



ST. PATRICK'S COLLEGE SUTHERLAND

STRATEGIC PLAN 2016 - 2018

PREAMBLE

The Strategic Improvement Plan for St. Patrick's College for the period 2016 to 2018 was developed over 2015 and reflects significant consultation within the broad College community.

Consultations with College executive, middle leaders and a whole staff consultation were held. Student focus groups were also conducted. Parent, staff and student satisfaction survey (Years 7 to 12) further supported insights from these consultations.

The process of strategic planning was conducted in concert with the Sydney Catholic Schools Cyclic Review process; both processes were mutually supportive with the insights generated by both processes used to complement each other.

In the discernment and preparation of its strategic priorities, its annual plan and smart goals the College took particular care to do so in the light of the Archbishops Charter for Catholic Schools (2012).

In 2015 Sydney Catholic Schools released its own strategic improvement plan, *New Horizons*. This plan designated five key areas for both school and system wide focus in the years ahead. These key areas form the framework in which the Schools own priorities are established. The five key domains are

1. Catholic Identity and Mission;
2. Learning and Teaching;
3. Wellbeing of Staff and Students;
4. Capacity Building; and
5. Stewardship of Resources

The St. Patrick's College Strategic Improvement Plan emerging from this process has identified a series of quality improvement projects that will span the life of the plan and beyond. These projects will be further developed in each of the Annual Improvement Plans as they emerge which are then expressed annually as a set of SMART Goals. These SMART Goals form the basis of the College's school improvement work. The College then reports progress against these goals to Sydney Catholic Schools and to its stakeholders.

It is important to appreciate that the strategic context in which the College operates is constantly changing. Federal and State Governments, Sydney Catholic Schools, the broader Church and the new emerging needs of its community influence this context and must be accommodated within the planning cycle. To accommodate this each Annual Improvement Plan will require the College to reflect and evaluate the current situation anew and respond creatively to local circumstances. This ongoing process of renewal will require regular consultation with its stakeholders.

ST. PATRICK'S COLLEGE SUTHERLAND – STRATEGIC PRIORITY 1: CATHOLIC IDENTITY & MISSION

'I am the way, the truth and the life' (John 14:6)

No:	SYDNEY CATHOLIC SCHOOLS Key Improvements	Archbishop's Charter	ST. PATRICK'S COLLEGE SUTHERLAND Key Improvements	YEAR
1.1	Strengthen the understanding and commitment to the role of the Catholic school within the church community.	CHARTER 1 CHARTER 11	1. Revisit the College mission statement in alignment with the Archbishop's Charter (CHARTER 1C and 1D) 2. Continue to develop the twin charism of St. Patrick's. 3. Identify ways to live out the core values of presence, compassion, action and hope.	2017
1.2	Enhance and diversify the faith formation and religious leadership opportunities for staff.	CHARTER 10C CHARTER 5	4. Provide a range of faith formation and evangelization activities for staff by developing a framework for Staff Faith Formation (CHARTER 10C). 5. Promote student and staff participation in faith formation and immersion experiences offered by EREA, Nagle Alliance and Catholic Mission (CHARTER 5C, VISION 13)	2016
1.3	Foster the personal and spiritual growth of students, engaging them in the life and mission of the Catholic faith community.	CHARTER 11	6. Encourage student development of leadership in evangelization and faith formation by creating a student leadership position such as Liturgy captain. 7. Deepen students experience of their faith through participation in the liturgy and prayer life of the church	2017

ST. PATRICK'S COLLEGE SUTHERLAND – STRATEGIC PRIORITY 2: LEARNING & TEACHING

'I have come that they might have life and have it to the full.' (John 10:10)

No:	SYDNEY CATHOLIC SCHOOLS Key Improvements	Archbishop's Charter	ST. PATRICK'S COLLEGE SUTHERLAND Key Improvements	YEAR
2.1	Provide experiences of learning that engage, challenge, extend and empower students through alignment with the principles of <i>Authentic Learning</i> .	CHARTER 2	<ol style="list-style-type: none"> 1. Further embed the St. Pat's Pillars through alignment of staff professional development, use transition program to Year 7 as a further opportunity to introduce and promote student understanding of the Pillars of Learning and Teaching. 2. Increase the academic rigour and expectations of students with a focus on subjects in Stage 5 by a review of programs, scope and sequence and assessment. 3. Continue to look at the Authentic Learning toolbox and how these align with the Pillars of Learning. 4. Promote collaboration by prioritising opportunities for collaborative planning time for teachers. 	2016
2.2	Strengthen a culture of improvement through a systematic, reflective and evidence-based approach to learning and teaching.	CHARTER 2	<ol style="list-style-type: none"> 5. Improve the quality and timeliness of teacher feedback to students in assessment tasks (CHARTER 2F) 6. Promote and deepen understanding of data amongst all staff with a focus on learning gain and the ways data informs teaching practice. 	2016 -2018

2.3	Nurture innovation as a key means of enlivening and fostering growth across Sydney catholic Schools.	CHARTER 2	7. Encourage collaborative practice and teacher reflection through 'Instructional Rounds' and with a focus on the learner in the classroom.	2017
2.4	Support and challenge teachers to improve their practice against professional standards to enhance student outcomes.	CHARTER 2	8. Continue to deepen the AITSL teaching standards in PPR self-reflective tools and Professional Development.	2017
2.5	Further enhance the provision of and support for student with diverse learning needs such as special learning and talented needs.	CHARTER 2D CHARTER 2G	9. Develop criteria for entry into the Extension courses so candidates who undertake courses are suitable and understand the complex demands of the courses and the effort required to achieve at extension level. 10. Develop a mentoring program for Aboriginal students. 11. Identify and classify LBOTE students. 12. Conduct a review of the accelerated Maths program to evaluate whether the program truly benefits the students.	2016

ST. PATRICK'S COLLEGE SUTHERLAND – STRATEGIC PRIORITY 3: WELLBENG OF STAFF & STUDENTS

'This is my commandment that you love one another as I have loved you.' (John 15:12)

No:	SYDNEY CATHOLIC SCHOOLS Key Improvements	Archbishop's Charter	ST. PATICK'S COLLEGE SUTHERLAND Key Improvements	YEAR
3.1	Strengthen safe and supportive school environments.	CHARTER 6 CHARTER 6D	1. Develop the Pastoral Care Policy and Wellbeing program that reflects the National Schools Safety Framework.	2016 - 2018
3.2	Resource and support programs which promote mental health and resilience.	CHARTER 6B CHARTER 6C	2. Become an E-Smart school with a focus on anti-bullying and resilience.	2016
3.3	Equip and support school staff with skills and strategies to effectively manage challenging student behaviour.	CHARTER 6G	3. Investigate additional professional development opportunities in pastoral care and current well being issues for staff.	2018
3.4	Support vulnerable marginalised students and their families.	CHARTER 6A CHARTER 6G	4. Review processes to monitor the student population to identify and respond to students at risk.	2017
3.5	Create more supportive environments and resources to promote staff well being.	CHARTER 6B		

ST. PATRICK'S COLLEGE SUTHERLAND – STRATEGIC PRIORITY 4: CAPACITY BUILDING

'Give instructions to the wise and they will become wiser still, teach the righteous an will gain in learning.' (Proverbs 9:9)

No:	SYDNEY CATHOLIC SCHOOLS Key Improvements	Archbishop's Charter	ST. PATICK'S COLLEGE SUTHERLAND Key Improvements	YEAR
4.1	Increase the capacity of teachers and learning support staff to respond to the holistic needs of all students.		1. Explore and develop a strategy to address early, proactive and personalised career advice for students with a focus on Year 10 students and subject selection and Year 12 students.	2016
4.2	Develop future Catholic school leaders and strengthen current leadership in our schools.	CHARTER 10B		
4.3	Enable a collective approach to building system capacity.		2. Improve and streamline communication between the College and stakeholders in consultation with the Parent Advisory Council.	2018

ST. PATRICK'S COLLEGE SUTHERLAND – STRATEGIC PRIORITY 5: STEWARDSHIP OF RESOURCES

'As each one has received a gift to use it is to serve one another as good stewards of God's varied grace.' (1 Peter 4:10)

No:	SYDNEY CATHOLIC SCHOOLS Key Improvements	Archbishop's Charter	ST. PATRICK'S COLLEGE SUTHERLAND Key Improvements	YEAR
5.1	Provide vibrant and innovative learning spaces that enhance learning and teaching.		<ol style="list-style-type: none"> 1. Develop a College Master plan for design and refurbishment of existing learning spaces to provide contemporary spaces to maximise learning and address the issues of overcrowding and congestion in the flow of movement. 2. Refurbish the pool. 	2016 - 2018
5.2	Ensure that financial management practices across the system are robust, consistent and compliant.		<ol style="list-style-type: none"> 3. Liaise with Sydney Catholic Schools to further refine financial systems within the College. 	2016
5.3	Develop flexible and contextualised school level staffing and resourcing decisions.			
5.4	Adapt systems and ICT infrastructure to support contemporary learning and teaching into the future.		<ol style="list-style-type: none"> 4. Further develop teaching staff capacity to make use of e-learning opportunities and platforms; 5. Continue to develop and implement Cloud share, Google apps. 6. Move to a BYODD in 2017. 	2017
5.5	Support the pastoral outreach of parish communities and respond to family needs.			