



# St Mary's School

## *Strategic Plan 2019 - 2022*



# Principal's Foreward

Throughout 2019, the St Mary's Executive Leadership Team, the Board and the Staff have worked to develop this Strategic Plan.

It is based around 5 focus areas:

- Mission and Identity
- Teaching and Learning
- Stakeholder and Community Engagement
- Sustainable Resourcing and Stewardship
- Leadership and Capacity Building

This plan builds on the considerable achievements of the last five years and looks forward with hope, to the continued fulfillment of the Mercy vision of educating children.

The plan reflects the Diocese of Toowoomba Catholic Schools' Strategic Plan 2018-2020.



Brett Pollard  
Principal



Krista Roberts  
Board Chair

# Identity and Mercy

- review and further development of the school's current 'motherhood' statements
- continue to embed the Mercy Charism in life of the school
- connect with outside Mercy groups
- explore possibility of school song
- join the Mercy Schools Association to investigate opportunities to participate in Mercy initiatives
- improve the display of Mercy signs around our school
- review and invigorate Founder's Day



# *Academic Achievement*

- perform above the national mean in all year levels of the National Assessment Program Literacy and Numeracy (NAPLAN)
- achieve continued improvement in NAPLAN across all domains in years 5, 7 and 9
- aim for 90% of students to meet the Reading Improvement Strategy (RIS) benchmarks
- strive for 1 year's growth for every year at school
- use of data to personalise and differentiate learning and establish tiered/targeted intervention programs
- continue the development of digital literacies
- investigate opportunities for cross curricular learning
- a variety of pedagogical practices will be used to improve student learning
- continue to offer Extension and Enrichment opportunities



## *Student and Staff Wellbeing*

- develop a Positive Education Scope and Sequence to ensure the link between academic success and wellbeing
- continue to grow the well-being of all members of the school community



- continue to work on seamless transition programs throughout the school
- continue to prioritise student protection and building resilience in students







# Community Engagement

- continue to build strong relationships with the Parish
- continue service activities in the community
- continue to build relationships with other local & regional schools through sporting, academic and cultural programs
- continue to celebrate cultural diversity within our community
- promote active participation in global issues and awareness
- continue to provide opportunities for pre-prep students and their families in the wider community
- encourage growth of the Parents and Friends Association (P&F) in both attendance and enrolment

# *Development, Capacity Building and Sustainable Resourcing*

- review student leadership programs
- ensure that professional development is shared with and by the staff
- continue to ensure the school's financial viability
- continue to offer the tertiary study group for teachers to gain their formal qualification in Religious Education
- continue using Professional Learning Communities to inform all technique learning within the school
- review the school calendar to maximise student learning
- increase the marketing and promotion of the school
- redevelop the School website
- refine the staff induction program using the Toowoomba Catholic Schools Office (TCSO) Induction Program
- continue to track the retention rate of enrolments





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