

**JOHN PAUL COLLEGE**  
**PRINCIPAL'S REPORT 2023**

Below is an outline of our main goals for the College and in progress in 2024.

**CATHOLIC IDENTITY**

**1. Provide opportunities for staff to witness their faith and engage with faith formation.**

- Progress: A professional learning plan, including faith formation, was implemented, and a liturgy and faith formation coordinator was appointed. A new on-line program for the JPC Faith-Story, and Witness was developed.
- Success Indicators: Increased staff participation in faith formation PD, online faith formation programs, increased active participation at Mass for staff and students, and improved participation in liturgy and retreats.
- Outcome: The school successfully provided opportunities for staff to engage with faith formation, and staff participation in faith-based activities increased. A larger uptake of staff completing Faith Story Witness and within occurred, possibly due to the on-line mode of delivery. One staff member was Baptised in the College Chapel.

**2. Build the Charism of the College**

- Progress: House Spirit coordinators developed programs to promote the values of each House Founder. Success Indicators: Knowledge and understanding of the House Founder and values, and a sense of pride in belonging to a House.
- Outcome: The programs developed by the House Spirit coordinators were successful in promoting the values of each House Founder. The introduction of Extended Home Room on Friday assisted with the implementation of this goal.

**EDUCATION**

**1. Differentiated content, process, product, or learning.**

- Progress: Professional development sessions and workshops were conducted to address the deficit in differentiated content identified in the recent Cyclical Review. Nicole Delbridge presented two PD sessions throughout the year on Differentiated Curriculum. These occurred in our Tuesday afternoon PD days.
- Success Indicators: Modified content and assessments for Mary Rice Students, differentiation in all classes, and increased student engagement. Staff feeling comfortable with differentiation and understanding that differentiation can include environment, assessment, learning and instruction.
- Outcome: The school is implementing differentiated practices, and student engagement has increased as a result. Staff are feeling more confident in their ability to differentiate and will continue to develop the practice.

**2. Contemporary pedagogy that is inspired by mission.**

- Progress: As part of the Faith-Story and Witness program staff were asked to comment on how they could implement Gospel values and a Catholic Worldview including beliefs and values into their curriculum. This process will need to occur with the whole staff in the next few years.
- Success Indicators: Deep learning that respects diverse cultures and engages students with Catholic beliefs and values, without imposing beliefs on them. The incorporation of faith into the

academic program demonstrates that faith is not an isolated subject but an integral aspect of our daily life.

- Outcome: The feedback from stakeholders indicated that the pedagogy is beginning to align with the mission and values of the school.

## **COMMUNITY**

### **1. Respect and positively promote the Cultural Diversity of the community.**

- Progress: The SRC established a Cultural Diversity Team, led by the recently appointed Cultural Captain - Ashlee Winner, tasked with fostering respect and positivity across all cultures at JPC. Collaborative brainstorming sessions generated ideas, leading to the planning and successful execution of Cultural Diversity Day.  
In addition, the Deputy Principal Pastoral Care, actively sought input from external stakeholders including Pearl Proud, to address cultural issues at JPC and develop a Racism Action Plan. The ongoing dialogue and the subsequent policy development will progress further in 2024.
- Success Indicators: Robust engagement from both the community and students during Cultural Diversity Day is exemplified by students actively participating through wearing traditional attire and organising food stalls that represent the various cultures within JPC. While acknowledging the persistent issues of racism in society, our dedication to addressing it includes an emphasis on expanding our understanding of the problem by engaging in conversation with external bodies, facilitating the development of well-informed policies and procedures for its effective resolution.
- Outcome: The Cultural Diversity Day was successful, and the school received positive feedback on the promotion of cultural diversity. \$1200 was raised from the food stalls and has been donated to the Catholic Migrant and Refugee Office.

### **2. Celebrate Australia's Aboriginal heritage across the school curriculum.**

- Progress: An Aboriginal Teacher Aid is part of our ongoing staffing, and strategies were developed to incorporate Aboriginal history and culture into the curriculum. NAIDOC day was planned and executed. The Polly Farmer Foundation Follow the Dream Programme is in its second year of implementation at JPC, hugely supported by AngloGold Ashanti Australia.
- Success Indicators: Active student participation in NAIDOC day, community support for the event, and acknowledgment and appreciation of Aboriginal heritage. Students graduating from Follow the Dream in Year 12.
- Outcome: The school needs to continue to integrate Aboriginal history and culture into the curriculum and grow the events surrounding NAIDOC Week. 2023 saw our first Aboriginal graduate.

## **STEWARDSHIP**

### **1. Staff Wellbeing: Care for staff through quality human resource practices.**

- Progress: A staff wellbeing team was developed, and a program for staff wellbeing is being developed.
- Success Indicators: Higher staff retention, increased staff participation in social activities, fewer sick days, and reduced staff accessing support services.
- Outcome: The staff wellbeing program is developing and will continue with the JPC 2024 VISION and Beyond initiative.

The John Paul College School Improvement Plan for 2023 effectively addressed the goals across the pillars of Catholic Identity, Education, Community, and Stewardship. The school demonstrated a commitment to fostering a Christ-centered and child-focused community, inspiring all to actively live the Gospel. The successful implementation of the improvement goals contributed to the nurturing of compassionate, tolerant, and independent young people who take pride in their school and strive to lead by example in the community.

A handwritten signature in black ink, appearing to read 'B. Hall', written in a cursive style.

Mr Bradley Hall  
Principal