="list-style-type: none"> <li>Develop integrated student learning and well-being program</li> <li>Develop the WELL</li> </ul>	<ul style="list-style-type: none"> <li>Providing staff, student and parent training</li> <li>Promoting use of the WELL as a place of well being</li> </ul>	M Trims M Lee	x	x			
2.6	Targeted strategies that ensure the identification, monitoring and improved education outcomes for specific diverse student populations.	<ul style="list-style-type: none"> <li>Continue to explore financial grants</li> </ul>	<ul style="list-style-type: none"> <li>Continuing current support programs</li> </ul>	J Burkett	x	x	x	x	x
2.7	Career education and creative curriculum planning that improves student access to pathways and maximizes school and post school options.		<ul style="list-style-type: none"> <li>Continuing to offer Cert I in Work Education in Year 10</li> <li>Expanding VET options in senior school</li> </ul>	J Burkett	x				
2.8	School leadership teams and classroom teachers have well developed capacities to utilise information, communication and learning technologies to improve learning and teaching.	<ul style="list-style-type: none"> <li>Foster a learning community culture</li> </ul>	<ul style="list-style-type: none"> <li>Providing ongoing staff training on Monday afternoons on range of topics eg. Leadership vs management, Dominican philosophy of education, Excel spreadsheeting, financial management</li> </ul>	M Lee	x	x	x	x	x

# PRIORITY 3

## Professional Practice and Collaborative Relationships

BCEC STRATEGIC INTENTS		SAN SISTO BROAD STRATEGIC INTENTS	STRATEGIES	KEY PERSONNELL	2012	2013	2014	2015	2016
		We intend to:	This will be achieved at the college by:						
3.1	Structures, processes and collaboration with clergy and parish bodies to strengthen the shared mission of parish and school.	<ul style="list-style-type: none"> <li>Continue the close connection with the Fathers at Our Lady of Grace's</li> <li>Continue with visits to and exchanges with St Martin's</li> </ul>	<ul style="list-style-type: none"> <li>Including Fathers in college functions</li> <li>Working together in preparation of Liturgies</li> </ul>	M Warnick	x	x	x	x	x
3.2	Partnerships that provide for consultation and engagement with parents as the primary educators of their children in the mission of the Catholic school.	<ul style="list-style-type: none"> <li>Support parents in educating students re: PDE topics</li> <li>Foster positive and affirming relationships with parents and members of the community</li> </ul>	<ul style="list-style-type: none"> <li>Conducting annual 'dinners' for Years 8/9/10 and 11/12 including keynote addresses on relevant topics</li> <li>Continuing to invite parents to school Masses, rituals and school liturgies</li> <li>Conducting parent nights; preparing information sheets, updating website with relevant information and keeping website current</li> </ul>	M Lee J Burkett	x	x	x	x	x
3.3	A comprehensive approach to staff well-being and development including professional learning, professional standards, performance management and pastoral care.	<ul style="list-style-type: none"> <li>Support and foster well-being of staff</li> <li>Provide learning opportunities for staff</li> </ul>	<ul style="list-style-type: none"> <li>Mentoring older and younger teachers</li> <li>Continuing Performance and Development Program for all staff</li> <li>Providing all new staff with a buddy</li> <li>Continuing to prepare strategic professional development program each year</li> </ul>	J Burkett M Warnick M Trims M Lee	x	x	x	x	x
3.4	Leadership development and succession planning informed by the mission and purpose of Catholic Education.	<ul style="list-style-type: none"> <li>Develop leadership training opportunities for staff</li> </ul>	<ul style="list-style-type: none"> <li>Promoting BCEC "In the Box" program</li> <li>Offering opportunities for leadership development</li> <li>Fostering learning community culture through after school Learning Series of lectures/workshops</li> </ul>	M Lee	x	x	x	x	x
3.5	Development of effective professional learning communities both within schools and across the wider BCEO community.	<ul style="list-style-type: none"> <li>Develop a learning community of leaders keeping others abreast of current research/information/directories</li> <li>Encourage networking of teachers with teachers in other schools</li> </ul>	<ul style="list-style-type: none"> <li>Conducting lectures 1 x each College Leadership Team x each Term on range of topics</li> </ul>	M Lee	x	x	x	x	x
3.6	Productive links are forged with professional bodies and institutions, the broader community and government agencies.		<ul style="list-style-type: none"> <li>Continuing to foster high quality relationships with stakeholders</li> </ul>	M Lee	x	x	x	x	x
3.7	A safe, healthy and productive school environment for students, staff and community.	<ul style="list-style-type: none"> <li>Establish Well-being Centre (The WELL)</li> </ul>	<ul style="list-style-type: none"> <li>Recruiting high quality staff to service needs of college</li> <li>Monitoring creation of the WELL</li> <li>Providing appropriate OH&amp;S training</li> </ul>	M Lee	x	x	x	x	x
3.8	Consultative and collaborative partnerships are evident among schools and between schools and BCEO.	<ul style="list-style-type: none"> <li>Develop stronger links with schools in the Dominican tradition</li> </ul>	<ul style="list-style-type: none"> <li>Attending Dominican Education Network meetings and others as relevant</li> </ul>	M Lee M Warnick	x	x	x	x	x

# PRIORITY 4

## Strategic Resourcing

BCEC STRATEGIC INTENTS		SAN SISTO BROAD STRATEGIC INTENTS	STRATEGIES	KEY PERSONNELL	2012	2013	2014	2015	2016
		We intend to:	This will be achieved at the college by:						
4.1	The strategic renewal plan informed by the principle of stewardship directs the allocation of school resources.	<ul style="list-style-type: none"> <li>Be sensitive to Dominican values in resource allocation</li> </ul>	<ul style="list-style-type: none"> <li>Preparing a budget in collaboration with all stakeholders</li> <li>Monitoring practice of self insurance for laptops</li> <li>Preparing a 10 year financial plan</li> <li>Preparing a 10 year maintenance and development plan</li> </ul>	S Boban	x	x	x	x	x
4.2	Collaborative processes are in place to develop the budget and to allocate resources.		<ul style="list-style-type: none"> <li>Fostering a shared approach to budget preparation</li> </ul>	S Boban	x	x	x	x	x
4.3	The formation and professional learning of staff is clearly evident in budget priorities.	<ul style="list-style-type: none"> <li>Make provision for team planning</li> </ul>	<ul style="list-style-type: none"> <li>Budgeting appropriately for the provision of Professional Development</li> </ul>	S Boban M Lee	x	x	x	x	x
4.4	Resourcing decisions and priorities support financial accessibility for families.		<ul style="list-style-type: none"> <li>Preparing a set of guidelines for parents seeking concessions</li> <li>Rewriting fee and concession policy to be included in enrolment package and published for current parents</li> </ul>	S Boban	X x				
4.5	Information and learning management systems enhance student and staff engagement with learning, teaching and school operations.	<ul style="list-style-type: none"> <li>Keep staff abreast of IT initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Developing communications systems to assist staff adoption of new programs</li> </ul>	J Burkett D Reeves M Lee		x			
4.6	Sustainable environmental practices are embedded into the organisational structure and processes of schools.	<ul style="list-style-type: none"> <li>Embrace environmentally sustainable practices</li> </ul>	<ul style="list-style-type: none"> <li>Continuing the adoption of sustainable practices such as worm farm and recycling</li> <li>Monitoring power usage</li> <li>Adopting ethical practices in relation to environmentally sustainable purchasing</li> </ul>	A Gerry	x	x	x	x	x
4.7	Contemporary learning approaches inform the planning, design and use of facilities.		<ul style="list-style-type: none"> <li>Keeping abreast of current and emerging pedagogies that inform classroom/learning spaces and resources</li> </ul>	M Lee J Burkett	x	x	x	x	x

