
In 2010 the following components were reviewed by the staff with the subsequent recommendations proposed.

- **Priority 1.1 – Religious Identity and Culture**  [Rating 7]
  **Recommendations:** School Song, further development of RE program and in-servicing of staff.
  **Strategy:** Revamp Mercy units, complete School song & implement, complete outdoor sacred space.

- **Priority 2.5 – Reporting**  [Rating 4]
  **Recommendations:** translation of report cards, interview template in language of choice, user friendly language utilised, a deeper knowledge of our parental clientele.
  **Strategy:** to pay for speakers from various cultures, explore possibility of translating report cards, investigate a Vietnamese program for translation.

- **Priority 5.2 – Partnerships**  [Rating 6]
  **Recommendations:** environmental sustainability – how to sustain the air-conditioning program, a push for environmental issues and initiatives to be shared across the whole school.
  **Strategy:** searching for appropriate environmental issues for each year level and a formation of a community of environmental sustainability.

- **Priority 6.3 – Resourcing**  [Rating 5]
  **Recommendations:** continued up-skilling of staff on the latest technologies which support student learning; an increase in the provision of hardware to both staff and students.
  **Strategy:** re-look and update the budget; constant provision of PD for staff.

- **Priority 7.1 – Budgeting and Finance**  [Rating 6]
  **Recommendations:** budgets for particular parts of the school and key teachers need to be explained in the staff handbook; use of S.W.D. funding to be developed and documented.
  **Strategy:** update of the staff handbook.

- **Priority 8.3 – Monitoring and Self Review Processes**  [Rating 6]
  **Recommendations:** raised awareness of the process and plan for the school; feedback and awareness to the parents.
  **Strategy:** Review process to be reported back to the P&F association; reference to the five year plan to be made in staff handbook.
St Mark’s Primary

School Renewal Goals

2010
## Priority 1: The Religious and Evangelising Mission of Schools

<table>
<thead>
<tr>
<th>Goals</th>
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</tr>
</thead>
</table>
| Provide faith development, formation and renewal opportunities for staff. | - Continue with 'Catching Fire' Framework, with focus on 'Religious Life of the School'  
- Staff Prayer/Masses (Lent)  
- Professional Development Opportunities | Garry, Chris, Nikki, RLOS Committee                                              | - Awaiting invitation from BCE to apply.  
- Ongoing and successful.  
- Mercy Heritage Centre and St Stephens & 2 Twilight Sessions with Pat Lavercombe. (11.5 hours)  
- RLOS committee established (plans for sacred space in school completed). |
| Further develop the quality and effectiveness of learning and teaching in the religious education classroom | - Professional Development  
- Promote moderation practices within the school  
- Implement class units of work – Adapt/Modify RE Modules to cater to needs of St Mark’s children. | Nikki                                                                 | - Selected teachers attended PD sessions: see PD Log.  
- Moderation practices to continue.  
- Following a more focused planning session with Learning Groups was more successful with set time and expectations.  
- Explicit expectations communicated. |
| Continue to provide faith development and formation opportunities for students. | - Virtues Programme  
- Class liturgies/masses  
- Whole school masses  
- Continue to review Sacramental Programme – Let’s Celebrate Activity Book.  
- Response to launch of ‘Religious Life of the School’ Document / Policy | Nikki, Yr 3 Teachers, Pat Lavercombe                                           | - Plans to celebrate Vietnamese/Samoan culturally significant days in 2010. (White Sunday, New Moon.) – Successful!  
- Further response to the RLOS document – in particular the practical use of the document – eg. outdoor scared space. – ongoing.  
- Continue sacramental program review. |
Continue to respond to the call for peace, justice and ecological sustainability through programs of social justice and outreach.

- **Missions Projects**: Caritas (Global) and Catholic Mission, (Local Diocesan) – guest speakers
- **Mini Vinnies Programme**: (Winter & Xmas Appeal) Yr 7 Leaders to be elected/appointed
- **Canossa aged care**: visits Term 2, 3 & 4
- **1.4 Social Action and Justice**
  - Expand the action programmes into the lower school
  - Implement an excursion levy

Develop the St Mark's identity recognising the Mercy tradition and promote a sense of belonging to the wider Catholic community.

- **Celebrate Catholic Education Week**
- **Celebrate St. Mark’s Day**
- **Implementation and evaluation of a St Mark’s / Mercy Unit of work for Yr 5, 6 & 7**
- **Visit the Mercy Centre with staff/Cathedral**
- **Develop a school prayer and song**

| Missions Projects: Caritas (Global) and Catholic Mission, (Local Diocesan) – guest speakers | Nikki Yr 6 & 7 Teachers | • Ongoing and successful. |
| Mini Vinnies Programme (Winter & Xmas Appeal) Yr 7 Leaders to be elected/appointed | | |
| Canossa aged care visits Term 2, 3 & 4 | Garry, Nikki Yr 5,6,7 Teachers RLOS Committee | • Carry over to 2011. |
| 1.4 Social Action and Justice | | • Implemented and successful. |
  - Expand the action programmes into the lower school
  - Implement an excursion levy | | • Successfully recognised. |
| **Celebrate Catholic Education Week** | | • Continuing. |
| **Celebrate St. Mark’s Day** | | • Completed. |
| **Implementation and evaluation of a St Mark’s / Mercy Unit of work for Yr 5,6 & 7** | | • School Prayer completed, displayed and learnt. |
| **Visit the Mercy Centre with staff/Cathedral** | | • School Song in the process (aiming for launch at Opening Mass in 2011). |
| **Develop a school prayer and song** | | |
## Priority 2: Student Learning Outcomes

<table>
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<tr>
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</table>
| Strengthen the continuity of planning and best practice teaching to enhance the engagement of all students. | - Promote PD, Yr level planning days (plan & review – more input from CST)  
- Planning with specialist teachers/ LNIT  
- Supporting classroom practice  
- Initiate Literacy blocks  
- Investigate Dance Fever programme  
- Continue/ expand music enrichment program ‘Creative Kidz on Stage’  
- Implementation of Learning Enrichment Programs (Patricia) eg. Tournament of Minds, Maths Olympiad, ACER Comps, Chess etc  
- Whole Staff PD with the CTC tool, atomic learning,  
- Continue with Yr 3,4,5 Art enhancement program - Thursdays  
- Poetry/ Art Festival  | Chris Therese Patricia Eugene/ Garry Nikki Lina Annette Creative Kidz on Stage                      | - Banked time used for planning  
- Programmed outline for planning day introduced to be honed in 2011.  
- PD – refer to PD Log.  
- LNIT will start in Sem1 2011 due to start of NP.  
- Literacy Blocks implemented – continued development.  
- Dance Fever for all – except 5 & 7 – to be included in 2011. Very successful – Showcase Night especially.  
- Creative Kidz continuing – slightly down on numbers – but successful.  
- Enrichment Programs/Chess: to be revamped in 2011.  
- CTC tool introduced – but needs more encouragement in 2011.  
- Art Enhancement – on Thursdays – successful but limited. 2011 – 2 days available.  
- Poetry/Art Festival successful. |                                                                                                     |
| Develop inclusive, comprehensive and quality curriculum, assessment and reporting processes | - Continue to develop Whole School Curriculum Plan in RE, English and Mathematics – Australian Curriculum (Science and History).  
- Review Report Cards in light of standards/ essentials  
- Improve assessment practices/ range of assessment tools – PM Benchmarking, Band scales  
- Implement consistency in planning, assessment and reporting documents throughout school.  
- Embedding ICLT and First Steps  | Chris Nikki Early Years Teachers Curriculum Committee                                   | - Whole School Curriculum postponed to 2011 due to late implementation of Australian Curriculum.  
- Action Plan 2010 – 2011 to be developed.  
- Review of report card not necessary.  
- PM Benchmarking successful.  
- Ongoing.  |                                                                                                     |
<table>
<thead>
<tr>
<th>Continue to enhance student literacy and numeracy outcomes</th>
<th>Continue developing system for collecting, tracking and monitoring student outcomes (Files, Folios &amp; Folders, MP1 and Early Yrs Tracking Docs – ACU Maths)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Continue Early Years Oral Language Program and expand into Yrs 3, 4, 5</td>
<td>• Whole School PM Benchmarking, First Steps – whole school map of development</td>
</tr>
<tr>
<td>• Literacy/Numeracy Program (Simon Everett Oral Lang Program Yr 6 &amp; 7)</td>
<td>• tracking documents to be incorporated into student folios</td>
</tr>
<tr>
<td>• Support / Refine School Literacy Plan</td>
<td>• Use Sunlanda data to inform planning</td>
</tr>
<tr>
<td>• PD in Bandscales</td>
<td></td>
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</tbody>
</table>
## Priority 3: Student Support

<table>
<thead>
<tr>
<th>Goals</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Develop whole of school responses to student protection, personal and social development, and behaviour support requirements.</td>
<td>3.4 Student Wellbeing and Pastoral Care Develop a consistent approach to student behaviour and provide a comprehensive staff handbook</td>
<td>Nikki Chris Garry Jo Patrick</td>
<td>• Staff handbook completed and distributed.</td>
</tr>
<tr>
<td></td>
<td>➢ Investigate Personal Development, Bounce Back and the like.</td>
<td></td>
<td>• Continued investigation in Kids Matter and appropriate programs to underpin.</td>
</tr>
<tr>
<td></td>
<td>➢ Life Education programme in February</td>
<td></td>
<td>• Completed – to possibly revisit in 2012.</td>
</tr>
<tr>
<td>Strengthen our capacity to provide for the diverse needs of students with disabilities.</td>
<td>➢ Continue staff education of inclusive practices, legal requirements and compassionate responses</td>
<td>Garry Patricia Janice/Jenny Cath Grealy Joanna Shirlock Chris</td>
<td>• Code of conduct and the Role of the Teacher – reiterated in Staff Handbook.</td>
</tr>
<tr>
<td></td>
<td>➢ Investigate with STIE inclusive practices for St Mark’s</td>
<td></td>
<td>• Differentiation for Excellence Philosophy and Practice on-going</td>
</tr>
<tr>
<td></td>
<td>➢ Speech Pathologist – follow up program</td>
<td></td>
<td>• Successful with Jenny McMahon</td>
</tr>
<tr>
<td></td>
<td>➢ Investigate/participate in CSS Project</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop and implement processes that support improved learning outcomes for out-of-home, marginalised and disengaged students.</td>
<td>➢ Target students with needs through use of extra teacher, specific programmes; Art Yr 3, 4 &amp; 5.</td>
<td>Garry Eugene Patricia Lina Jo Patrick</td>
<td>• .ongoing</td>
</tr>
<tr>
<td></td>
<td>➢ ACCES/Inala liaison/initiatives</td>
<td></td>
<td>• Not in 2010.</td>
</tr>
<tr>
<td></td>
<td>➢ Employ school officers – bi-lingual</td>
<td></td>
<td>• Successful: Silau and Hanh.</td>
</tr>
<tr>
<td></td>
<td>➢ Project Officer - Nikki</td>
<td></td>
<td>• Extra day provided.</td>
</tr>
</tbody>
</table>
## Priority 4: Staff Support

### Goals

Develop the skills and capacities of teachers, leaders and support staff to enhance their professional growth.

### 2010 Strategies

- Continue to provide PD opportunities.
- Continue use and implementation of PD Log for all staff – alignment with QCT standards.
- Provide mentor arrangements for new staff.
- Provide support for CTJ processes.
- Implement Learning Team Meetings and Committee Meetings on a planned basis.
- Investigate South 5 conference possibilities.
- CTC tool and atomic learning.

### Leadership

- Leadership Team
- Chris
- Staff
- Nikki/Sandy with Jessica S. Louise /Natasha Amanda/ Cheryl
- Chris
- Garry
- Chris

### Review

- See PD Log.
- Completed.
- Implemented successfully.
- Support provided.
- 2 per term – to continue.
- Ongoing.
- Inservice provided.

### Ensure contemporary employment arrangements that are occupationally healthy, safe and productive for staff are developed.

- Continue to ensure WHS policy and procedures are in place. (School Safety Days, Fire Drills, Lockdown Drills, Asbestos registry)

### Leadership

- Roger
- WHS Committee

### Review

- WHS meetings – 1 a term.
- Drills – 1 a term.

### Promote and enhance the St Mark’s culture where all staff (teaching and ancillary) are respected and valued.

- Leadership Team / Staff Meetings – set yearly goals, identify initiatives, raise concerns.
- Individual staff members to meet with Leadership Team to discuss goals and alignment (Term 1 – review Term 3).
- Greater involvement of staff in determining School Renewal Goals – in-service days, staff consultation opportunities.

### Leadership

- Leadership Team

### Review

- Completed.
- Review in Term 4
- Completed.

### 4.3 Professional Practice

Up-dated and pertinent information will be added to staff handbook – new format linking teacher goal setting to QCT standards, localized role descriptions.
## Priority 5: Partnerships and Relationships

<table>
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</tr>
</thead>
<tbody>
<tr>
<td>Maintain and build strong partnerships among staff, students, parents, parish, other schools and the wider community.</td>
<td>Continue Year 7 Faith in Action strategies (continue class visitations to Canossa Aged Care Complex, continue Mini Vinnies Winter and Xmas Appeals, supporting Caritas Project Compassion, Catholic Mission)</td>
<td>Nikki, Year 7 Teachers, Leadership Team</td>
<td>• Successful and ongoing.</td>
</tr>
<tr>
<td></td>
<td>Celebrate ‘community’ with Poetry/ Art Festival</td>
<td>All Staff P&amp;F</td>
<td>• Successful.</td>
</tr>
<tr>
<td></td>
<td>Build and maintain relationship with neighbouring schools through sport and cultural pursuits (Debating/Games Day Darra, CTK, Murri School, Richlands East)</td>
<td>Adrian Biddulph</td>
<td>• Investigated - possibilities in 2011.</td>
</tr>
<tr>
<td></td>
<td>Publish School Magazine ‘Mark Times’</td>
<td>Eugene, Simon, Matt P&amp;F</td>
<td>• Completed.</td>
</tr>
<tr>
<td></td>
<td>Social Club – Organisation and involvement</td>
<td>All Staff</td>
<td>• New committee</td>
</tr>
<tr>
<td></td>
<td>Investigate Networking Days with other local schools</td>
<td>Chris/Garry</td>
<td>• Information passed onto staff.</td>
</tr>
<tr>
<td>Effectively partner with, and engage our parent communities in students learning, school renewal and policy development.</td>
<td>Continue parent education re: new reporting processes and Early Years Curriculum</td>
<td>Chris</td>
<td>• Ongoing.</td>
</tr>
<tr>
<td></td>
<td>Continue to communicate regularly and strategically with the St Mark’s P&amp;F Association.</td>
<td>Leadership Team</td>
<td>• Continuing and successful.</td>
</tr>
<tr>
<td></td>
<td>Improve parent information about assessment and reporting</td>
<td></td>
<td>• Refer to School Renewal and Validation Report</td>
</tr>
<tr>
<td></td>
<td>Continue to communicate through the school newsletter.</td>
<td></td>
<td>• Ongoing – investigating possibility of emailing to families in 2011.</td>
</tr>
<tr>
<td></td>
<td>Investigate staff/parent meeting opportunities/settings.</td>
<td>George Kendall</td>
<td>• Ongoing</td>
</tr>
<tr>
<td></td>
<td>Explore the feasibility of a School Board</td>
<td></td>
<td>• Ongoing.</td>
</tr>
<tr>
<td></td>
<td>explore opportunities to develop stronger links between school and home</td>
<td>Nikki Jo Patrick Sailou Hanh</td>
<td>Successful and ongoing: 123 Magic, Parent Surveys completed, P&amp;F social functions.</td>
</tr>
</tbody>
</table>
## Priority 6: Information, Communication and Learning Technologies

<table>
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</thead>
</table>
| Continue to embed information, communication and learning technologies (ICLT) in learning and teaching processes | ➢ Provide planning opportunities and encouragement to teachers.  
➢ Up-skilling of teachers - CTC tool and atomic learning  
➢ Planning template incorporating ICLT and First Steps | Chris Therese Danielle Carter | • Ongoing and successful.  
• Introduced to staff through PD  
• Ongoing.  
• Completed. |
| Continue to improve access and ongoing provision of hardware and software, | ➢ Continue to upgrade ICT equipment  
➢ Inventory of computers/technological equipment in the school  
➢ Program of purchases/rollover | Chris, Therese, Fawmatt | • Ongoing.  
• Completed.  
• Completed. |
| Provide opportunities for teachers to be involved in ICLT training and support arrangements to enhance the ICLT competence of staff. | ➢ Provide opportunities for whole staff to develop skills in software in-service training at staff meetings, pupil free days using – e.g. Power point, Microsoft Office, Photo story, GIMP | Nikki Chris Curriculum Support Committee BCE – Danielle Carter | • Completed and ongoing using BCE support staff. |
| Develop online processes, inclusive of interactive school websites, to more effectively communicate within, and across, our schools. | ➢ Continue development, refine school website  
➢ Refine school intranet including staff links. | Chris, Fawmatt, XYZ, | • Completed and ongoing.  
• Educational links added to Intranet. Conversion to SharePoint will supplement school intranet. |

**NOTE:** REFER TO ST MARK’S ICT PLAN FOR FURTHER DETAILS
### Priority 7: Resourcing Catholic Schooling

<table>
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</thead>
<tbody>
<tr>
<td>Maintain strong budgeting and transparent information sharing practices between school, parents and parish.</td>
<td>➢ Regular meetings with teachers, parish and parents</td>
<td>Garry</td>
<td>• Completed and ongoing.</td>
</tr>
<tr>
<td></td>
<td>➢ Liaise with and inform interested parties re: BER</td>
<td></td>
<td>• BER starting date delayed.</td>
</tr>
<tr>
<td></td>
<td>➢ Develop Master Plan</td>
<td></td>
<td>• Ongoing.</td>
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<tr>
<td></td>
<td>➢ Maintain close contact with ADF.</td>
<td></td>
<td>• Ongoing.</td>
</tr>
<tr>
<td>Ensure resource planning is aligned with school strategic renewal plans.</td>
<td>➢ The Leadership Team in consultation with the school community will set short term goals based on our 5 year School Renewal Plan. These goals will focus on aspects of the curriculum, resourcing, community building, administration and capital works/maintenance</td>
<td>Leadership Team</td>
<td>• Ongoing Air Con Program – Mercy building completed.</td>
</tr>
<tr>
<td></td>
<td>➢ Projects/resources to support the School Renewal Plan (SRF Money)</td>
<td></td>
<td>• Ongoing.</td>
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<tr>
<td></td>
<td>➢ ICLT resources aligned with demands of Australian Curriculum</td>
<td></td>
<td>• 1st interaction whiteboard installed.</td>
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<tr>
<td></td>
<td>7.3 The Physical Learning Environment</td>
<td></td>
<td>• Outlined for implementation.</td>
</tr>
<tr>
<td></td>
<td>Whole school Maintenance Plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continue to refine and sustain resource arrangements to support learning and teaching in the context of varying socio-economic, cultural and educational support needs.</td>
<td>➢ National Partnership Agreement on Low SES School Communities – investigate programs and support needed, including ICLT strategies.</td>
<td>Eugene Patricia</td>
<td>• Delayed till Sem 2 2011.</td>
</tr>
<tr>
<td></td>
<td>➢ Continue to provide economic and educational support to poor/underprivileged families where the Leadership Team identifies the need e.g. provide uniforms, books, excursion costs, food etc.</td>
<td>Leadership Team</td>
<td>• Ongoing.</td>
</tr>
<tr>
<td></td>
<td>➢ Continue Marketing / PR strategies under guidance from BCEC.</td>
<td>Bernadette Kreutzer Chris</td>
<td>• Completed successfully through P&amp;F initiatives</td>
</tr>
</tbody>
</table>
Ensure that school fee and levy policies and processes are consistent with principles of justice, equity and accessibility.

- Continue to consult and review with stakeholders.
- Continue to individually evaluate applications for fee concessions.
- Introduction of school Excursion Levy

| Garry | • Ongoing.  
|       | • Ongoing  
|       | • Completed and successful – to be reviewed yearly. |

Promote and encourage environmental sustainability in policies and practices.

- Participate in National Tree Day.
- Engage with SITA to introduce paper re-cycling programme.
- Re-cycled materials used in liturgies e.g. Holy Week celebrations
- Clean up Australia
- Class environmental projects

| Debbie Eaton | • Replanting of gardens completed in 2010 – Nick. |
| Debbie Leadership Team | • Ongoing. |
| Milton Dick | • Completed. |
| Nikki | • Successful |
| Class teachers | • Involvement in and successful. |
| | • Allocation of garden beds – worm farms – and reverse garbage. |
| | • Nominated Debbie Eaton as contact person – received emails re: Eco Sustainability. |
### Priority 8: Renewal and Quality Assurance

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</table>
| Ensure that renewal and quality assurance processes have a clear focus on realising the vision and mission of St Mark’s. | ➢ Set School Renewal Goals 2010  
➢ Formalise setting of staff and school goals to align with SRF Priorities.  
➢ Alignment of teacher goals with QCT standards  
➢ Initiate responses to components of 2009 Internal Review and Validation Process:  
  ➢ Conduct 6 Components Review  
  1.1 Religious Identity and Culture  
  2.5 Reporting  
  5.2 Partnerships  
  6.3 Resourcing  
  7.1 Budgeting and Finance  
  8.3 Monitoring and Self Review Processes | Leadership Team in consultation with AST2s | • Completed  
• Completed and ongoing |
| Effectively implement school renewal, validation and compliance processes. | ➢ Set SR Goals for 2010  
➢ Undertake WHS Audit  
➢ Undertake Financial Audit | Leadership Team, Roger Greenall, Narelle Barry | • Completed  
• Completed. |
| Implement strategic quantitative and qualitative processes for monitoring, developing and reporting on religious education and other areas of the curriculum. | ➢ Renew School Literacy / Numeracy Plan and set new directions  
➢ Homework Policy  
➢ Use of text books | Leadership Team | • Ongoing  
• First Steps Reading, Literacy Block, Role M (Eva)  
• Completed. |
| Refine and integrate reporting mechanisms on school performance to communities, the Archdiocese and government. | ➢ Ensure Mandatory Annual Reporting requirements are met.  
➢ Continue to report to parents through newsletter, P&F reports etc  
➢ Continue to meet Archdiocesan and Government regulations as required – CENSUS, MySchool etc | Leadership Team | • Completed  
• Completed and ongoing.  
• Completed and ongoing. |