



ST. ANDREW'S CATHOLIC SCHOOL CLARKSON

STRATEGIC PLAN 2021 – 2023



FOREWORD

BACKGROUND

St Andrew's School is a double stream co-educational parish school with an enrolment of approximately 400 students from Kindergarten to Year 6. The school was established in 1996 by the Archdiocese of Perth and thus has a long tradition of providing outstanding Catholic education in the Clarkson area. The school retains a strong link to the Josephite Sisters and the Blessed St. Mary of the Cross Mackillop.

St Andrew's is a multicultural community, consisting of children from many diverse ethnic backgrounds. The school offers an innovative child-centred curriculum with specialist tuition in, Digital Technology, Indonesian, STREAM (Science, Technology, Religion, Engineering, the Arts and Mathematics), Music and Physical Education. Emphasis is given to the care and development of each child as an individual and a contributing member of the community.

Our aim is to provide an academic program appropriate to the special needs of each individual, while providing a social climate that heightens awareness of independence and co-operation. Where possible, any children with disabilities are integrated into mainstream school life.

The school community works together to provide pastoral care for each person and to nurture the whole development of the child. The School Board and the Parents and Friends Association have a strong commitment to develop and provide resources to meet the needs of all students.

PRINCIPAL'S MESSAGE

This document is organised around four key elements established by the Catholic Education Commission of Western Australia (CECWA) – Catholic Identity (Discipleship), Education (Learning), Community (Engagement), and Stewardship (Accountability). It outlines the school's strategic priorities and the outcomes for performance.

The priorities focus on strengthening our fundamentals. They are intended to;

- Advance the mission of the school
 - Build on our strengths

In formulating this strategic plan, an analysis of the St Andrew's community has been undertaken with a thorough evaluation of the results of Quality Catholic School surveys that were completed by parents, staff and students. Through this process we have assessed how well we are going as a school, identified emerging concerns and examined new initiatives and opportunities.

We look forward to working with the school staff over the next four years as we embark on this ambitious plan.

Sam Fontaine

Principal



OUR VISION

St Andrew's Catholic Primary School offers an education that acknowledges, respects and nurtures the uniqueness of each person. Within a framework of Catholic values and teamwork, the students will be challenged and supported to recognise their gifts and develop their potential as they learn and contribute to their community.

OUR CORE VALUES AND ROLE MODELS

At St Andrew's School we strive to incorporate the values of our traditions in all that we do. The school has based its traditions and core values on the Blessed St. Mary of the Cross Mackillop.

St Andrew's Catholic Primary School is a vibrant and active school community with much to offer all involved in the education of its young people. It is a double stream Catholic primary school located in the northern suburbs of Perth, approximately 35 minutes drive north of the CBD. The school opened in 1997 and was completed in 2005. Since then, a school / community hall has been built under the BER and the recent New Year 1 classroom build was completed in Term 1 of 2015. The school is well designed with predominantly rammed earth buildings and well-established grounds, including a section of natural bush land.

Staff, students and parents are happy at St. Andrew's and there is a strong sense of purpose and harmony in the day to day activities of the school. The Making Jesus Real Program is embedded within the school and is practised on a day to day basis. There is a strong relationship between the parish and the school, in particular through the Sacramental Program, Special Feast Days and student involvement in Parish Activities. The Parish office is currently based in the school hall, which is also available for hire by outside organizations. The parent body is very supportive of all aspects of St Andrew's, with an active P & F and School Board supporting the school leadership team in its work.

A comprehensive child-centred educational program is offered to children from Kindergarten to Year 6. The outcomes from the Western Australian and National Curriculums are embedded in the everyday activities of the school. The highly engaged and motivated staff work collaboratively to establish high, realistic expectations of the students and actively seek to improve their classroom practice and effectiveness. Children are encouraged to explore a range of different educational opportunities across all curriculum areas. The school environment is focused on flexible learning spaces and contemporary learning and new facilities support this pedagogy.

OUR SCHOOL WIDE FOCUS FOR 2021 - 2023

- Continuing to develop our teaching consistency and practice as the key drivers of student learning.
- Continuing to challenge current pedagogy to provide the most rewarding and innovative learning opportunities for all students to increase student outcomes.



Catholic Identity (Discipleship)

CEWA STRATEGIC DIRECTION

Discipleship is our calling – we are committed to deepening our relationship with Jesus. The outcomes we seek are;

- Enhance opportunities for personal faith development
- Increase enrolment of the vulnerable, poor and marginalized as a visible sign of our faith in action

OUR STRATEGIES TO ACHIEVE THIS ARE ...

INTEGRATING CATHOLIC FAITH, LIFE AND CULTURE (Ref: QCS)

- D1. Provide a holistic education where each child can flourish
- D2. Engage students, staff & parents in their own faith formation
- D 3. Continue to develop our Catholic culture in conjunction with the Parish through opportunities for staff, parents and students to develop and express their faith
- D4. Maintain and review the school Evangelisation Plan
- D5. Strengthen community alignment to the School Vision and use this to motivate Catholic Core Values of service in the community (Making Jesus Real)
- D6. Provision is made for families who require financial assistance to attend our school

KEY SUCCESS MEASURES

- School Climate Survey – Parent survey indicates at least 80% favourable responses to each of the Catholic Culture items
- The Evangelisation Plan is reviewed and updated regularly
- At least 2 activities are undertaken to promote understanding of the School Vision & Core Josephite Values, especially through faith, Story & Witness and Making Jesus Real



Education (Learning)

CEWA STRATEGIC DIRECTION

Learning is what we do – we are committed to learning at every level. The outcomes we seek are;

- Enhance student achievement and well being
- Increase student and staff engagement in their own learning and faith formation

OUR STRATEGIES TO ACHIEVE THIS ARE ...

DIFFERENTIATED TEACHING & LEARNING (Ref: QCS)

- E1. Foster the individual talents, gifts and abilities of each student personalising education to help them strive to achieve their potential as life-long learners.
- E2. Continue to develop a consistent team based approach across year groups to improve teaching practice, including Co-operative Learning and open ended opportunities as teaching methods
- E3. Professional learning is well planned, purposeful and linked to our vision with the focus on improving student outcomes.
- E4. Continue developing teaching practices to support students at all ability levels in-class and build on the success of the existing intervention and enrichment programs
- E5. Maintain a consistent school wide approach to the teaching of Literacy and Numeracy and further improve student performance
- E6. Continue to collect and analyse student data and establish regular meeting times for school leaders to work with their teams to review data and refine improvement strategies

KEY SUCCESS MEASURES

- School Climate Survey – increased (or maintained as a minimum) scores for measures of Staff Professional Learning and Team Based Practices over the life of this plan
- Budgeted expenditure for staff Professional Learning remains a priority
- NAPLAN data – ‘like’ school comparisons indicate student gains from Year 3 to 5 are comparable to those in similar schools
- ICT is embeded in classroom learning



Community (Engagement)

CEWA STRATEGIC DIRECTION

Engagement is essential – we are committed to the Catholic Education’s Mission through relationships with all. The outcomes we seek are;

- Enhance parental engagement in their child's learning and faith formation
- Develop our people to be leaders in Catholic Education's mission

OUR STRATEGIES TO ACHIEVE THIS ARE ...

ENGAGEMENT WITH SCHOOL COMMUNITY (Ref: QCS)

- C1. Nurture an environment that encompasses a strong sense of community with a shared vision, values and belonging to a Catholic school
- C2. Continue to strengthen relationships with families in our community and maintain a culture of welcome and inclusion
- C3. Conduct information sessions to engage parents with the teaching and learning programs of the school
- C4. Maintain a "School Evangelisation Plan" in consultation with the community – expectations on how we meet and maintain a strong community and put our Faith into action
- C5. Continue to develop and embed the Josephite Sisters (Blessed St Mary of the Cross McKillop) charism into the school – (Faith, Story & Witness) and from 2020 develop and embed the Salvatorian charism also into the school with St Andrew, School and Parish Name as our main identity.

KEY SUCCESS MEASURES

- School Climate Survey – Parent survey indicates at least 80% favourable responses to each of the Community items
- School Climate Survey – staff survey indicates at least 80% favourable responses to each of the Community items
- “Faith Story and Witness” is developed and implemented through the Charism of the Josephite Sisters (Blessed St Mary of the Cross McKillop) and from 2020, The Salvatorian charism is introduced.



Stewardship (Accountability)

CEWA STRATEGIC DIRECTION

Accountability is not optional – we have personal and collective responsibility for our System's success. The outcomes we seek are;

- Increase understanding of our personal and collective responsibility for Catholic Education's Mission
- Ensure inclusivity, good governance and the resource allocation required to meet our mission

OUR STRATEGIES TO ACHIEVE THIS ARE ...

TARGETED USE OF SCHOOL RESOURCES (Ref: QCS)

- S1. Plan for the consistent maintenance of classroom, playground and staff facilities ensuring spaces are contemporary, attractive and conducive to flexible learning opportunities
- S2. Plan for and progress changes to K-2 classrooms and playground so that both continue to comply with the National Quality Standards
- S3. Continue to manage the budget responsibly and prioritise resourcing of the goals in this plan
- S4. Review existing Information Technology (ICT) including developing a sustainable approach and ensuring access to up-to-date equipment and resources

KEY SUCCESS MEASURES

- K-2 facilities and playground spaces comply with the National Quality Standards (NQS)
- Increase annual budget allocation to ensure adequate funds for staff Professional Learning
- ICT needs are reviewed and updated annually
- ICT equipment has been upgraded as specified in the budget



ST ANDREW'S SCHOOL

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