

# STRATEGIC PLAN



**2018 - 2021**

# Context

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## VISION

*Our Lady Queen of Peace School is a faith community which is committed to provide a supportive and caring environment where each student is encouraged to develop love of learning, of others, of creation and of God.*

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## MISSION

**At Our Lady Queen of Peace School we seek to:**

- *Be a school community where the teachings of Jesus Christ are at the centre of all we do;*
- *Be a welcoming, inclusive community where all are active participants;*
- *Create an environment that promotes a love of learning where students are encouraged to display initiative, responsibility, confidence and compassion;*
- *Empower students to persevere and build their resilience;*
- *Be active participants in caring for God's Creation.*

### Our Values

☆ Peace    ☆ Justice    ☆ Respect    ☆ Compassion

**Our Motto**    *To love and serve in peace*

## School Profile

Our Lady Queen of Peace School is a co-educational Catholic Parish School within the Parish of Albert Park/Pennington, which was opened at the beginning of the school year, 8 February 1949 under the care of the Sisters of Mercy. Our Lady Queen of Peace School educates Reception to Year 7 children from diverse backgrounds in the Mercy tradition where values of Peace, Justice, Respect and Compassion are core to all relationships. We strive to keep the 'spirituality of the heart' at the core of our mission with our school motto being '*To Love and Serve in Peace*'. Our Lady Queen of Peace School, as a learning community, is committed to developing young children of hope who will continue to nurture their hearts and minds in the Catholic tradition. Our curriculum is focused on Religious Education, all areas of the national curriculum, incorporating digital technologies into all areas of the curriculum and support is provided to students where English is an additional language.

We value each child and encourage them to reach their full potential. At Our Lady Queen of Peace education is experienced in partnership with parents, staff and children. We believe in the importance of engendering a passion for learning where all who are actively participating in the learning process, are motivated and dynamic. We are committed to continuous and ongoing improvement of students' learning. The school collects data from students' assessments to inform our teaching practices to assist improving students' learning outcomes.

The school continues to review and upgrade our facilities to support our students' learning in the 21<sup>st</sup> Century. We have a multipurpose Hall for all indoor sporting and co-curricular activities. The school provides during-school and after-school hours' sports programs, a comprehensive and well-utilised instrumental program, choir and school band and the study of Spanish language and culture to all classes.

The school has a Chaplain to support student health and wellbeing. Whole school celebrations include School Feast Day, Book Week, Hispanic Day, Sports Day, Carols Evening, Physical Education Week, and Mercy Day (social justice action).

Our Lady Queen of Peace students are offered extra support programmes to ensure education of the whole person. Our facilities and up-to-date resources assist in preparing children in learning for the future.

The Health and Well-Being of each child is valued and supported by both staff and school chaplain.

Our Early Years programme, Playgroup, and Out of School Care is available to all families. We strive to work in partnership with parents who are actively involved in the life of the school.

## CATHOLIC IDENTITY

GOALS	STRATEGIES	RESPONSIBILITY	SUCCESS CRITERIA
<p><b>1. <u>Catholic Identity</u></b></p> <p>Our Lady Queen of Peace will continue to provide a welcoming environment in a school that aims to promote and strengthen its Catholic Identity.</p> <p>We shall continue to strengthen our provision of opportunities for students, staff and parents to enhance their faith and spirituality.</p> <p>Students will be supported to become socially critical and realise that as individuals they can make a difference.</p> <p>Stewardship for creation is a responsibility of all members of the school community.</p> <p>To continue to strengthen partnerships with the wider Church community.</p>	<p>1.1 Ensure that the school reflects and models Christ’s teachings through the integration of faith, life and learning.</p> <p>1.2 Continue to strengthen the Catholic and Mercy character of Our Lady Queen of Peace school community. Promoting the spirit of the school’s character through liturgical celebrations, staff and student retreats, the curriculum, school gatherings and publications.</p> <p>1.3 Provide a broad, balanced and developmentally appropriate curriculum that utilises the best practices of teaching and learning.</p> <p>1.4 Provide faith formation professional learning opportunities for staff that enhance and complement the faith formation goals of Catholic Education S.A.</p> <p>1.5 To incorporate the Leuven Project with the school community.</p> <p>1.6 To provide opportunities to develop and support relationships between school, families and parish.</p>	<p>All Staff</p> <p>Principal</p> <p>APRIM</p> <p>Whole school community involvement in Leuven Project.</p> <p>Leadership Team</p> <p>Families</p>	<ul style="list-style-type: none"> <li>• Whole school community support and engagement in liturgical events and celebrations.</li> <li>• Teachers’ meet and plan with the APRIM their Religious Education curriculum.</li> <li>• Teachers are provided with regular opportunities to continue their professional learning and understanding of contemporary theology.</li> <li>• Whole school involvement in the Leuven Project and provide data which will provide direction for the school to maintain and improve its Catholic Identity.</li> <li>• Eco sustainability is imbedded within the school’s culture.</li> <li>• Students make explicit connections between the Catholic faith and work for justice in the world.</li> </ul>

			<ul style="list-style-type: none"> <li>Religious Education is updated and reflects the new Crossways curriculum (when released).</li> </ul>
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### TEACHING AND LEARNING, EFFECTIVE USE OF DATA

GOALS	STRATEGIES	RESPONSIBILITY	SUCCESS CRITERIA
<p><b>2. <u>Teaching and Learning and Effective use of Data</u></b></p> <p>Our Lady Queen of Peace is committed to providing an excellent education. We strive to develop the whole person to his or her potential within a curriculum framework that is both contemporary and engaging for the learner.</p> <p>Teachers develop a shared practice for the collection and analysis of data for learning and its reporting to parents.</p> <p>Teachers work within a school culture that promotes and encourages reflective and collaborative practices that result in opportune and effective intercession to support student learning.</p>	<p>2.1 Review annually school assessment data to inform best practice.</p> <p>2.2 Ensure that teachers pedagogy and methodology reflect inclusive practices to support the learning needs of each individual child.</p> <p>2.3 Provide continuous contemporary professional learning opportunities for teachers to enhance their effectiveness through relevant research and practice, developing a personal professional learning plan that is reviewed as part of the annual audit.</p> <p>2.4 Ensure Digital Technologies enables students to be collaborative, innovative and flexible learners.</p> <p>2.5 All teachers explicitly teach Learning Intentions so that students are invited and part of their learning experiences.</p>	<p>All Staff</p> <p>Principal</p> <p>Teachers</p> <p>Parents</p> <p>Leadership Team</p> <p>Focus team for Literacy</p>	<ul style="list-style-type: none"> <li>Teachers review data collaboratively throughout the year. This information informs their teaching practices.</li> <li>Shared agreement on assessments used and centrally storing data on a common data base of students' learning.</li> <li>Teachers' meetings are evidence-based and inquiry focused to discuss and improve students' learning.</li> <li>Students are confident, independent and self-motivated learners able to meet the requirements of knowledge and skills of digital technologies to enable them to meet the demands of 21<sup>st</sup> Century life.</li> <li>Teachers explicitly state learning intentions and success criteria where students are then able to articulate what they are learning and its purpose.</li> </ul>

	<p>2.6 Students participate in challenging, rich and differentiated learning experiences.</p> <p>2.7 Implement <u>General Capabilities</u> more widely in the curriculum.</p>		<ul style="list-style-type: none"> <li>• Teachers' engagement in the Cultural Understanding professional learning as part of their promotion of inclusion and <u>ATSI</u> perspectives in the curriculum.</li> </ul>
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## STRONG HOME, SCHOOL AND COMMUNITY CULTURE

GOALS	STRATEGIES	RESPONSIBILITY	SUCCESS CRITERIA
<p><b>3. <u>Community and Culture</u></b></p> <p>Our Lady Queen of Peace considers all members of its community as companions on its journey of fulfilling its Vision and Mission. The school greatly values this relationship and is committed to providing opportunities to participate in the work of enlivening and strengthening the school community.</p> <p>The school will continue to build and sustain positive relationships with all members of the school community, including students, staff, families, parish and wider community.</p> <p>Engage parents in the development of their child’s learning and well-being.</p> <p>Parents are active contributors to school decision making and planning processes that support learning; school policy and practice; and community building initiatives.</p>	<p>3.1 Provide students with a positive outlook for the future through the development of their confidence and self-esteem.</p> <p>3.2 Affirm, respect and develop the individuality and uniqueness of each member of the school community and Parish.</p> <p>3.3 Parent involvement is encouraged through parent/teacher learning conference, parent information sessions, school events, newsletters, school website, and social media apps.</p> <p>3.4 Programmes implemented to support respectful relationships amongst all members of the school community that supports student personal responsibility and wellbeing.</p> <p>3.5 Involvement in social justice initiatives.</p> <p>3.6 Seek input and feedback from parents and families.</p> <p>3.7 Acknowledge and celebrate parental involvement in the life of the school.</p>	<p>All Staff</p> <p>Principal</p> <p>APRIM</p> <p>Leadership Team</p> <p>Families</p> <p>Parish</p> <p>Parents</p> <p>School Board</p>	<ul style="list-style-type: none"> <li>• KidsMatter programme is fully embedded in the culture of the school community. This aligns with the current social programme of ‘Program Achieve’.</li> <li>• Parent representative for each class.</li> <li>• School Chaplain’s role is recognised and supported by all members of the school community.</li> <li>• Support programmes are provide and initiated for students and families where needed. Outside agency support is provided where and when required for a family.</li> <li>• Whole school involvement and support provided for Social Justice initiatives.</li> <li>• New families have support resources and materials as they join the school community through a parent transition programme.</li> <li>• Parents access various communication pathways to connect with school.</li> </ul>

	3.8 Clear communication pathways for parent and family communication with school.		<ul style="list-style-type: none"><li>• All school policies, procedures and communication is respectful, inclusive and embedded when engaging with all members of the school community.</li></ul>
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## EFFECTIVE ADMINISTRATION AND RESOURCING

GOALS	STRATEGIES	RESPONSIBILITY	SUCCESS CRITERIA
<p><b>4. <u>Administration and Resources</u></b></p> <p>Our Lady Queen of Peace through its operational policies, practices and programmes will align with our Vision, Mission and Values.</p> <p>The school strives to provide an ongoing, vibrant and sustainable environment which provides an appropriate environment for learning for its students and responds to the current and future learning needs of its students.</p> <p>The school implements effective structures, processes and practices for the maintenance, resources and financial needs to ensure the safety and wellbeing of all members of the school community.</p> <p>Develop a Strategic Plan which meets the long-term development and needs of the school community in the western region.</p>	<p>4.1 Ensure Early Learning programmes, such as Playgroup and Occasional Care are maintained and supported for school families and those within the wider community.</p> <p>4.2 Continue to develop the school's Master Plan to ensure processes are in place for future development of school facilities and resources.</p> <p>4.3 Ensure relationships with local kindergartens are maintained to provide a clear pathway for parents to the school.</p> <p>4.4 Maintain the sound financial and resource management of the school through the implementation of an annual school budget and 5-year financial plan.</p> <p>4.5 Improvement to school grounds.</p> <p>4.6 Continuously review current and projected enrolments.</p> <p>4.7 Action all Work Health and Safety procedures as per CESA guidelines.</p> <p>4.8 Prudent management of all school resources and facilities.</p>	<p>All Staff</p> <p>Principal</p> <p>APRIM</p> <p>School Board</p> <p>Parents and Friends Group</p> <p>Leadership Team</p> <p>Families</p>	<ul style="list-style-type: none"> <li>• School's marketing strategy enables sustainable enrolment numbers for the school.</li> <li>• Strategic Plan and Annual Improvement Plan are reviewed annually.</li> <li>• School Board reviews school priorities, financial matters and implementation of proposed developments.</li> <li>• School's policies and practices are up-to-date providing compliance with all system and government requirements.</li> <li>• The school budget reflects the school's improvement goals.</li> <li>• School maintains a well-maintained, safe and secure environment that is both welcoming and stimulating for the students.</li> <li>• The school has policies and practices that reflect the importance of environmental stewardship in the context of Church teachings and social responsibilities.</li> </ul>

**Principal endorsement:**

**Anne Donnelly**

**Board Chair endorsement:**

**Raegan Paay**