
In 2013 the following components were reviewed by the staff with the subsequent recommendations proposed.

**Priority 1 – Mission and Religious Education**

**Strategy for Improvement:**
1. To build on and develop further, close partnerships with the Parish community with a special emphasis on weekend Parish Masses.

**Priority 3 – Professional Practise and Collaborative Relationships**

**Strategy for Improvement:**
1. To utilize the development of our updated school website to both disseminate correct and acceptable procedures to our parent body and to assist in the marketing of the school.
2. To build on and develop further, close partnerships with home and the broader community promoting shared collaboration for the education of the students.

**Priority 2 – Learning and Teaching**

**Strategy for Improvement:**
1. To develop a common understanding as to what is to be covered at parent/teacher meetings including the shared formation of a student goal.

**Priority 8 – Strategic Resourcing**

**Strategy for Improvement:**
1. To build on ways to maintain current resources and to allow regular opportunities for staff to have resources demonstrated to them and shown where they are kept.
### Priority 1: Mission and Religious Education

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<th>Strategic Intents:</th>
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</table>
| **1.1 Policies, programmes and practices which explicitly articulate the nature and purpose of Catholic schooling, within the broader evangelisation mission of the Church:** | **Goal:** To continue fine-tuning the publication of the Building Success Together and St Mark’s RE Program documents,  
- Dedicated time in Term 1 to allow all staff and students to work from the same page regarding practices within the school to allow for school wide practice. | Nikki  
Chris  
All staff | |
| **1.2 A religious education curriculum that promotes knowledge, deep understanding and skills about the Catholic and broader Christian tradition:** | **Goal:** Continued implementation of the Religion Curriculum,  
- ‘extended’ RE Implementation Team Projects  
- Embedding ICLT  
- PD opportunities – one a term + Ignite Conference  
- Planning and implementation of units of work at all year levels  
- Resourcing (ICLT)  
- Invest time and money to release teachers on the RE implementation team.  
**Goal:** To support teachers with ICLT rich resources and links to RLOS document (practical need based on mapping done at school level)  
- Continue work with James Robinson and the RE curriculum team. | Nikki  
Matt  
Chantale  
Tarsha  
Lauren  
Cheryl | |
| **1.3 A cohesive and integrated approach to nurturing and promoting the religious life of the school, the faith formation of students and participation in the worshipping community:** | **Goal:** All staff and students are engaged in and contribute to the Religious Life of the School.  
- Liturgy roster  
- Weekly class masses (buddy system).  
**Goal:** To forge relationships with the new Parish Priest and Associate Priest – looking for practical ways to support and participate in the Parish. | Nikki  
All staff | Fr Stephen  
Fr Joseph |

**Identified Internal Review Strategy for Improvement:**

1. To build on and develop further, close partnerships with the Parish community with a special emphasis
| 1.4 | A cohesive and integrated approach for the spiritual formation of staff. | **Goal:** Continued participation in Staff Spiritual Formation.  
- Key staff to attend Spirituality Days and feed back into the Spiritual Life of the School.  
**Goal:** Invitation for staff to attend the Ignite Conference. | **Spirit Fire:** Nikki, Chantale, Deb  
**Keepers:** Trish, Elizabeth, Kym, Jess D, Lina, Simon, Tanya  
**Guiding Lights:** Garry, Chris, Nikki |
| 1.5 | A cohesive and integrated approach for the professional learning of staff in religious education and theology. | **Goal:** To facilitate relevant, rich and engaging PD opportunities for staff in areas of the RE curriculum in the form of a 2 hour twilight in Term 2, 3 and 4. Suggested topics: Judaism, Catholicism 101.  
- Liaise with archdiocesan ministries and other SW BCE schools for optional activities linked to professional learning / spirituality. | Nikki  
Pat  
RE Implementation Team. |
| 1.6 | A shared understanding of and practical responses to Catholic Social Teaching. | **Goal:** Allow Year 6 and 7 student leaders to have a voice within the school.  
- Continued focus on Catholic social justice initiatives.  
- Build on the 2013 success of the Vinnies Sleepover  
- Continued development of a Stewardship Team.  
**Goal:** To explore and develop Catholic responses to the local setting – link with community organizations to develop faith / educational responses to our role of stewardship. (bushfire in land behind school. How to respond?)  
- Liaise with community representatives and groups.  
- Use stewardship group of teacher and student representatives.  
- Links with AC geography.  
- Links with Ngutana-lui.  
- Develop plan / implement / assess. | Year 6 and 7 Student Leaders  
Year 6 and 7 teachers  
Nikki  
Garry  
Sandy Environmental Sustainability Committee, |
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<tr>
<td><strong>2.1</strong> Enhanced pedagogical practice that is data-informed and evidence-based</td>
<td><strong>Goal:</strong> <em>(To comply with the BCE L&amp;T 2014 Priorities)</em>&lt;br&gt;For teachers to become data-informed to the point of it impacting on their planning.&lt;br&gt; ● Coaching&lt;br&gt; ● Wrap-around Meetings&lt;br&gt; ● BI Tool&lt;br&gt; ● Data Collection by staff&lt;br&gt;<strong>Goal:</strong> <em>(To comply with the BCE L&amp;T 2014 Priorities)</em>&lt;br&gt;To continue the enhancement of contemporary pedagogy explored in 2013 throughout the school.&lt;br&gt;(teacher goals and reflections)&lt;br&gt;(mapping of general capabilities)&lt;br&gt;(understanding of achievement standards)&lt;br&gt;(coaching with Cath Grealy, 2013)&lt;br&gt; ● Continue relationship with Cath Grealy and EO’s&lt;br&gt; ● Support from EO’s for the January pupil free days&lt;br&gt; ● Data collection of student data - PD Day BI tool – exit strategy for national partnerships&lt;br&gt; ● Linking of Visible Learning, Design Thinking and Contemporary Learning and Teaching – [Jo Kimmins].</td>
<td>Chris&lt;br&gt;Nikki&lt;br&gt;Garry&lt;br&gt;Karen&lt;br&gt;Jess&lt;br&gt;Eugene&lt;br&gt;Patricia&lt;br&gt;Wai&lt;br&gt;Cath Grealy&lt;br&gt;John P&lt;br&gt;James Robinson&lt;br&gt;Evelyn Chapman&lt;br&gt;Pat L&lt;br&gt;Helen L</td>
<td>Jo Kimmins</td>
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<td><strong>2.2</strong> Implementation of the Australian Curriculum within the context of the BCE Learning Framework as a means of realising equity and excellence</td>
<td><strong>Goal:</strong> To enhance the curriculum knowledge of staff by supporting them to deepen their knowledge and understanding of the AC by ensuring a range and balance of the curriculum is planned for. (planning sessions and discussions)&lt;br&gt;<strong>Goal:</strong> <em>(To comply with the BCE L&amp;T 2014 Priorities)</em>&lt;br&gt;To support all teachers, specifically both the visual arts and music specialists, as they gain an understanding of the requirements of AC Arts Curriculum (new)&lt;br&gt; ● Connection of learning areas&lt;br&gt; ● Progression of achievements standards across year levels</td>
<td>John Robinson,&lt;br&gt;Cath Grealy, John&lt;br&gt;Pedrazinni, Evelyn&lt;br&gt;Chapman,</td>
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| 2.3 Improved literacy and numeracy standards | **Goal:** (To comply with the BOC L&T 2014 Priorities)  
To maintain support of key literacy and numeracy approaches within the school.  
- To release Karen and Jess as an adjustment of the coaching model (national partnership). | Karen  
Jess |
| 2.4 Learning and teaching environments are adaptive and responsive to the changing structure of schooling e.g. school based kindergarten and year 7 to secondary | **Goal:** To adapt the physical learning environment provided for students to reflect the contemporary pedagogical changes across the school.  
- Budget and purchase new furniture for designated GLA and break-out areas.  
- Encourage teachers to be creative in their design of existing rooms. | Mark Middleton  
Mark Allen  
Review and Initiative Committee |
| 2.5 Comprehensive whole-school approaches provide pastoral care, protection of students, student behaviour support and foster social and emotional well-being | **Goal:** Meet the social and emotional needs of children/families in our community.  
- Kids Matter initiative – Component 4  
- Circles of Care  
- Personal Development workshops (Yr 5-7)  
- Child Protection month  
- Cyber-safety sessions.  

**Identified Internal Review Strategy for Improvement:**  
1. To develop a common understanding as to what is to be covered at parent/teacher meetings including the shared formation of a student goal. | Sarah Lownes  
Jo Patrick  
Kids Matter Team |
| 2.6 Targeted strategies that ensure the identification, monitoring and improved education outcomes for specific diverse student populations | **Goal:** Continue a changed pedagogy for classroom teachers allowing great success in learning.  
- Contemporary learning strategies. | Classroom teachers |
| 2.7 Career education and creative curriculum planning that improves student access to | **Goal:** To liaise with local high schools as possible feeder schools. Possible Expo - Term 2 date.  
- StAC  
- Tommy Moore | Garry  
Chris  
Nikki  
P&F |
| Pathways and maximises school and post school options | • St James  
• Peter Claver  
• Bridgo  
• Our Lady’s  
• Ambrose Tracey  
• Lawries  

**Goal:** To connect with ACU to expose them to possibilities of tertiary education for low SES students.  
• Students from Yr 5 and 6 bussed out to ACU | Principals from local high schools  
Role M  
Rose Wood |
| 2.8 School leadership teams and classroom teachers have well developed capacities to utilise information and learning technologies to improve learning and teaching | **Goal:** To develop the capacity of teachers to utilise ICLTs for the betterment of the students:  
• LIFE  
• BI Tool  
• Contemporary Learning.  
• Goal setting | Therese  
LIFE Team  
BCE LIFE  
consultants  
Therese Hogarth  
EO’s – Danielle Carter |
### Priority 3: Professional Practice and Collaborative Relationships

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| 3.1 Structures, processes and collaboration with clergy and parish bodies to strengthen the shared mission of parish and school. | **Goal:** For the school to contribute to parish life.  
- Involvement in Parish mass each term  
- Sacramental Program partnership.  
**Identified Internal Review Strategy for Improvement:**  
1. To build on and develop further, close partnerships with the Parish community with a special emphasis on weekend Parish Masses. | Nikki  
Karen and Tanya  
Frs Stephen and Joseph  
Bishop  
P&F  
Initiatives and RLOS Committees |    |
| 3.2 Partnerships that provide for consultation and engagement with parents as the primary educators of their children in the mission of the Catholic school. | **Goal:** Continue to communicate with parents and the wider community in new ways.  
- Electronic street sign  
- New school website  
- Social media  
- Newsletter  
- Weebly  
**Identified Internal Review Strategy for Improvement:**  
1. To utilize the development of our updated school website to both disseminate correct and acceptable procedures to our parent body and to assist in the marketing of the school.  
2. To build on and develop further, close partnerships with home and the broader community promoting shared collaboration for the education of the students. | Nikki  
A+ Signage  
Year 1 teachers  
Chantale  
New Admin  
Support |    |
| 3.3 A comprehensive approach to staff well-being and development, including professional learning, professional standards, performance management and pastoral care. | **Goal:** To care for our staff.  
- Provide PD opportunities  
- Record above and provide certificates  
- Coaching sessions – goals  
**Goal:** To complete the Kids Matter components ie component 4 during the pupil free days at the beginning of 2014. (self-evident)  
- Complete the Kids Matter components – ‘Staff Matters’ on pupil free days.  
**Goal:** To consolidate the work completed with staff on AITSL professional standards and embed the approaches / | Chris  
Nikki  
Jo  
Kids Matter Team  
Karen and Jess D + Eugene, Patricia  
Mary-Anne Fogarty and Bernadette Barker |    |
| 3.4 Leadership development and succession planning informed by the mission of the Catholic education. | **Goal:** To provide staff with leadership opportunities.  
- Support staff in extra study requirements  
- Committees, Learning Teams  
- Peer-coaching  
- Acting roles  
- Release days  

Goal: To ensure that the gains made during the National Partnerships funding period are sustainable and embedded. (Funding ceases 2015)  
- Provide finances to enable Karen Oudyn and Jess Davy to become lead teachers of RoleM (numeracy) and Reading to Learn, Learning to Write (literacy). Support from EO’s and Reading to Learn, Learning to Write staff to support Jess D.  
- Provide support for Karen and Jess – Support staff (Patricia, Eugene, Nikki and Chris).  
- Adjusted the LNI T role for 2014 from a five day position to three days per week. (Eugene / Wai) | Boz  
Garry  
Simon  
Chris  
Karen Chantale  
Jess D  
ET 6’s |
| --- | --- | --- |
| 3.5 Development of effective professional learning communities both within schools and across the wider BCEO community. | **Goal:** To provide teachers with a supportive teaching/learning environment.  
- Contemporary learning strategies.  
- Nudgee Junior (Yr 5)  

**Goal:** To explore and develop effective professional learning communities – Sacred Heart, Booval and Nudgee Junior College, Indooroopilly. (Successful relationship with Nudgee across year 5’s during 2012,2013; Relationship with cluster schools concerning contemporary teaching theories ie CST cluster meetings)  
- Leadership team meetings across schools;  
- Educational opportunities across schools. | John Pedrazzini  
Classroom Teachers  
Garry  
Nikki  
Chris  
EO’s |
| 3.6 | **Goal:** To provide a supportive network for families in need,  
- Circles of Care  
- Social Justice Projects  
- Local community groups/Ngutana-Lui | Sarah  
Jo Patrick  
Garry  
Mission Australia  
Nikki  
St V de P  
Caritas  
Faith and Mission Group  
Year 6 /7 students/teachers |
| 3.7 | **Goal:** Upgrade the school grounds and facilities  
- Maintain and upgrade school grounds eg break-out area outside year 5, both Prep and year 6/7 climbing playgrounds  
- Preliminary talks with Ngutani-Lui regarding space between school and centre. | Garry  
Narelle  
Mark Allen  
Mark Middleton |
| 3.8 | **Goal:** To forge a collaborative culture between schools in the South West Cluster.  
- Forming an RE Implementation mini-cluster  
- South West RE Cluster  
- SW Cluster CTJ Day  
- Providing extra planning support for teachers of multi-level classes. | Garry  
SW Cluster Schools  
Nikki and RE Team  
SW APRE’s  
SW CST’s  
BCE EQ’s |
### Priority 4: Strategic Resourcing

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| **4.1** The strategic renewal plan informed by the principle of stewardship directs the allocation of school resources. | **Goal:** To develop a more effective system of resourcing.  
- Sharing of resources  

**Identified Internal Review Strategy for Improvement:**  
1. To build on ways to maintain current resources and to allow regular opportunities for staff to have resources demonstrated to them and shown where they are kept. | | |
| **4.2** Collaborative processes are in place to develop the budget and to allocate resources. | **Goal:** To allow resourcing of initiatives to take place.  
- Negotiate with teachers a budget to conduct their contemporary learning opportunities  
- Monitor the usage and replacement of consumable science resources to teach the Australian Science Curriculum  
- Continue the provision of RoleM resourcing into the Year 4 and 5 classrooms | Chris  
Boz  
John Pedrazzini  
Eva de Vries  
School Officers  
Karen  
Garry | |
| **4.3** The formation and professional learning of staff is clearly evident in budget priorities. | **Goal:** Maximum return for budget dollars.  
- Funded days for Jess D and Karen as lead teachers.  
- Funding to release the RE Implementation team.  
- Funding of Kids Matter staff well-being initiative,  

**Goal:** To allocate funds to provide necessary PD for teachers.  
- Catching Fire  
- REAP  
- RE Implementation Team  
- Australian Curriculum  
- ROLE M  
- Reading to Learn/Learning to Write  
- Mentoring PD | Garry  
Narelle  
Chris  
Nikki  
Catching Fire Team  
Jacqui  
Year 3 Karen  
Year 4&5 Matt | |
| **4.4** Resourcing decisions and priorities support financial accessibility for families. | **Goal:** To ensure that no students are at a disadvantage due to financial hardships.  
- Support students with book packs/uniforms | Garry  
Narelle  
Brodies | |
| 4.5 Information and learning management systems, enhance student and staff engagement with learning, teaching and school operations | **Goal:** To further develop the use of LIFE within the school (only 2 classroom teachers looked at this during 2013 – more specialist involvement)  
- Continue work with Ligi (EQ) and LIFE support team on further implementing the LIFE program within the school.  
**Goal:** To further develop RE learning bytes looking at St Mark’s history and charism and liturgical celebrations (positive feedback from wider BCE community)  
- Continue work with James Robinson and Pat Lavercombe and provide funding for teacher release. | Chris  
Creative Kids  
Life Team – Terese Hogarth  
Jodie Peeters  
Ligi  
RLOS Committee  
Nikki  
Chantale  
Tarsha |
|---|---|---|
| 4.6 Sustainable environmental practices are embedded into the organisational structure and processes of schools | **Goal:** To set up strategic exiting strategies and practices for the end of National Partnership funding.  
- BI Tool  
- Increased coaching staff | Chris  
Eugene/Wai  
Karen  
Jess D  
All teachers |
| 4.7 Contemporary learning approaches inform the planning, design and use of facilities | **Goal:** To change teachers’ thinking about their identity as educator.  
- In-servicing, discussion, planning and reflecting.  
- Name – Explain – Share  
**Goal:** To plan for and purchase contemporary furnishings for selected classrooms and break-out rooms outside the years 3, 4 and 5 classrooms.  
- Funding for the purchasing of these facilities.  
- Mark Allen/Mark Middleton to advise. | Jo Kimmins  
Cath Grealy  
Initiatives Committee  
Nikki  
Garry  
Chris  
All Staff |