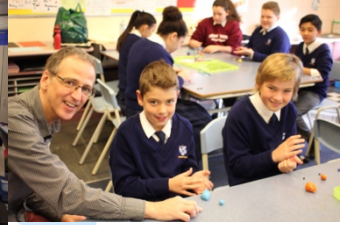


REGINA ROSARIUM



STRATEGIC PLAN

2020 - 2022

Rosary School

VISION STATEMENT

At Rosary School
we work in partnership
to educate young people
to take their place effectively
in the Church and the world.

MISSION STATEMENT

In the spirit of the Dominican tradition, is to:

- educate the whole child
- create a safe, happy and nurturing environment
- promote Christian values based on the life and teachings of Jesus
 - develop strong links with the Parish community
 - encourage students to live by the truth and with hope
 - respect and honour the dignity and worth of each person
 - promote justice and reconciliation

Rosary School

The Strategic Plan outlines the directions that Rosary School will be taking over the next three-year time period so that our students will continue to thrive, learn and develop into the leaders for the world God desires. The document is built around the four Dominican Pillars.

Prayer – here we share our **Catholic Identity** goals



Study – here we share our **Teaching & Learning** goals



Community – here we share our goals for engagement with the wider community



Service – here we share our goals for managing our school

Our Strategic Plan is referenced to the CESA Continuous Improvement Framework (Cif) Domains being:

1. Catholic identity
2. Focused vision and goals
3. Strong leadership
4. High expectations of all
5. High-quality teaching and learning
6. Effective use of data
7. Orderly and safe learning environments
8. Strong home, school, community engagement
9. Effective administration and resourcing

Rosary School

THE DOMINICAN PILLAR OF PRAYER

Our Catholic Identity Goals

This Pillar addresses the effectiveness of our Catholic school in expressing and witnessing our Catholic identity by bringing faith, life and culture together into a coherent synthesis. Under the banner of Catholic Identity, we are developing spiritually aware students who are inspired by faith.

REGINA ROSARII

STRATEGY 1.1

We will further strengthen the Dominican Charism of our school.

ACTION <i>(How we will do it)</i>	We will further strengthen our Charism through the promotion and living out of the Four Pillars. Each year there will be a focus on one of the Pillars. A table of the Four Pillars will be developed, with a theme that will focus our work for the year.
RESPONSIBILITY	APRIM
TIMELINE	The table will be developed in 2020, semester 1.
RESOURCES (Funding & personnel implications)	APRIM to lead whole staff
MEASURES OF SUCCESS (How will we know we have reached our goals)	We will develop programs for students to action in their community and outreach to those in need. Theme and pillars named and embedded in whole school Masses and Liturgies. Teacher programs and prayer will explicitly name the theme and it will be evident in learning opportunities.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	1,2,3

Rosary School

STRATEGY 1.2

To introduce the 'new' Crossways program.

ACTION <i>(How we will do it)</i>	Using the "train the trainer" model key staff will undertake the intensive training from CESA. The key staff will then be responsible for the dissemination of the program to the staff and implementation of the program at Rosary School.
RESPONSIBILITY	APRIM, REC, Principal and possibly the Leuven Project team.
TIMELINE	2020-2022
RESOURCES (Funding & personnel implications)	APRIM will co-ordinate the program and the release time that will be required. Access to the online training. Staff meeting allocation and possible Pupil Free Day allocation. CESA RE team support.
MEASURES OF SUCCESS (How will we know we have reached our goals)	Teachers will have documented evidence in their learning programs. Student outcomes are achieved and evidence is provided. Assessment and reporting will reflect the new Crossways.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	1,2,3,5

STRATEGY 1.3

We will continue to develop and implement our Enhancing Catholic Identity (ECI) Plan.

ACTION <i>(How we will do it)</i>	The Leuven Project team will meet each term to revise and continue to develop our plan. This will include providing faith formation, learning and practical ideas to recontextualise our faith for staff and families.
RESPONSIBILITY	APRIM, REC, Principal and the Leuven Project team.
TIMELINE	2020-2022
RESOURCES (Funding & personnel implications)	APRIM will co-ordinate the program and the release time that will be required. Staff meeting allocation and possible Pupil Free Day allocation. CESA RE team and cluster coordinator.
MEASURES OF SUCCESS (How will we know we have reached our goals)	Teachers will be implementing prayer types in the classrooms. Liturgies will reflect Leuven concepts.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	1,2,3,4,5,6

STRATEGY 1.4

To work with the Parish developing the Sacramental Program.

ACTION (How we will do it)	To move towards a model of a Sacramental Program that is Parish run and school supported.
RESPONSIBILITY	APRIM & REC.
TIMELINE	2020-2022
RESOURCES (Funding & personnel implications)	APRIM will work with the Parish Team to co-ordinate the program. Teacher release time that will be required so they can work with the APRIM. Staff meeting allocation and possible Pupil Free Day allocation.
MEASURES OF SUCCESS (How will we know we have reached our goals)	A high percentage of our children will participate in the Sacramental Program. A high percentage of parental engagement at the Parish Sacramental Workshops.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	1,2,8

Rosary School

THE DOMINICAN PILLAR OF STUDY

Our Learning, Teaching and Wellbeing Goals

This Pillar addresses the effectiveness of our Catholic school in developing an intentional curriculum that co-constructs learning and assessment design. This is where we aim to develop literate and numerate students who are effective communicators. This is where we aim to develop thrive students who are knowledgeable, inquisitive and innovative while being intercultural and globally-minded citizens.

STRATEGY 2.1

We will continue to investigate our teaching and learning so that they maximise our ability to develop literate and numerate students who are effective communicators.

ACTION (How we will do it)	To continue to audit the results of our literacy and numeracy programs to identify our strength and weaknesses and to develop a plan to address the weaknesses. This will include an investigation into current research and evidence-based practices. For our teachers, we need to offer professional learning that will enable them to realise the excellent outcomes that we desire.
RESPONSIBILITY	Principal, Deputy, Literacy Leader, POR Curriculum
TIMELINE	2020-2022
RESOURCES (Funding & personnel implications)	INEC professional learning resources (CESA Consultants) Release time for school personnel Seven Steps Writing Jolly Phonics and Grammar
MEASURES OF SUCCESS (How will we know we have reached our goals)	PAT testing NAPLAN testing School reports (grade distribution) Changing to Teaching & Learning as identified in school-wide approaches and teachers' programs
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,4,5

Rosary School

STRATEGY 2.2

We will investigate our support programs so that our school maximises our ability to help all students thrive.

ACTION <i>(How we will do it)</i>	An audit of where we put our extra resources and the effectiveness of these resources. Including an investigation of the latest research around effective intervention programs.	
RESPONSIBILITY	Learning Improvement Team (Principal, Deputy, Literacy Leader, POR Curriculum)	
TIMELINE	2021	
RESOURCES (Funding & personnel implications)	Meeting time for the Learning Improvement Team. Professional Learning for those on the Gifted and Talented Investigating Team and time to work with staff.	
MEASURES OF SUCCESS (How will we know we have reached our goals)	PAT testing NAPLAN testing School reports (grade distribution) Changing to Teaching & Learning as identified in school-wide approaches and teachers' programs Evidence around the goals set for students on targeted intervention	
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,4,5,6	

STRATEGY 2.3

We will continue to develop our other curriculum areas through discussion and collaboration between teachers, students and families so that there are agreed whole school practices.

ACTION <i>(How we will do it)</i>	An audit of our approaches to STEM, Science, Technologies and HASS. Establishment of Learning Improvement Teams for a parent group and a student group.	
RESPONSIBILITY	Learning Improvement Team (Principal, Deputy, Literacy Leader, POR Curriculum) Learning Improvement Team – parents Learning Improvement Team students	
TIMELINE	2021	
RESOURCES (Funding & personnel implications)	Meeting time for the teams. Discussion times for staff including what professional learning they require in the areas.	
MEASURES OF SUCCESS (How will we know we have reached our goals)	Changing to Teaching & Learning as identified in school-wide approaches and teachers' programs Evidence around the goals that the LIT's set.	
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,4,5,6, 7	

STRATEGY 2.4

We will continue to develop our strategies around student agency and engagement in learning.

ACTION <i>(How we will do it)</i>	To increase student participation in discussions about ownership of and engagement in learning. To provide opportunities for students to track and measure their learning and growth. To provide students with the opportunity to give teachers constructive feedback about teaching and learning in the classroom.
RESPONSIBILITY	Learning Improvement Team (Principal, Deputy, Literacy Leader, POR Curriculum) Learning Improvement Team – parents Learning Improvement Team students
TIMELINE	2021-2022
RESOURCES (Funding & personnel implications)	Meeting time for the teams. Discussion times for staff including what professional learning they require in the areas.
MEASURES OF SUCCESS (How will we know we have reached our goals)	Changing to Teaching & Learning as identified in school-wide approaches and teachers' programs Evidence around the goals that the LIT's set.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,4,5,6,7

STRATEGY 2.5

With the important link between student wellbeing and high-quality learning and engagement, we will continue to develop our programs in the student wellbeing area.

ACTION <i>(How we will do it)</i>	We will complete the transition from the KidsMatter program to the Be You program. To continue to develop our knowledge, resources and strategies for helping children and young people achieve their best possible mental health.
RESPONSIBILITY	Learning Improvement Team (Principal, Deputy, Literacy Leader, POR Curriculum) & parents, students
TIMELINE	2020-2022
RESOURCES (Funding & personnel implications)	Meeting time for the teams. Discussion times for staff including what professional learning they require in the areas.
MEASURES OF SUCCESS (How will we know we have reached our goals)	Improved wellbeing as shown through surveys such as the NSI survey.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,4,5,6,7

THE DOMINICAN PILLAR OF SERVICE

Our Goals for Managing our School.

This Pillar addresses the effectiveness of our Catholic school in effectively managing our School. This is where we aim to develop effective administration and resourcing. This includes human and physical resources, finances and infrastructure.

STRATEGY 3.1 **REGINA ROSARII**

We will plan effectively for future infrastructure needs to support student learning and stewardship of the school site.

ACTION <i>(How we will do it)</i>	To engage architects to interpret our Master Plan Brief (including OSHC facilities as a priority). To work with these architects on the Master Planning Process for our School. To apply for the Commonwealth Grants Program 2021. To pursue purchasing properties adjoining our school. To begin the building process.	
RESPONSIBILITY	Principal, Finance Committee, School Board and CESA	
TIMELINE	2020-2022	
RESOURCES (Funding & personnel implications)	Time on agendas for each of the committees. Financial resources.	
MEASURES OF SUCCESS (How will we know we have reached our goals)	Master Plan will be completed. Application lodged for the Commonwealth Grants Program. Properties purchased. Building works begun.	
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,9	

STRATEGY 3.2

We will investigate establishing an OSHC service following strong support for this at our Community Involvement Meeting and Parent Surveys.

ACTION <i>(How we will do it)</i>	To work with Catholic Education SA to complete the required steps that would enable the establishment of an OSHC service on the School site.
RESPONSIBILITY	Principal, Finance Committee, School Board.

TIMELINE	2020
RESOURCES (Funding & personnel implications)	Work with the CESA representatives (Bill Pecker and Leonie DeGaris) to complete the desired steps. Time on agendas for each of the committees. Financial resources.
MEASURES OF SUCCESS (How will we know we have reached our goals)	OSHC service up and running by the beginning of 2021, using the Hall as the base.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	9

STRATEGY 3.3

We will give a high priority to identifying student needs and deploying human resources to meet them.

ACTION (How we will do it)	To evaluate our offerings in The Arts and to explore possibilities within our financial constraints.
RESPONSIBILITY	Principal, Finance Committee, School Board.
TIMELINE	2020
RESOURCES (Funding & personnel implications)	Discussions with School Staff. Time on agendas for each of the committees. Financial resources.
MEASURES OF SUCCESS (How will we know we have reached our goals)	Expansion of our Arts program as per teacher programs.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,9

Rosary School

STRATEGY 3.4

We will continue our high standards of governance that will enable Rosary School to be a place of contemporary learning and faith.

ACTION <i>(How we will do it)</i>	To have policies and procedures that are relevant and reflect informed practice. To ensure the school is financially sustainable and well-positioned within our capabilities. To continue our systems of continuous review to ensure a consistent and high level of performance across the school.
RESPONSIBILITY	Principal, Finance Committee, School Board.
TIMELINE	2020-2022
RESOURCES (Funding & personnel implications)	School Board, Finance Committee and P&F.
MEASURES OF SUCCESS (How will we know we have reached our goals)	Three-year policy review cycle. Balanced budgets (with the capacity for additional spending after a surplus year). Evidenced-based decision making.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,4,6,9

Rosary School

THE DOMINICAN PILLAR OF COMMUNITY

Our Goals for Engaging the Wider Community.

This Pillar addresses the effectiveness of our Catholic school in engaging with our families, parish and community in its mission to be a dynamic faith community.

STRATEGY 4.1

REGINA ROSARII

We will work towards seeking ways to work collaboratively with families to enhance student wellbeing and learning.

ACTION <i>(How we will do it)</i>	To evaluate how we are communicating and working with families. We will work towards a school-wide agreed practice in this area. We particularly focus on how we can communicate students learning more continuously.
RESPONSIBILITY	Principal, Deputy Principal
TIMELINE	2020 - 2021
RESOURCES <i>(Funding & personnel implications)</i>	Discussions with School Staff. Time on agendas for staff meetings Financial resources.
MEASURES OF SUCCESS <i>(How will we know we have reached our goals)</i>	We will be able to add this to our school-wide agreed practices.
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,8

STRATEGY 4.2

We will further evaluate the opportunities for parents and families to participate in student learning and the life of the school community that is inclusive of diverse learning needs.

ACTION <i>(How we will do it)</i>	To map the yearly activities that we offer to parents to be involved in learning and the life of the community. To look at the range of special days like Harmony Day, St Patrick's Day etc, from the point of view of school-wide practice.
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RESPONSIBILITY	Principal, Deputy Principal	
TIMELINE	2020 - 2021	
RESOURCES (Funding & personnel implications)	Discussions with School Staff. Time on agendas for staff meetings Financial resources.	
MEASURES OF SUCCESS (How will we know we have reached our goals)	We will be able to add this to our school-wide agreed practices.	
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	2,3,8	

STRATEGY 4.3

As we a part of a wider community who sharing finite resources, we will continue to commit to ecological conversion and sustainability.

ACTION (How we will do it)	We will promote and practice environmental sustainability and ecological awareness. We will continue to implement projects that support our school environment including the prudent uses of resources. We will ensure that our School Annual Improvement Plan implements at least one strategic goal that is aligned to the CESA Ecological Conversion Action Plan.	
RESPONSIBILITY	Principal, Deputy Principal	
TIMELINE	2020 - 2021	
RESOURCES (Funding & personnel implications)	The whole community. Discussions with the Lead Teacher in this area and the School's Green Team.	
MEASURES OF SUCCESS (How will we know we have reached our goals)	Yearly goal/s achieved as per the Annual Improvement Plan.	
CONTINUOUS IMPROVEMENT FRAMEWORK REFERENCE	1,2,3,4,9	

Rosary School