

St Pius X Catholic Primary School



School Improvement Plan 2018

“Learn to Love and Love to Learn”

At St Pius X Catholic Primary School, the values lived by Jesus Christ are the foundation for everything we do.

Our School Motto -***Faith and Friendship***- inspires us to celebrate our faith in the spirit of service to others. Relationships of mutual respect, support and trust exist between students, parents and staff. We commit ourselves to our school actively and generously.

Our learning environments are challenging and contemporary. We encourage personal excellence with authentic ways of defining and recognising success. Students learn the value and skills of effective collaboration. Within a genuinely pastoral environment, the wellbeing of all students is monitored and enhanced.

As a community, we SEARCH for ways to provide the best educational opportunities and resources for our students. Our decision-making processes keep our students at the forefront. At St Pius X we work with courage and compassion.

As a place of joy, we take time to celebrate life together.

St Pius X is a community of hope. We believe in the future of our children.



St Pius X Catholic Primary School

VISION: St. Pius X Catholic Primary School is a place where all *learn to love and love to learn*.

MOTTO: Our School Motto -***Faith and Friendship***- inspires us to celebrate our faith in the spirit of service to others. Relationships of mutual respect, support and trust exist between students, parents and staff. We commit ourselves to our school actively and generously.

LEARNING MISSION: Our learning environments are challenging and contemporary. We encourage personal excellence with authentic ways of defining and recognising success. Students learn the value and skills of effective collaboration. Within a genuinely pastoral environment, the wellbeing of all students is monitored and enhanced.

COMMUNITY MISSION: As a community, we SEARCH for ways to provide the best educational opportunities and resources for our students. Our decision-making processes keep our students at the forefront. At St Pius X we work with courage and compassion. As a place of joy, we take time to celebrate life together. St Pius X is a community of hope. We believe in the future of our children.

SCHOOL VALUES: S E A R C H

Service
Excellence
Authenticity
Relationship
Courage
Hope

St Pius X values - Each person is created in the image of and called to communion with God.

SERVICE

In all things I have shown you that by working hard in this way we must help the weak and remember the words of the Lord Jesus, how he himself said, 'It is more blessed to give than to receive.' (Acts 20:35)

With Jesus as our guide we are called to be of service to others, inspiring and enriching our school and community.

EXCELLENCE

But as you excel in everything—in faith, in speech, in knowledge, in all earnestness, and in our love for you—see that you excel in this act of grace also. (2 Corinthians 8:7)

With Jesus as our guide we use our gifts and talents to strive for excellence in all that we do.

AUTHENTICITY

For I have not spoken on my own authority, but the Father who sent me has himself given me a commandment—what to say and what to speak. (John 12:49)

With Jesus as our guide we are strengthened to act with integrity and live genuinely.

RELATIONSHIP

For where two or three are gathered in my name, there am I among them. (Matthew 18:20)

With Jesus as our guide we foster a sense of community and belonging, inspired by Christian love and compassion.

COURAGE

I can do all things through him who strengthens me. (Philippians 4:13)

With Jesus as our guide we stand up for our beliefs by meeting life's challenges, persevering in the face of adversity, with strength of heart.

HOPE

May the God of hope fill you with all joy and peace in believing, so that by the power of the Holy Spirit you may abound in hope. (Romans 15:13)

With Jesus as our guide we share a spirit of optimism and joy sustained by faith.

St Pius X Catholic School Strategic Plan 2016-2018

FOCUS AREA	GOALS	STRATEGIES	TIME	SUCCESS MEASURES	LEAD/ QCS
SERVICE - With Jesus as our guide we are called to be of service to others, inspiring and enriching our school and community.	To increase the knowledge of staff and students about current social justice issues to inform judgement and action.	Implement a Service Program <ul style="list-style-type: none"> • Poor • Human Person • Creation 	2016 2017 2018	Students in Year 4, 5 and 6 initiate whole school activities to raise awareness.	203 Discipleship 102
	To become a socially aware and resilient community.	Parent and student workshops. Good Guys/Girl Power.	Ongoing	Workshops to be completed and followed up through teaching and social worker.	
	Students to be given leadership responsibilities.	Implement the Student Leadership Committees with staff responsibility.	Ongoing	Students to complete self reflection and learning journeys at the end of each year.	
EXCELLENCE - With Jesus as our guide we use our gifts and talents to strive for excellence in all that we do.	To extend students to reach their full potential.	Analyse NAPLAN, Online Learning Interview and school based data 'Class in Focus' with all staff involved. Implement programs to address areas of need as identified.	2016	Data analysis occurs and staff report how this is used to address learning needs of students.	302 303 307 Learning
	To have a consistent approach to our core teaching skills.	Implement St Pius Way - common teaching platforms across school.	2016 and Ongoing	Agreed set of strategies is developed and implemented.	301
		Review Scope and Sequence for Teaching K - 6.	2016 and Ongoing	All teaching staff are using the plan to guide their teaching.	
		Implement Curriculum Plan K - 6 2016.	2016 and Ongoing	All teaching staff are using the plan to guide their teaching.	
	Targeted support is provided for Students at Educational Risk in English and Mathematics.	Review and restructure the learning support program for English and Mathematics.	2016 and Ongoing	Assess effectiveness of MiniLit, Diana Rigg and achievement of Individual Education Plan goals.	
AUTHENTICITY - With Jesus as our guide we are strengthened to act with integrity and live genuinely.	Formulate and Implement the St Pius X Way as a prescriptive charter of what professional life is like at St Pius X.	Staff involved in this process and there is agreement on implementation.	2016	St Pius X Way becomes our staff charter. This formulates staff management.	Accountability
	Professional Networks outside of local areas.	Continue with action learning.	Ongoing	Professional Learning.	Learning 308
	Audit the Early Childhood Program in accordance with National Quality Standards Framework.	Network with like schools regarding educational development.	Ongoing	School complies with the requirements of NQS.	
	Develop the non-negotiables of classroom practice.	Conduct the Audit and implement Quality Improvement Plan.	2016 and Ongoing	Common set of classroom strategies in use and practice is evident through student feedback and observation.	
		Link this to the Scope and Sequence strategies and Behaviour Management Plan.			

RELATIONSHIP - With Jesus as our guide we foster a sense of community and belonging inspired by Christian love and compassion.	A whole school community approach to Behaviour Management.	Implement the Behaviour Management Plan that supports our school based values.	2016	All staff to be implementing this both inside and outside the classroom.	401 Engagement
	Increase the connection between the parish, school and community to enhance faith development.	Implement the Archdiocesan Parish Based Sacramental Program.	2016 and Ongoing	Sacramental Program has become parish based.	201
	Continue a strong sense of community and belonging.	Provide a variety opportunities for community engagement.		Feedback from P&F and School Board.	
COURAGE - With Jesus as our guide we stand up for our beliefs by meeting life's challenges, persevering in the face of adversity, with strength of heart.	Students are supported to ensure their emotional and physical well being.	Implement student well-being programs and support structures within the Social Worker Role.	2016 and Ongoing	Student well being program is implemented and reviewed regularly.	Learning Accountability 401
	The Early Years Program reflects Best Practice across all areas.	Implement the Early Years Statement and hold our daily practices to account for this.	2016 and Ongoing	Teacher practice is assessed against the Early Years Statement and ranks at a high level.	402
	Investigate programs for problem solving and critical thinking.	Staff and student action research projects.	2016 and Ongoing	Projects presented to wider audience that influences possible change.	
	Continue to offer parent education sessions.	Develop parent education and development sessions through the school.	2016 and Ongoing	Increased participation in parent attendance at these sessions.	
HOPE - With Jesus as our guide we share a spirit of optimism and joy sustained by faith	To develop and implement an Information Technology, Strategic and Capital Development Plan for the next 3 years.	Develop upon subcommittees work and release the final documents to community.	2016	Information Technology Strategic and Capital Development Plans are in place.	Accountability Learning 301 304
		Provide facilities that allow for professional collaboration and specialist programs.	2016 and Ongoing		
	To ensure the Evangelisation Plan is known and understood by all staff	Staff time to be allocated to 'unpacking' the Evangelisation Plan. Staff to determine specific areas on which to focus.	2016 Ongoing	The Evangelisation Plan is known to staff and specific aspects are included in the RE Program.	Discipleship 101

St Pius X School Priorities and Strategic Direction 2014 – 2015

Priority	Correlation to LEAD & QCS	2014	2015
Service	<p>Engagement – LEAD Learning – LEAD</p> <p>Wider Partnerships – QCS Professional Learning – QCS Social Action and Justice – QCS</p>	<p>Cyber safety workshop for community – students, parents and staff.</p> <p>Combined social worker and school physiologist parent sessions.</p> <p>Fundraising, activities and events to be jointly decided upon within the community.</p>	<p>Build upon parents and staff educational knowledge on contemporary topics.</p> <p>Student leadership groups to select and prioritise their actions for the school year.</p> <p>Fundraising and events to be jointly decided upon within the community.</p>
Excellence	<p>Learning – LEAD Accountability – LEAD</p> <p>Learning Environment – QCS Vision and Mission – QCS</p>	<p>Implement/Evaluate the Science and Gifted and Talented Programs.</p> <p>Reading as a learning priority – assess current resources, including possibility of new reading purchases for this program.</p>	<p>Review and re-structure learning support program for Literacy and to also include Numeracy. Explore the sources for extra funding and resourcing to attain this.</p> <p>Implement school Literacy and Numeracy Files.</p>
Authenticity	<p>Discipleship – LEAD Accountability – LEAD</p> <p>Evangelisation – QCS Learning Environment - QCS</p>	<p>Evaluate school timetable and events. Realign to the purpose of learning - St Pius X as a place of firstly learning.</p> <p>School climate surveys completed by students, staff and parents. Results used to design future school priorities.</p>	<p>As a community, explore and develop the 10 Commandments in a modern world.</p> <p>Implement findings and possible programs to assist with development of School Climate Surveys.</p> <p>Use NQS data to ensure our ECE area provides best possible experience for our ECE students.</p>
Relationship	<p>Engagement – LEAD Discipleship – LEAD</p> <p>Engagement with Parish and Church – QCS Wider Partnerships – QCS Learning Environment - QCS</p>	<p>Develop awareness and begin to implement structures for the Parish Based Sacramental Program.</p> <p>Instigate relationship with peer catholic schools for moderating and critical friend relationships.</p>	<p>Implement Parish Based Sacramental Program and assist the St Pius X at all levels of this program.</p> <p>Bring awareness back to the Parents as first educators and the conscious role they must play in their children's education.</p>
Courage	<p>Learning – LEAD Discipleship – LEAD</p> <p>Social Action and Justice – QCS Learning Environment – QCS Engagement with Parish and Church – QCS Catholic Life and Culture – QCS</p>	<p>As a school community we direct our focus on the development of the whole community with student resilience and well-being. Implement social worker and associated programs.</p> <p>Apply Vision and SEARCH into the school life. Be confident with it's use and application of the values.</p>	<p>Evaluate effectiveness of student well-being and resiliency programs associated with social worker and teachers.</p> <p>Focus on confidence building for staff to be treated as professionals within their own work place.</p>
Hope	<p>Accountability – LEAD</p> <p>Vision and Mission – QCS Social Action and Justice – QCS Accountability and Compliance – QCS</p>	<p>Develop and put into action a Capital Development Plan (CDP) for the next five years. To increase learning space and facilities for the students and staff at St Pius X.</p>	<p>Submit CDP to CEO and start works on school facilities.</p> <p>Develop a work party to create what the future child at St Pius X is like.</p>

School Improvement Plan 2014

Priority	Correlation to LEAD & QCS	Focus Area	Why	Outcome
Service	Engagement – LEAD Learning – LEAD Social Action and Justice – QCS	Parent education sessions across the whole school through a variety of topics to be lead by external consultants and teachers.	To increase the capacity of parents to understand the current curriculum and issues facing their children’s individual growth.	Cybersafety Workshop. K/P &1/3 Parent Sessions. Circle of Security & Girl Power. Instigate Fathering Project. Sacramental Meeting.
Excellence	Learning – LEAD Accountability – LEAD Vision and Mission – QCS	Inclusiveness of the teaching and learning programs to ensure that as a school all students are catered for.	Student engagement is a priority and data results showed that not all students were effectively engaged. Need to cater for each child’s ability and offer opportunities for all levels of success.	Development of Literacy and Numeracy Scope and Sequence. Science/Mary MacKillop Club. Chess Competition, Write a Book in a Day, WA Math’s Competition. Increased Learning Support Time through TA’s. Whole School Reading Program.
Authenticity	Discipleship – LEAD Accountability – LEAD Social Action and Justice – QCS	St Pius X has a considerably high number of extra curricula events/activities that impact on the day to day program of the school. Audit these events.	Staff find it extremely difficult to effectively teach the curriculum due to loss of contact time in the school.	Employment of Learning area specialists. Begin moving ‘events’ to Friday’s, fewer disruptions to class. Event linked to learning.
Relationship	Engagement – LEAD Discipleship – LEAD Engagement with Parish and Church – QCS Catholic Life and Culture – QCS	Develop awareness and begin to implement structures for the Parish Based Sacramental Program. Instigate relationship with peer catholic schools for moderating and critical friend.	Implement Parish Based Sacramental Program and assist St Pius X with community attendance and knowledge of sacraments. Provide opportunities for staff to access peer support and moderate students results for reporting and accountability requirements.	Attend Launch of Parish based Programs. Meeting with Parish regarding the program. Online learning blog and sharing of resources Schoology and Termly Network Meetings.
Courage	Learning – LEAD Discipleship – LEAD Catholic Life and Culture – QCS Vision and Mission – QCS	As a school community we direct our focus on the development of the whole community with student resilience and well-being. Implement social worker and associated programs. Apply SEARCH into the school life. Be confident with the use and application.	Evaluate effectiveness of student well-being programs associated with the school. Use Vision and Values to drive direction and decision making with confidence and community support.	Employment of a school social worker and exploration of Resilience and Student Well Being programs such as Geelong Grammar.
Hope	Accountability – LEAD Vision and Mission – QCS Social Action and Justice – QCS	Create and put into action a Capital Development Plan for the next five years.	Create facilities that allow students and staff to work effectively within their work environment. This is to increase learning space and facilities for the students and staff.	Over view of teaching and learning space at St Pius X. Implement CDP in conjunction with CEO.

School Improvement Plan 2015

Priority	Correlation to LEAD & QCS	Focus Area	Why	Outcome
Service	Discipleship – LEAD Learning – LEAD Integration Catholic Faith, Life and Culture – QCS	Develop and increase the understanding of Social Justice within the school and apply this to the staff and student leadership groups.	To increase the capacity of all community members to understand the role of the catholic church in meeting the needs of modern society.	Increased participation and awareness of Life-Link Day. Increased focus on social justice in each class, especially in R.E.
Excellence	Learning – LEAD Accountability – LEAD Differentiated Teaching and Learning – QCS	Continue to develop learning programs for students to achieve excellence. Develop and implement an Instrumental Music and Arts Program – providing flexibility and variety for students learning.	Student engagement is a priority and data results showed that not all students were effectively engaged. Need to cater for each child's ability and offer opportunities for all levels of success.	Successful instrumental program, culminating in instrumental assembly. Introduction of Art specialist area, leading to successful art exhibition. Introduction of Diana Rigg spelling in lower primary. Participation in Tournament of Minds, Write A Book in a Day- shortlisted for award. Increased learning support time further through use of A.P.s.
Authenticity	Accountability – LEAD A Culture that Promotes Learning –QCS Systematic Curriculum Delivery - QCS	Implement and review during the year our new school based scope and sequence planning documents for Literacy and Numeracy. Revise current intervention practices and alter these to suit current programs within the school.	The school has lacked a consistent direction with curriculum delivery and this will assist us in having a whole school consistent approach meeting the needs of the students.	Review of scope and sequence Literacy and Numeracy. Introduction of Mini-Lit as literacy support. Plan to implement a 'key-teacher' model for each learning area. Familiarisation with H.A.S.S. strand of curriculum and review of implementation timeline for Australian Curriculum.
Relationship	Engagement – LEAD Learning – LEAD An Expert Teaching Team – QCS Discipleship – LEAD Integrating Catholic Life and Culture – QCS	Staff to increase capacity and refine current practices by taking on 'Action Research Projects' that positively impact on all learning. Assist the Parish Priest in the development of the parish approach to sacraments, which engage parents as first educators.	Provide opportunities for staff to access peer support and moderate students results for reporting and accountability requirements. Implement Parish Based Sacramental Program and assist St Pius X with community attendance and knowledge of sacraments.	Presentation of Action Research Projects, with implications for the school stated. Continuation of networking sessions with St. Benedict's, as well as wider regional networking meetings for teachers. Appointment of Sacramental Co-ordinator at the Parish and action plan in place for the implementation of parish-based Sacraments.
Courage	Learning – LEAD Discipleship – LEAD Catholic Life and Culture – QCS Vision and Mission – QCS	Implementation of the school values program to ensure that we as a community, are show courage in our daily practices towards our community.	Evaluate effectiveness of student well-being programs associated with the school. Use Vision and Values to drive direction and decision making with confidence and community support.	Implementation of weekly values awards. Introduction of 'Good Guys/Girlpower' workshops. Introduction of mindfulness programs into classrooms.
Hope	Accountability – LEAD Targeted Use of School Resources – QCS	Development and Implementation of an Information Technology, Strategic and Capital Development Plan for the next 3/5 years.	Implement facilities that allow students and staff to work effectively within their work environment. This is to increase learning space and facilities for the students and staff.	Capital Development plan put into action, extensions/alterations to site beginning. Upgrade of laptops for staff according to I.T. Strat. Plan, with old laptops being implemented into classrooms for student use.

School Improvement Plan 2016

Priority	Correlation to LEAD & QCS	Focus Area	Why	Outcome
Service	Engagement and Learning – LEAD 202 – Wider Community Partnerships 102 – Integrating Catholic Faith, Life and Culture	Implement a Service Program, targeting the poor. Develop the Year 6 leadership committee model with greater student involvement in documenting their leadership development.	Moving awareness of social justice issues into action. To increase the effectiveness and level of responsibility of our student leaders.	The implementation of Wheelchairs for Kids and Socktober across the school. Also donations to Lifelink and Telethon. Plan these activities at the start of year for meaningful experiences. Introduction of Leadership Journals/Files and self-reflection for students and their personal journeys. Year 5 Leadership Camp.
Excellence	Learning and Accountability – LEAD 302 – Analysis and Discussion of Data 306 – Systematic Curriculum Delivery	Development of whole-school ‘class in focus’ model of data analysis. Implementation of Curriculum Focus for 2016 - Numeracy: mental strategies, problem-solving and developing a common language. Develop learning support programs for literacy and numeracy.	Increased teacher responsibility for the performance of all students. Increase student achievement through a greater focus on Numeracy, as indicated through data analysis. Increase opportunities for math’s support while maintaining literacy support programs.	This did not occur and will be carried over to 2017. However data has been discussed thoroughly in various meetings. Whole school scope and sequence regarding mathematics. Overview of dedicated time in mathematics. Measurement professional development completed by all staff.
Authenticity	Discipleship and Accountability – LEAD 401 – Staff Well Being	Implementation of ‘St. Pius X Way’ document. Implementation of successful strategies identified through Action Research.	Clarify expectations of teachers and assist them in developing professional goals. Further enhance quality of learning experiences for students.	SEARCH Goals and Performance Management was directed through goal setting of the St Pius X Way. QCS focus groups and reporting back to the whole school staff focus points 2017.
Relationship	Engagement and Discipleship – LEAD 402 – Pastoral Care of Students	Implementation of updated Student Management Policy. Continue planned implementation of action plan for Parish-Based Sacramental Program.	Ensure that student management practices are consistent with school values throughout the school. Assist the Parish with events in engaging with families.	The development of consistent pastoral care note taking and feedback. Sacraments were well attended with positive feedback regarding the parent workshops and engagement with parents/families.
Courage	Learning and Discipleship – LEAD 202 – Wider Community Partnerships	Continually review and select appropriate workshops targeted at social awareness and resilience. Implementation of Early Years Statement, with our practices to be accountable to this.	Assist students and parents to manage anxiety and social skills. Ensure early years learners experience the best possible base for learning.	Through research and staff exploration Highway Heroes has been developed and will be implemented in 2017 across the school. Early Years statement is still developing and constantly being reviewed. This is to be released in 2017.
Hope	Accountability – LEAD 101 - Systematic Evangelisation Planning	Completion of the Capital Development Program. Analyse and review the school Evangelisation Plan.	Provide facilities that allow for greater flexibility in learning. Ensure our Evangelisation priorities are evident in our daily faith and educational programs.	Capital Development Plan completed. Evangelisation Plan has been started and will need more engagement in 2017 before being released.

School Improvement Plan 2017

Priority	Correlation to LEAD & QCS	Focus Area	Why	Outcome
Service	Engagement and Learning - LEAD 402 - Pastoral Care of Students 101 - Systematic Evangelisation Planning	Re-develop the Year 6 Leadership committee model with greater student involvement in documenting their leadership development. To increase the knowledge of staff and students about current social justice issues to inform judgement and action.	To increase the effectiveness and the level of responsibility in our student leaders to include self-reflection and discovery. Bringing the message of the Gospel more at the forefront of our community.	Students are documenting their leadership journey and events attended. The redevelopment of this model stills needs further investigation. Staff have volunteered at The Shopfront during the year with a positive response and continue to do so.
Excellence	Learning and Accountability - LEAD 303 - A Culture that Promotes Learning	Implementation of Curriculum Focus for 2017 – writing formations with paragraphing and numeracy with mental computation. To have a consistent approach to our core teaching skills. Targeted support is provided for Students at Educational Risk in English and Mathematics.	Increase student achievement through a greater focus on Numeracy and Literacy, as indicated through data analysis. Align programs across the school to ensure consistency. Revisit screening and assessment tools across the early years to ensure they are developmentally appropriate.	Staff have engaged with Learning Sprints as a more specific short-term goal process with students learning. This will continue in 2018.
Authenticity	Discipleship and Accountability - LEAD 305 - An Expert Teaching Team	Continued use of 'St. Pius X Way' document. Develop the non-negotiables of classroom practice.	Assist staff in developing professional goals. Develop and implement 'Our Classroom' and the expectations of what these look like in each room.	SEARCH Goals implemented with each staff member – driving staffs own learning and accountability to self.
Relationship	Engagement and Discipleship - LEAD 101 - Systematic Evangelisation Planning	Increase the connection between the parish, school and community to enhance faith development. Continue a strong sense of community and belonging.	Assist the Parish in engaging with families, support them in this process. Provide educational engagement opportunities such as workshops/presentations for parents to attend.	This is ongoing. School continues to do all elements of sacraments and preparation.
Courage	Learning and Discipleship - LEAD 402 - Pastoral Care of Students	Revisit the Early Years Statement, with our practices to be accountable to this. Students are supported to ensure their emotional and physical well-being.	Ensure early years learners experience the best possible base for learning. Assist students and parents to manage anxiety and social skills through the implementation of Highway Heroes.	National Quality Standards – audit. Need to focus on contemporary learning environment as a focus moving forward in 2018. Implementation of Highway Heros and continuation of Social Worker.
Hope	Accountability – LEAD 101 - Systematic Evangelisation Planning	Redesign the Maintenance Program to cater for new improvements. To ensure the Evangelisation Plan is known and understood by all staff.	Maintain facilities that allow for growth in learning. Publish our Evangelisation Plan to the community.	Recalibration of Maintenance Plan. Evangelisation Plan revisited and released to website.

School Improvement Plan 2018

Priority	Correlation to LEAD & QCS	Focus Area	Why	Outcome
SEARCH	Engagement and Learning - LEAD 402 - Pastoral Care of Students	Re-develop the Year 6 Leadership committee model with greater student involvement in documenting their leadership development.	To increase the effectiveness and the level of responsibility in our student leaders to include self-reflection and discovery.	
SEARCH	Engagement, Discipleship and Learning - LEAD 402 - Pastoral Care of Students 101 - Systematic Evangelisation Planning	To increase the knowledge of students about current social justice issues to inform judgement and action.	Bringing the message of the Gospel more at the forefront of our community.	
SEARCH	Engagement, Learning, Accountability- LEAD 202 –Wider Community Partnerships 303 – A Culture That Promotes Learning	Develop professional networks, inside and outside of the local area.	To increase our awareness of what current best practice is and to create opportunities for the exchange of ideas.	
SEARCH	Engagement and Learning- LEAD 308 – Effective Pedagogical Practices	Develop a culture of innovation, with a move towards a future-focused learning pedagogy.	To develop the ability of students to think critically and creatively, better equipping them for our rapidly changing society	
SEARCH	Accountability and Discipleship – LEAD 101 - Systematic Evangelisation Planning	To ensure the Evangelisation Plan is known and understood by all staff.	Publish our Evangelisation Plan to the community.	
SEARCH				