

St Francis Xavier School, RUNAWAY BAY

Strategic Plan (2018 - 2021)

School mission

St Francis Xavier School is a Catholic school following in the Ignatian tradition. St Francis was a man of faith and courage who inspired love and whose mission was to bring Jesus to the world. As patron he is a shining light and example for how we seek and find God in all things. Our hope is that our children will become more loving in their relationships with others, more courageous when faced with making choices in life, and more serving in their life style, as was our patron St Francis Xavier.

School vision

Our vision is to: - FOCUS - Child Centred - Our Children, empowered to succeed; Our Children, developing integrity, endurance and skills; Our Children, transforming their communities. -DEVELOP - Culture and Spirit - We welcome, we care and support. we celebrate and worship; We cultivate a sense of belonging and nurture our school family. -BE - Faith Driven - Jesus lives in and through us; Living the Gospel pastorally through our actions and teachings; Prizing our Catholic teaching, story, rituals and symbols; Respecting and valuing one another our inclusive relationships. -LEAD - Quality Education - Quality learning is authentic, deep and life lasting; Contemporary learning - personal, innovative and future focused; Inspirational teaching - work of love, committed and enthusiastic; School environment - rich, varied and inviting, -NUTURE - Growth - One Step at a time - Uniqueness is valued; Emotional wellbeing is treasured and milestones are celebrated: Let the Journey Begin

School values

Values lived out by St Francis Xavier and St Ignatius and we strive for:

GOD CENTRED- We are created to praise, reverence and serve God
SPIRITUAL - Recognise that the initiative for all that happens in us is from God
GENEROUS - Generosity was one of the most important dispositions Ignatius looked for in individuals
COMPASSIONATE - Be compassionate as your heavenly father is compassionate
RESPONSIBLE - Seeking excellence in self and ready to encourage others
JUST - To act justly, to love tenderly and to walk humbly with your God
GRATEFUL - We give thanks to God
RESPECTFUL - Seeking and finding God in all
COMMITTED - To search for the truth in relationship with Others
HELPFUL - Ignatius Loyala wanted us to help souls
LOVING - Love ought to manifest itself more in deeds than by words
CULTIVATOR OF VIRTUE- In self and others - Faith, Hope and Charity
REFLECTIVE - Engages in the Ignatian practice of reflection on experience leading to action
TEAM MEMBER - We belong to a community of faith with a single aim to be on Mission with Christ.

Strong Catholic identity

Objective 1 The school community shares a deep understanding of a contemporary, re-contextualising Catholic world-view and it is embedded across all areas of the curriculum.

Indicators:

- RSE - A professional development plan is created for the Implementation Team, Staff and Parents
- School newsletter language is non-presumptive
- Staff use non-presumptive language in the classroom
- The Catholic perspective is evident in all curriculum planning where relevant

Strategies:

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- Professional development of staff in the Three Worlds of the Text strategy to ensure that teachers have knowledge and skills needed to provide high quality learning and teaching in RE in relation to Sacred Texts
- RSE - A yearly action plan is created by the Relationship and Sexuality Education Implementation Team
- RSE - Formation of the Relationship and Sexuality Education (RSE) Implementation Team
- RSE - Professional development of the RSE Implementation Team
- RSE- Develop a targeted procedure for the early identification and intervention to support children with additional learning needs in the area of RSE
- RSE- Formation and professional development of parents and carers in Relationship and Sexuality Education
- RSE- Formation and professional development of teachers in RSE conceptual framework
- Staff explore the understanding of non-presumptive language and its impact on learning and teaching of Religion, in light of the differing levels of religious knowledge of students

Objective 2 The Ignatian Way is evident in the school's values, culture and practices

Indicators:

- St Ignatius' artwork is promoted through the Office and throughout the school
- Staff representatives attend the Ignis coordinators meeting in Sydney
- All members of staff participate in the Examen at 12 pm on Mondays
- All new families receive a welcome pack upon enrolment
- Ignatian prayers are embedded throughout the weekly prayer schedule - assembly, staff prayer, staff meetings, SO meetings
- New staff are inducted into the school and are able to articulate the story of St Ignatius and his core values
- Parents understand the elements of Ignatian Spirituality
- Professional development plan is devised incorporating the RSE Team, staff and parents
- St Francis Xavier and St Ignatius Feast Days are celebrated with a whole school liturgy to retell the story and values of our Saints
- Staff actively participate in the school pilgrimage
- Teachers and students engage in a range of resources including Loyola Institute's 3 minute retreats
- Teachers use the language of the Ignatian Pedagogical Paradigm and is evident in their planning
- The Ignatian way of proceeding is promoted via newsletter, website etc
- The Relationship and Sexuality Education (RSE) Implementation Team is established
- The school community have a deeper understanding of the Spiritual Exercises and Ignatian prayer life

Strategies:

- Allow for whole school Examen participation on Mondays - adjust the time to allow Office staff to participate - rotational basis

- Build connections with other Ignatian schools
- Embed Making Jesus Real as a way of recontextualizing the Catholic World View across the curriculum
- Extend the Ignatian Formation committee
- Include Examen and St Francis Xavier prayer card in the Prep welcome pack
- Introduce a welcome pack to include RLOS, prayers etc
- Offer Ignis 1 Spiritual Formation for new staff
- Offer Ignis 2 Spiritual Exercises to gain a deeper understanding of the Ignatian Spirituality for staff
- Provide opportunities for parents to engage in Ignatian Formation
- Provide Retreat in Daily Life for staff.
- Source professional development for school staff - Guest speakers, readings, Spiritual Director talks
- Staff pilgrimage to introduce and revisit the story boards of people who led the Ignatian way of proceeding

Excellent learning and teaching

Objective 1 Each student achieves their potential through effectively embedded literacy and numeracy strategies.

Indicators:

- All students improve in their literacy learning by greater than .4 %
- All students improve in their numeracy learning by greater than .4%
- All teachers use the BI Tool to inform their planning
- Class Learning Profiles are reflective of differentiation
- Handover information from teacher to teacher
- Short planning cycles are evident in all year levels
- Systematic use within the school of Data, Review and Response and Walks and Talks to inform planning
- Teachers' manage the upkeep of data in the Data Room to ensure it remains current
- Yearly Planning Cycle is embedded in the school

Strategies:

- Develop skills of all School Officers to support learners
- Develop the teachers' capability to effectively use data to inform the learning for all students
- Embed Short Cycle Planning into English
- Enhance teacher's capacity and understanding of the literacy monitoring tools
- Enhance teacher's capacity and understanding of the numeracy monitoring tools
- Implement Learning Sprints to target specific learning requirements of students
- Increase opportunities for sharing of learning information between teachers from year level to year level
- Increase the effective use of the high yield strategies ie Walks and Talks; Review and Response and Data Wall

- Increase the teacher's ability to understand effective and expected practices in increasing numeracy and literacy skills
- Professional development on the use of the BI Tool and interpreting data
- Provide opportunities for all students especially high achievers to show growth in their learning
- Teacher ownership of data displays and its use

Objective 2 A collaborative community where all are working towards high engagement, progress, achievement and well-being for every student.

Indicators:

- Adopt a targeted approach to assist all learners to achieve desired learning outcomes
- All students and staff understand and use the Behaviour Matrix
- Common Language is evident in conversations in the school community
- Curriculum planning is stored centrally and is visible to all
- Form a Student Support Action Learning Team (SSALT) and keep records
- Information is included in the School Newsletter and Staff Newsletter to promote student achievement, well-being etc
- New Students Services Facility built for coordinated delivery of support program
- Professional conversations about supporting learners are evident across the year level and/or school
- Professional discussions and knowledge around the data available
- Special Programs Assisting Remarkable Kids (SPARK) Team meet regularly with an action plan implemented
- Staff Meetings discuss student progress and learning behaviours
- The SFX Behaviour Matrix is visible throughout the school

Strategies:

- A co-ordinated approach is adopted for all staff involved in supporting students

- Develop a coordinated approach that caters for the well-being of all students (SPARK TEAM)
- Develop and extend the implementation of Positive Partnerships
- Explore and implement ways of encouraging academic and social growth EG awards
- Extend capabilities of KidsMatter Team
- Implement and embed Positive Behaviour For Learning (PB4L)
- Implement Program Achieve across all year levels
- Increase the ownership of learning to be a community focus not just an individual teacher's ownership

Building a sustainable future

Objective 1 The school's stewardship of resources is transparent, compliant and accountable, informed by the principles of equity and sustainability

Indicators:

- An equitable, visionary, innovative budget
- Classroom Spaces are conducive to learning
- Contemporary Outdoor Learning Spaces are evident
- Master-Plan is readily available
- Record-keeping is followed and easily accessible
- Resources available to support current learning practice

Strategies:

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- Continue to resource the Educational SMART goals of the school
- Develop a budget that is planned for and equitable
- Develop a 'Cooling Our School' Implementation Plan
- Develop a Master-Plan that it is visionary and catering for all learners
- Implement the classroom learning revitalisation project throughout the school encompassing the purchasing of new furniture to help support the pillars of Thornburg's model for learning in the 21st Century
- Review and modify processes to ensure accountability
- Revitalise Environmental Sustainability Awareness in the school
- Seek opportunities, plan for and develop outdoor learning areas.