



With the Good Shepherd as our guide, working together to nurture and develop the whole child.

Good Shepherd School Values:

Respect, Compassion, Responsibility and Excellence

Motto: Living in Faith, Love and Laughter

In faith, love, and laughter we grow to become respectful, responsible and compassionate individuals who always strive for excellence within ourselves and our community.

STRATEGIC INTENTS | 2023

Strategic intents should be drawn from and complementary to CECWA's Strategic Directions (2019-2023) with the necessary alignment and recognition to the context of the school. Strategic intents are developed through a school-wide consultative process. The strategic intents are broad goals and success factors that can be articulated in more detail and action through the iterative School Improvement Plan. Through the cycle of strategic planning, when CECWA's Strategic Directions are renewed, a school will factor this in when its next cycle of strategic consultation and generation of new intents over a three-year period occurs.



CATHOLIC IDENTITY Inspiring Christ-centred Leaders

GOALS	SUCCESS INDICATORS	QCE LINKS
<ul style="list-style-type: none"> Building an understanding of the school/parish charism by exploring the history of the church and school. 	<ul style="list-style-type: none"> Staff, student and community understanding of the history of Good Shepherd school. 	1.1b 1.1e 1.2a



EDUCATION Catholic Schools of Excellence

GOALS	SUCCESS INDICATORS	QCE LINKS
<ul style="list-style-type: none"> Developing consistency of the structure of numeracy dedicated time to include a focus on fluency and mental arithmetic. 	<ul style="list-style-type: none"> A continued positive incline of math results in standardized tests (incl. NAPLAN). 	2.3c & 2.3e
<ul style="list-style-type: none"> Incorporate VCOP principals daily, to develop student's ability to write clear and well-structured sentences and paragraphs. 	<ul style="list-style-type: none"> Improvement of student's sentence writing and paragraphing, evident in in-class assessments and Bright Path Writing results. 	2.3c & 2.3e



COMMUNITY Catholic Pastoral Communities

GOALS	SUCCESS INDICATORS	QCE LINKS
<ul style="list-style-type: none"> Increase Parent Engagement in student learning and community <ul style="list-style-type: none"> -parent education -parent/teacher communication 	<ul style="list-style-type: none"> Successfully working with the Parish community and/or P&F Parent Engagement team to organize meaningful and relevant parent education events throughout the school year that are well attended by the parent community. 	3.2
<ul style="list-style-type: none"> Work with the CEWA Aboriginal Education Team to design and implement an "On Country Bush School Program" within the school. 	<ul style="list-style-type: none"> A clear, written Bush school philosophy and education program that demonstrates respect for aboriginal people and culture, promotes agency and recognizes the aboriginal people as the original custodians of the land. 	3.1d
<ul style="list-style-type: none"> Continue to train staff and inform parents and students of the Keeping Safe framework with a focus on: <ul style="list-style-type: none"> -clear and continual communication -careful integration of the curriculum. 	<ul style="list-style-type: none"> Update staff training. Staff to complete KSCC reflective practice rubric. Successfully working with students to review the Student Code of Conduct Making use of the Keeping Safe SharePoint materials to informing parents regularly of the content taught within Keeping Safe Curriculum 	3.1b



STEWARDSHIP Accessible, Affordable and Sustainable System of Schools

GOALS	SUCCESS INDICATORS	QCE LINKS
<ul style="list-style-type: none"> Building staff knowledge/understanding of Catholic traditions with a focus on prayer to development personal Catholicity and build the faith community. 	<ul style="list-style-type: none"> Staff develop an understanding of: <ul style="list-style-type: none"> - The significance of praying with our students throughout the school day. - The significance and meaning of traditional and contemporary catholic prayers and how to incorporate this when teaching students - Their own faith and gain opportunities to connect/reconnect with God. 	4.1b
<ul style="list-style-type: none"> Continue Marketing to the broader community via social media, pamphlet drop, school presentation at church 	<ul style="list-style-type: none"> Continual increase of school enrolments opportunities to speak to the Parish Community about the school to encourage enrolments from the parish. 	4.3a 4.3c 4.3d



In considering the school's Strategic Intentions over the next three years in Catholic Identity, Education, Community and Stewardship, together with the iterative Improvement Goals (collectively the Catholic School Improvement Plan), priority also needs to be placed on identifying faith formation and mission objectives. These are the foundation to any school improvement goal setting and can permeate across all four pillars.

It is recommended schools focus on three goals across a three-year period. The template below has been provided to schools at Evangelisation Planning workshops over the past 4-5 years and may be modified to suit the school's context. It is primarily based on staff formation because staff cannot effectively evangelise students unless they themselves are suitably formed. The following link to the [Accreditation for CEWA SharePoint](#) may provide a valuable resource for schools. This plan should be reviewed annually and schools are encouraged to utilise support from CEWA's Faith Formation Team. These goals are to be incorporated and infused through the Catholic School Improvement Plan.

Staff Formation Planning 2022-2024

Focus Area	Improvement Goals	Relevant Actions	Timeframe	Resources	Success Indicators	Monitoring and Progress
<p>WITNESS</p> <ul style="list-style-type: none"> Examples of expressing the divine within Raising awareness of the presence of Jesus 	<p>Creation of Sacred Spaces in line with the Liturgical Season</p> <p>Supporting and raising awareness of Catholic Agencies e.g. Caritas, Life Link, Catholic Mission, St Vincent De Paul Christmas Appeal.</p> <p>Working to enhance family relationships with the parish to deepen support for their faith.</p> <p>School Behaviour Management Policy reflects the pastoral care and respect for all students.</p>	<p>Opportunities for Staff, students and parents to develop their knowledge of Faith, spirituality and Catholicism through prayer, liturgies, liturgical singing, information sessions, staff PD , retreat days, regional PD days and Religious Education Sessions.</p> <p>Opportunities for Faith formation through retreat days and staff reflections.</p> <p>Pastoral Care of staff, students and families during Staff Meetings and correspondence with parents</p>	Throughout 2022-2024	<p>Leadership Team</p> <p>Parish Priest</p> <p>Catholic Institute</p> <p>Caritas Education and Faith formation Team</p> <p>Life Link Resources</p> <p>Good Shepherd Parish Catechists, Parish priests, Parish council and St Vincent De Paul Society</p>	<p>Staff demonstrate deeper understanding and commitment to the Catholic faith and culture</p> <p>Staff facilitating meaningful Liturgies and Eucharistic Celebrations</p> <p>Witnessing example of staff using sacred spaces in the school and school environment</p> <p>Witnessing staff's management of students and parents within the community.</p>	<p>Evangelisation Planning Day</p> <p>Classroom Audit</p> <p>Regional PD days</p>
<p>CALL TO FAITH</p> <ul style="list-style-type: none"> Themes Beliefs 	<p>Meaningful teaching of Religious Education Units of work and linking it to cross-curricular learning experience</p> <p>Feast Days eg. Feast of the Good Shepherd, Assumption, All Saints, Ash Wednesday, Harmony Day, Sorry Day, NAIDOC week</p>	<p>Staff develop a meaningful & personal relationship with Jesus by deepening their understanding of Catholic beliefs and teachings.</p>	<p>Retreat day in 2022</p> <p>Faith, Story Witness update 2023</p> <p>Focus on Professional Develop in the area of "Prayer" in 2023</p>	<p>Leadership Team</p> <p>Parish Priest</p> <p>REFF</p> <p>Consultant Leadership Team</p> <p>External RE Faith Formation Presenter</p>	<p>Staff Feedback</p> <p>Professional Learning</p>	<p>School Climate Survey</p> <p>BRLA data</p> <p>Community participation in school and parish events/masses</p> <p>Supporting Catholic agencies through fundraising events.</p>
<p>CALL TO GROW IN DISCIPLESHIP</p> <ul style="list-style-type: none"> Apostle's Creed Sacraments Life in Christ Christian Prayer 	<p>Sacraments of Reconciliation, First Holy Communion and Confirmation</p> <p>Fostering a sense of hospitality, empathy, and forgiveness</p> <p>Pastoral Care Policy</p>	<p>Through the preparation of the Sacraments parents are reconnected and educated on the Sacraments and Catholic teachings</p> <p>Through the teaching of the school Loretto Values, staff, parents and students demonstrate the values of Respect, Responsibility, Compassion and Excellence in the way they treat others, go about their work and conduct themselves in every day life.</p>	Throughout 2022-2024	<p>Leadership Team</p> <p>Classroom teachers</p> <p>Parish Priest</p> <p>School Values Certificate</p> <p>School Signage reflecting the school values</p> <p>The Family Virtues Guide: Simple Ways to Bring Out The Best in Our Children and Ourselves Linda Kavelin Popov, 1997, Publisher: The Penguin Group, New York</p>	<p>Staff leading mindful and meaning prayer using Scripture.</p> <p>Results in School Climate Survey</p> <p>Reflecting Catholic Culture</p> <p>School Climate Survey</p> <p>Parent, student and Staff feedback from Strategic Planning Sessions</p> <p>Monitoring and successful maintenance of positive relationships and behaviour from staff, parents and students</p>	<p>Preparing the mass to align with relevant themes and needs of the students and community</p> <p>Modelling of the four School Values: Responsibility, Respect & Compassion -Excellence</p> <p>Students, staff and parents abiding by the school Codes of Conduct and Behaviour Management Policy</p> <p>School Climate Survey</p>

School: Good Shepherd Primary

Year: 2023

The Improvement Goals are not intended to capture all the strategic activities of a school but rather prioritise the key areas of focus that will have the highest impact on realising sustained and relevant improvement. Schools are encouraged to limit the number of goals established to maximise depth and impact of strategy. Similarly, this is an iterative document that aligns with the ongoing nature of change that occurs in a school in order to embed processes and practices that lead to a quality Catholic education. Regular monitoring, review and updating of these goals is encouraged and schools may find the addition of notes and/or appendices to capture significant milestones and achievements useful in celebrating success and establishing the next iteration of improvement goals.

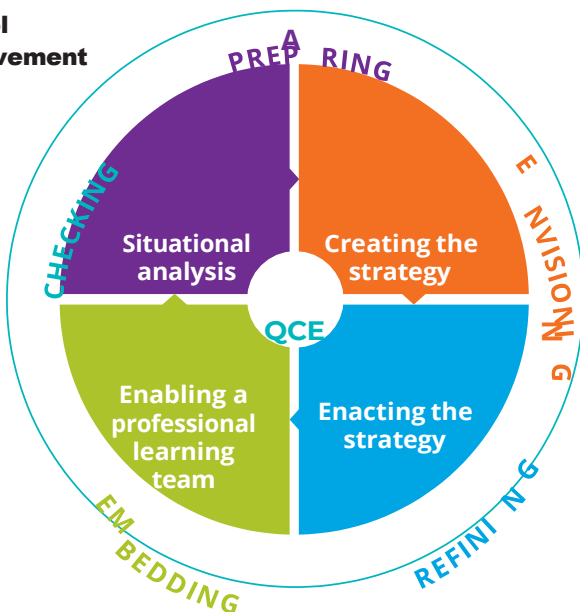
There is an expectation that at least one goal for Aboriginal education and Early Years education (if relevant) be included.

INFORMED BY EVIDENCE FROM

- Staff Formation Planning
- Quality Catholic Education guiding principles, frameworks and processes
- CECWA Strategic Directions (2019-2023)
- School Strategic Plan
- National Quality Standard (NQS) Audit
- Aboriginal Education / AEIM: Aboriginal Education Improvement Map
- Curriculum requirements
- Student data analysis, e.g. Power BI & other achievement data, attendance, wellbeing etc.
- QCE School Review (QCSR)
- School Climate Survey
- Technology Integration Matrix (TIMS) / Technology Uses and Perceptions Survey (TUPS)
- School improvement processes

ONGOING EVALUATION

School improvement cycle



Sower inquiry method



CATHOLIC IDENTITY

Improvement Goals <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Increase the capacity of the staff to confidently describe the School / Parish charism.	The four new staff members, including the Principal, will research the relevant information about the school and parish including interviewing long standing members of the Good Shepherd community.	Research completed and stored by the end of 2023.	Historical documents available in school office. Liaising with long standing members of the GSK community.	Identifying the confidence with which the staff discuss the charism of our school and share this information with students.	Increasing the student's knowledge of their school's charisma.

EDUCATION

Improvement Goals <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Enhance consistency in the structure of numeracy dedicated time across the school to include a focus on fluency and mental arithmetic.	Focus on NDT and the promotion of Maths fluency and mental arithmetic during "planning meetings" with each teacher. Focus in Maths cluster PLC's facilitated by Renee Guazzelli and Fiona Redden.	Conversations with staff take place early Term 2, staff developing this focus throughout 2023.	PRIME Maths book used in Years 2, 3 and 4. Maths extension program for two, 1hour sessions each week in Year 3.	Continued positive incline in Maths results, participation in the number strand, in standardized tests (including NAPLAN).	Principal - Paul Hansen Curriculum Leaders – Renee Guazzelli Fiona Redden
Incorporate VCOP principles daily to develop student's ability to write clear and well structured sentences and paragraphs.	Staff vigilantly incorporate the VCOP principles daily. Regular assessments using Bright Paths program.	Focus throughout 21023. Bright Paths assessments / moderating once a semester.	VCOP principles. Bright Paths program to each teacher.	Steady increase of the numbers achieved by students through the Bright Paths assessment program.	Principal – Paul Hansen Assistant Principal – Tracey Marsden

COMMUNITY

Improvement Goals <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Increase Parent Engagement in student learning and community involvement.	Return to pre-covid forums of communication regarding student learning e.g. <ul style="list-style-type: none"> - Parent Information Evening - Parent / Teacher interviews - Open classrooms - P&F Meetings in person. 	Parents informed about re-instating structure late 2022. <ul style="list-style-type: none"> - Parent interview Term 1 - Parent / Teacher interviews - late Term 1 - Open Classrooms – late Term 1 & Term 3 - P&F meetings in person - monthly 	Leadership Team at school to drive these forums / processes. Teaching staff to facilitate interviews / open classrooms. Leadership team to facilitate Parent Information Evening and regular P&F meetings.	Level of engagement of parents identified by level of participation in certain events as well as number of attendees at P&F meetings.	School Leadership Team will monitor this, engage with parents informally in the carpark as well.

STEWARDSHIP

Improvement Goals <i>Performance & development goal to be achieved (stated simply).</i>	Relevant Actions <i>What actions will we take to achieve the goal?</i>	Timeframe <i>What are the timeframe milestones? Timeframe within which the goal will be achieved.</i>	Resources <i>Support/resources that will be required to achieve the goal. Key school-based personnel who will be engaged.</i>	Success Indicators <i>How will we know we have been successful (quantitative and measurable)?</i>	Monitoring Process and Progress <i>Who is the staff member who will ensure we are on track and have not taken our eyes off the goals? When/how regularly will this be done? How will this be done?</i>
Continue marketing our school to the broader community.	Develop our school's Facebook profile.	Throughout the 2023 school year with a strong focus on celebrating events to the broader community on Facebook.	Diana Newman to co-ordinate Facebook posts. Diana Newman and Paul Hansen to facilitate school presentations at our church.	Increased activity on school Facebook site. Increased enrolments from GSK Parish. Maintaining high enrolments at lower end of our school.	GSK Leadership Team.



Mapping review and progress against the improvement goals

Key Priorities for Action	Mapping Progress								
	2023			2024			2025		
	Not Commenced	Progressing	Achieved	Not Commenced	Progressing	Achieved	Not Commenced	Progressing	Achieved
Catholic Identity									
Education									
Community									
Stewardship									

