



JOHN PAUL COLLEGE KALGOORLIE

STRATEGIC PLAN 2017 – 2019

FOREWORD

BACKGROUND

John Paul College is a Catholic Co-educational College established in 1984 serving the Goldfields Community in Western Australia. From our foundations of Prendiville College for Girls established in 1971 and CBC Kalgoorlie established in 1906, we continue to educate young men and women within a Catholic ethos of justice, peace and charity.

The College offers a diverse program for students in Years 7 - 12 based on Catholic teaching and service to others. As well as traditional core subjects the College has an extensive curriculum with opportunities for students to participate in drama, music, information technology and sporting activities. These complement and add diversity to the broader curriculum on offer at John Paul College.

Development of all student skills and abilities is encouraged through inclusive practices where all students are accepted for who they are and what they bring to the educational setting. A graduating student of John Paul College is a student who is accepting of difference, treats others equally, is a person who is empathetic and has a positive self-image.

LEADER'S MESSAGE

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

The priorities articulated in this Strategic Plan are focused on strengthening our fundamentals. They are intended to,

- * Advance the Mission of the College
- * Build on our strengths
- * Be consistent with our Core Values

In formulating this Strategic Plan, the School Board has undertaken a thorough and inclusive process, assessing how well we are going as a school and considering emerging concerns and opportunities. We are appreciative of the feedback provided through the community consultation and a commitment to turning our aspirations for the College into a clear path forward.

We look forward to the next three years as we continue with this plan.

Bradley Hall

Principal

Rikki-Lee Rigby

School Board Chair



OUR MISSION

The John Paul College Mission is enduring and declares our core purpose as a College.

Our Mission is....

to nurture compassionate, tolerant, young people, who are independent thinkers, who take pride in their school, value their education, and strive to lead by example in the community

OUR CORE VALUES

In fulfilling our Mission we live out the Christian values of **Justice, Peace and Charity**. These are integral to our ethos as a Catholic College and are a daily reminder through our motto. We believe that to be true to our Mission and Motto, the following core values must underpin our approach;

- * *We show respect for one another*
- * *We share pride in our College community*
- * *We support each other*
- * *We strive to be the best we can*

OUR CREST & MOTTO

The College crest contains the cross, a sign of faith that inspires one to excellence with God as our leader. The open book with the Greek letters Alpha and Omega symbolise God as the beginning and the end of all truth. The head frame is symbolic of Kalgoorlie-Boulder and indicates the close relationship that has developed between the school and the community. The motto of the College is '**Justice, Peace and Charity**' - words exemplified by the Religious Congregations who brought Catholic Education to the Goldfields.





LEARNING

CECWA STRATEGIC DIRECTION

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

- * Enhance student achievement and wellbeing
- * Increase student and staff engagement in their own learning and faith formation

OUR STRATEGIC PRIORITIES

- L1. Establish a systematic plan for collection, analysis and use of student achievement data
- L2. Increase the use of student data throughout the school to identify gaps in student learning and to monitor improvement over time
- L3. Prioritise professional development activities aimed at building the data literacy skills of teachers and leaders
- L4. Establish a consistent school wide approach to the teaching of Literacy and Numeracy and lift student performance
- L5. Continue to develop consistent team-based approaches to developing independent thinkers
- L6. Review and adjust organisational practices to enable adult learning approaches to be implemented in Year 11 and 12
- L7. Lift the aspirations, performance and leadership opportunities for boys
- L8. Develop deliberate, quality intervention and extension programs to ensure all students reach their full potential

KEY SUCCESS MEASURES

- School Climate Survey – focus on increasing percentile for Professional Learning and Team based practices
- Increased use of data walls & team discussions on student data
- Observe greater consistency in teaching approaches across year groups
- Student retention rate from Year 10 into Year 11 > 80% or 120 Year 11 students
- NAPLAN data – student gains from Year 7 through to Year 9 greater than those in 'like' schools
- The number of boys holding student leadership positions in the College increases over the life of the plan
- WACE performance indicates > 25% of students are placed in the top trile (top 1/3 of the state)

ENGAGEMENT

CECWA STRATEGIC DIRECTION

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

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

OUR STRATEGIC PRIORITIES

- E1. Establish regular parent forums on various topics (VET opportunities, building resiliency, SCSA requirements, using social media, etc.) to increase the engagement of parents in their child’s learning and development
- E2. Continue to develop middle leaders in the College to actively model, assist and engage their team members in best teaching practice
- E3. Continue to refine avenues of communication with parents
- E4. Engaging the wider community.



KEY SUCCESS MEASURES

- * School Climate Survey – focus on increasing percentile for community engagement measures
- * The number of parent forums undertaken – 3 per year & parent attendance
- * Parent survey in 2017 on clarity of communication



ACCOUNTABILITY

CECWA STRATEGIC DIRECTION

ACCOUNTABILITY is not optional—we have personal and collective responsibility for our System's success. The outcomes we seek are to,

- 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 STRATEGIC PRIORITIES

- A1. Develop a strong collegial culture where teachers have an overt and shared commitment to the improvement of teaching and an openness to feedback from colleagues and a unified understanding regarding the wellbeing of children
- A2. Plan for consistent upgrades to classroom, grounds and staff facilities ensuring spaces are contemporary, attractive and conducive to learning
- A3. Plan for an upgrade of Vocational Education and Training (Industrial Arts) and Science facilities with a focus on establishing adult learning environments
- A4. Review the existing Information Technology Plan to support integration into teaching practice
- A5. Prioritise resourcing of the goals in this plan through annual budgets

KEY SUCCESS MEASURES

- Teachers regularly invite leaders and colleagues to visit their classrooms to observe their teaching
- School Climate Survey data indicates increased staff confidence in knowing and using contemporary teaching pedagogy
- Observe classroom upgrades have been undertaken
- College Capital Development Plan is produced and receives the necessary CECWA approvals
- Annual budget allocation of 2% of salaries for staff Professional Learning
- Information Technology Plan is reviewed and updated



DISCIPLESHIP

CECWA STRATEGIC DIRECTION

DISCIPLESHIP is our calling—we are committed to deepening our relationship with Jesus. The outcomes we seek are to,

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

OUR STRATEGIC PRIORITIES

- D1. Continue to reach out to the poor and marginalised to ensure that the College demographic reflects that in the broader community
- D2. Review and enact the school Evangelisation Plan
- D3. Strengthen community understanding of the College Mission



KEY SUCCESS MEASURES

- School Climate Survey – Catholic culture items reflect consistency across items and respondent groups
- Observe that the Evangelisation Plan is reviewed and updated
- Observe provision of at least 2 activities or publications per year undertaken to promote understanding of the College Mission
- Increased enrolment of students from poor or financially marginalised families across the 3 years of the plan

