

St Mary's Strategic Renewal Plan 2009 – 2012

2009		2010	
Teaching & Learning			
Intentions	Achievements	Intentions	Achievements
ICLT – Commence development of a school plan	Audited staff skills in ICLT and provided appropriate professional development	ICLT – Continue development of School Plan.	—————→
Undertake infrastructure upgrade	Early Years infrastructure upgraded to Cat 6 cabling. Links 3 Upgrade completed. New switch and Racks Purchased and installed. Standard operating System developed and imaged to compatible computers.	Begin development of an ICLT Scope and Sequence.	—————→
Purchase further ICLT equipment and resources	Purchased 15 new Dell Desk Top computers for staff and student use. Purchased 10 new Dell Latitude 2100 Laptop Computers for staff and student use. Purchased 10 new digital cameras and digital video camera. Purchased PC headsets for student use.	Develop a School Policy for use of ICLT's.	—————→
Plan towards conversion to Oliver as our Electronic Borrowing System for library borrowing	Stocktake and Update Of Bookmark undertaken in Term 4 2009.	Continue to provide effective ICLT resources for teaching and learning.	Computer storage rack made April 2010 Purchased 10 Digital Cameras Purchased New Data Projector Purchased a further 30 Dell Latitude 2100 Laptops (5 P&F)
		Commence implementation of St Mary's Speaking and Listening School Plan,	Staff meetings scheduled for professional sharing in Speaking & Listening

		developed in 2009.	Speaking and Listening road map completed for each student and added to school folders
		Develop a Vision for Learning Statement.	
		Develop our National School Partnership Plan under the Low SES Schools Program ready for implementation in 2011	Donna Cutler attended LNIT professional learning day. Met with Cath Grealy re options available within the program for St Mary's
		Review and refine student tracking processes	
		Undertake a whole school curriculum audit of outcomes/essentials taught in each KLA and each Year Level	
		Support parent understanding of the written report by linking it to the student folio.	Parent Teacher Dialogues linked with Semester 2 Report so that better parent understanding could be developed through focussed dialogue with student folio and the report.
Provide high quality Professional Development for staff in		Provide high quality Professional Development for staff in	
First Steps Speaking Listening	Whole Staff engaged in six professional learning sessions in First Steps Speaking and Listening. First Steps Speaking & Listening Supporters developed a Whole School Plan for Speaking and Listening	Ensure new staff members access training for First Steps Speaking & Listening if required.	

		Effective use of classroom Soundfield Systems	May 19 th 2010 – PD provided by Phonic Ear
ICLT	Encyclopaedia Britannica Online Photo Story Scootle	THRASS	Brian Bright, Suzanne Venema, Natasha De Jesus attending 2 day Workshop and 1 day Follow up
Workplace Health & Safety	All staff updated CPR qualification. Donna Stokes trained as school Workplace Health & Safety Officer. Donna undertook training in Chemwatch.	Integration of ICLT's within classroom teaching	Photo-Story being used in classes. Students Learning Power Point. Extensive use of digital cameras and video cameras.
		Student Support Inservices	Tracy, Donna, Mary & Jackie attended ASD Workshop. Nadine, Debbie & Caz attended Sensory Workshop. Caz attended Circle of Security Inservice.
Student Protection Training	Whole Staff engaged in refresher course on Student Protection Training.	Continue Mandatory Student Protection Training as outlined by BCE	Mandatory 3hrs Inservice undertaken Jan 2010. Jon Smy – Laidley CPIU invited to speak to staff at Staff Meeting
2009		2010	
Leadership & Management			
Intentions	Achievements	Intentions	Achievements
Begin discussions for the establishment of a St Mary's School Board	Commenced discuss re Role of a School Board with St Mary's P&F. Some school members attended biannual School Board Conference. Discussed implementation timeframe with George Kendall.	George Kendall and Principal to begin the process for establishing a School Board at St Mary's	Formation training scheduled and undertaken March 2010. 8 parents and 3 staff attended. Inaugural School Board formed first meeting held 21 st April 2010. School Vision and Mission Statement reviewed and re-written. Draft Finance and

			Enrolment Policies being developed.
Review and Renew Staff Handbook.	—————→	Review and Renew Staff Handbook.	—————→
Engage with the School Renewal Framework and School Validation Process	Completed annual review of components according to the five year plan. Staff aligned professional goals to school goals and Strategic Renewal Framework. Professional development aligned to strategic renewal plan and Queensland College of Teachers Standards	Continue engagement with the School Renewal Framework and School Validation Process - Prepare and engage in external review	Component 8.2 Validated by Area Supervisor on the 7 th May 2010 External Review conducted on 9 th June 2010 Report shared with school board on 18 th August 2010
		Relocate main server to an independent server room.	Temporarily relocated servers to convent, whilst 2/3 using the room. Servers moved Dec 2010 during building works.
		Effectively manage School Budget to resource all KLAs	Annual budget set and reviewed according to priorities. Increased focus on home reading resources.
		To effectively manage and consult with key stakeholders through the P21 Building Project	Engaged with Ray Whiting P&P Engaged with Mark Middleton BCE Engage with Fr John Conway
		Engage Admin Staff with the new IS System being rolled out to schools throughout 2010.	Met with Denis O’Sullivan BCE Data clean up occurred.
Continue planning for the implementation of an OSHC facility and program	—————→	Continue discussion and planning for the implementation of an OSHC facility and program.	
Discuss further the establishment of the Lockyer	Onhold – school will be utilising the area for 2010 whilst P21	Undertake employment process for the implementation of our	STIE position advertised linked in with National Partnerships.

Valley Resource Centre	Schools building project is occurring. Will commence again in 2011.	National Schools Partnership Program for 2011.	
		Plan & Begin Resourcing parent borrowing section for new library.	Parent borrowing section allocated in new library. Resource purchase and development commenced.
		Enhance Playground and Eating Facilities.	New Early Years Adventure Playground installed – Completed 24 th June 2010. 10 Aluminium Picnic Tables purchased and 26m of Aluminium bench seating installed in covered area.
		Develop creative play spaces within the school.	Students engaged in discussions through the Student Council to discuss wishes for the area. Year 7 students developed a design. Commenced development of play spaces and gardens.
2009		2010	
Ethos, Faith and Spirituality			
Intentions	Achievements	Intentions	Achievements
Review and critique school practices in regards to the School Vision and Mission Statement	Decision made to move this task to 2010 in conjunction with the establishment of the school board.	Review and critique school practices in regards to the School Vision and Mission Statement	First task of the St Mary's School Board.School Vision and Mission Statement re-written and to be launched at the commencement of the 2011 school year.
Continue to strengthen partnerships with the GLR Parish and in particular St Patrick's Laidley	Further developed youth participation in Parish Masses through the establishment of a Youth Choir Inaugural Gala Dinner held – this	Further develop understanding and knowledge of our Mercy Tradition.	Plan has begun to be developed in consultation with BCE RE Consultant and APRE to lead up to and align with our Centenary Celebrations.

	<p>is planned to be a biannual event. School newsletter available in the Church Parish events advertised in the newsletter Partnerships with parish for grounds maintenance and through joint celebrations</p>		
Establish and maintain sacred spaces in classrooms and around the school	Class began to develop a sacred garden within the school grounds	Establish and maintain sacred spaces in classrooms and around the school	<p>Different prayer spaces used to celebrate feast days and Holy Thursday. Further continue on completion of the building project. Investigating the use of Aboriginal crosses for the classrooms. Mary MacKillop picture resources purchased and supplied to each class. Mary MacKillop crosses were purchased and supplied to each class.</p>
Further develop staff understanding of Spirituality and Faith Formation	<p>Staff professional development:</p> <ul style="list-style-type: none"> • Fr. Gilbert Carlos • Fr. John Dobson • Organised, planned and booked Fr. Richard Leonard for PD Jan. 2010 • Visited the Mercy Heritage Centre, St Stephen's Cathedral and Pugin Chapel as part of our sesquicentenary celebrations. 	Further develop staff understanding of Spirituality and Faith Formation	<p>Whole Staff attended Fr Richard Leonard conference for Jan PD days Pat Lavercombe lead the sessions on the parts of the mass.</p>
		Create a Planning Template for	APRE developed template and

		Liturgy	will link in with Fr John to discuss mass changes and further review, Jan 2011.
		Inservice Staff in planning liturgies	Pat Lavercombe – Parts of the Mass. Inservice for staff at beginning of 2011 organised – Fr John to present the way in which he would like liturgies to be planned.
		Develop and establish a Social Action Group – Mini Vinnies	Data gathered as to best method of implementation for 2011.
		Review Religious iconography and art and plan for further acquisition.	Purchased St Mary of the Cross crosses and posters for each of the classes. Individual crosses purchased for all staff. This will be further developed in 2011.
2009		2010	
Partnerships and Relationships			
Intentions	Achievements	Intentions	Achievements
Reinforce the importance of the P&F and develop the P&F understanding of the Role of a School Board	Discussions with P&F held about the difference between the role of the P&F and the role of the school board and how they function in the school.	Conduct parent information and education sessions on: Assessment and Reporting. Enjoying and enhancing reading with your child.	Parent session held on Tuesday 30 th March
Further promote active participation in the school's P&F	Encouraged new families to be part of the school P&F. P&F held morning tea and welcome BBQ at the beginning of the year to include all new and present families Establishment of a St. Mary's	Conduct casual conversations and establish focus groups to gain feedback as part of our School Renewal Process and Component Review.	Casual conversation held on QLD Government green paper. School Renewal Dinner held 28 th April 2010 Students with Disabilities focus

	Care and Concern Committee.		group.
Work closely with the St. Patrick's Parish in the development of the Lockyer Valley Resource Centre	Conversations held between key parties through the Laidley Pastoral Council.	Establish a St Mary's School Centenary Committee to begin planning for 2012 celebrations.	Expressions of interest called to be a part of the planning committee.
Strengthen links with community groups and businesses – Gatton Agricultural College, Mulgowie Farming Co.	Established a link with the Gatton Agricultural College who have provided assistance with the establishment of the Outdoor Living, Learning Environment. Neighbouring farmer involved in providing assistance in the preparation of a school vegetable garden. Plainlands Hardware and Rural along with local tradesmen implemented the Green Voucher Program with the installation of 18 water tanks. IGA and Laidley News partnered with the school to provide assistance to people involved in the Victorian Bush Fires.	Continue to strengthen local community partnerships.	Worked with Parish to train Altar servers for St Patricks Parish. Assisted with improvements to the Lockyer Valley Resource Centre. Planned PD for Jan 2011 with Fr John to link into Stewardship model being implemented in the GLR Parishes.
		Work collaboratively with School and Parish to celebrate our bi-annual Parish Fete	Fete held on the 23 rd Oct and was a wonderful success as a combined parish community fundraiser.
		Continue to work with the St Patrick's Parish in enhancing and developing the Lockyer Valley Resource Centre	Further discussion occurred as to future use of the LVRC giving consideration to the expanding needs of St Mary's. Use may alter due to BGA Application

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2011		2012	
Teaching & Learning			
Intentions	Achievements	Intentions	Achievements
Commence implementation of the National School Partnership Plan, developed in 2010/2011.	Plan was instigated with staff engaging in Coaching, Reading To Learn and KidsMatter professional development.	Continue to engage in, review and further develop National School Partnership Plan for St Mary's	Consolidation of National Partnerships Plan through improved practices in Coaching, Reading to Learn, KidsMatter and the development of Professional Networks
Provide high quality Professional Development for staff in		Provide high quality Professional Development for staff in	
First Steps Reading and Viewing as part of our National Schools Partnership Program.	Staff engaged in Professional Development throughout the year in Reading	First Steps Reading and Viewing as part of our National Schools Partnership Program.	Staff were engaged in a review and where to ... Professional development day at the beginning of the year. First Steps Implementation Committee formed for sustainability.
Reading to Learn	3 Staff completed the Reading to Learn Program and are actively using it in the classroom.	Reading to Learn	3 more Staff completed the Reading to Learn Program and are actively using it in the classroom. Reading to Learn Implementation Committee formed for sustainability.
Implementing the Science Curriculum	Staff were involved in Professional Development on the new Science Curriculum and are planning and teaching from this curriculum.	Australian Curriculum Maths	Staff were involved in Professional Development on the new Maths Curriculum and are planning and teaching from this curriculum.
Primary Connections	Staff inserviced in Primary Connections. Resources were	Coaching	Four more staff trained in Coaching taking the number of

	purchased and are used in classrooms.		coaches at St Mary's to six. Throughout the year formal coaching sessions were planned and implemented for all staff.
Embedding Grammar in the Classroom	—————→	Embedding Grammar in the Classroom.	—————→
Review and update processes for assessment, recording, tracking and reporting in line with the introduction of National Curriculum	Engaged BCE Curriculum Consultant to work with Admin Team and Curriculum Committee to lead where to?	Review and update processes for assessment, recording, tracking and reporting in line with the introduction of National Curriculum	Staff engaged professional development in ways to assess and how to develop criteria sheets.
Consult on the development of a new student report.	Engage BCE Curriculum Consultant to work with Admin Team and Curriculum Committee to lead where to?	Further develop consistency of Assessment and Data collection methods.	All staff now report using the new Student Reporting System. This allows for easier data analysis and improved consistency in practice.
Strengthen Student Support Services with pro-active programs		Strengthen Student Support Services with pro-active programs	
Commence introduction and implementation of Kids Matter	KidsMatter was launched with a Breakfast. Staff and students completed surveys to inform the KidsMatter plan.	Continue to engage strongly with Kids Matter	KidsMatter team was formed and engaged in reviewing data collected from 2011 to plan the implementation of KidsMatter for 2012. A parent reference area was created and staff were given information to use with parents to help with a range of Student matters.
Further develop Parent Knowledge in Student Protection	Parents volunteering in the school were spoken to and read information regarding student protection.		Strong Kids implemented across all classes.
Further enhance the teaching of ICLT's across the school	2 Teachers engaged in a 3 day Interactive Whiteboard inservice.	Further enhance the teaching of ICLT's across the school	Applied for and were granted an AGQTP grant to enhance literacy skills in the Early Years using

			ICLTs. Staff were involved in a series of professional development opportunities around embedding technology across curriculum areas.
To further develop the concept of Creation we Care and implement further sustainable practices.	Use of paper waste bins for recycling. The use of food scrape bins to lessen the amount going into the bins. The planning and building of a vegetable patch.	To further develop the concept of Creation we Care and implement further sustainable practices.	Professional Development of Staff in this area. Especially through looking at whole school practices, changes that we can make to make a different.
Develop Numeracy across the school P-7	—————→	Review the Develop of Numeracy across the school P-7	Professional Development undertaken in the Area of Australian Curriculum – Maths.
2011		2012	
Leadership & Management			
Intentions	Achievements	Intentions	Achievements
Effectively plan and budget for resourcing for high quality teaching and learning.	A large range of resources were purchased to improve teaching and learning in a range of curriculum areas, some of these resources included but were not limited to: Interactive data projectors, readers, Primary Connections books, flip video cameras etc...	Effectively plan and budget for resourcing for high quality teaching and learning.	A large range of resources were purchased to improve teaching and learning in a range of curriculum areas, some of these resources included but were not limited to: Interactive data projectors, readers, Primary Connections books, iPads, iPad Apps, Bee-Bots, Easy Speak Microphones, Maths Resources, ...
Continue engagement with the School Renewal Framework and School Validation Process and plan to implement any	Information gained from the school renewal process was used to inform goals for the following year. Areas of specific need were	Continue engagement with the School Renewal Framework and School Validation Process and plan to implement any	Information gained from the school renewal process was used to inform goals for the following year. Areas of specific need were

identified recommendations.	highlighted and plans were put in place to improve those areas.	identified recommendations.	highlighted and plans were put in place to improve those areas.
Continue to explore and develop ways to engage students in School Renewal	A selection of students from Years 3 to 7 were involved in a Student Renewal Lunch.	Continue engaging students in quality renewal processes	A selection of students from Years 3 to 7 were involved in a Student Renewal Lunch.
Consult with Laidley Pastoral Council for the establishment of a St Mary's OSHC program	—————→	Consult with Laidley Pastoral Council for the establishment of a St Mary's OSHC program	—————→
Effectively engage with the Inaugural School Board	School Board met each month and were actively involved in the development of a new vision and mission statement as well as a enrolment policy.	Effectively engage with the St Mary's School Board	Development of a Grievance Policy in March.
Continue to further develop the five year maintenance plan	—————→		
Consult with key stakeholders and BCE to plan future development of St Mary's due to growth.	Met with key stakeholders and applied for funding to continue the building project in 2012.	Continue reviewing future direction planning	In 2012 our BGA Project was completed with four new contemporary learning environments being constructed.
Engage with BGA process to plan for future building works.	Applied for BGA grant to build a middle year precinct area.	Engage in discussions and planning for a Priest less Parish	This has been put on hold after the new appointment of a Parish Priest.
Engage in discussions and planning for a Priestless Parish	Continued professional development on Stewardship in preparation for changes to Parish life.		
Develop a school overview/timeline to guide timing of training and legislative requirements.	—————→		
2011		2012	
Ethos, Faith and Spirituality			
Intentions	Achievements	Intentions	Achievements

Continue to make preparations for the celebration of the St Mary's Centenary.	Centenary committee was formed to begin the plan of a book and activities for 2012. Photos were sorted for use in the Centenary book. A Facebook page was set up to engage past staff, parents and students in our centenary celebrations as well as a way to get pictures and information. The Year 6 and Year 7 students interviewed a range of past students and staff to gather information about the school.	Celebrate the Mercy Tradition through our Centenary Celebrations	Professional Development of staff in January on the Mercy Tradition. All classes involved in investigating and learning about Catherine McAuley in Religion units in Term 2. The launch of the Mercy values of 'Service', 'Faith' and 'Love'
To continue to develop and celebrate the school's charism	—————→		This is achieved through the activities mentioned above as well as through the celebration of special events.
Support St Patrick's Parish through understanding, developing and engaging with the concept of Stewardship	Professional Development for staff in "Stewardship a way of life" 20 th Jan – Chris Ehler, Judy Norris and Fr John Conway.	Support St Patrick's Parish through understanding, developing and engaging with the concept of Stewardship	Year 7 Students acknowledged significant contributions being made by parishioners to the St Patrick's Parish.
Engage in immersion experiences through social action and justice for students and staff to gain an insight into the lives of others	Students were actively involved in a range of mission activities.		
Develop a St Mary's School Prayer	—————→		
Engage external providers to further enhance religious celebrations.	Michael Mangan joined our Official Opening celebrations.		
Further analyse "Who's coming to School Data" to better understand the multi-faith	—————→	Celebrate St Mary's multi-faith dimension through an Ecumenical Mass.	—————→

dimension of St Mary's.			
2011		2012	
Partnerships and Relationships			
Intentions	Achievements	Intentions	Achievements
Continue to plan for St Mary's School Centenary Celebrations	Centenary Committee was formed and a Centenary Facebook page was developed. Badges were designed, a centenary logo was designed and meetings took place with John Phelan from BCE to plan for ways BCE can support us in our celebrations.	Celebrate St Mary's School Centenary	St Mary's celebrated their Centenary through a variety of activities throughout the year. This culminated in the Centenary Week of Celebrations including a Mass officiated by his Grace Arch Bishop Mark Coleridge and a Country Centenary Fair.
Further develop and implement St Mary's Care and Concern	The Care and Concern Group held a welcome morning tea for new families. All families were encouraged to be part of the group. The group supported many families throughout the year.	Further develop roles and functions of the St Mary's P&F	Through the St Mary's P&F roles were developed and outlined for the Tuckshop Convenor and Uniform Convenor.
Provide opportunities for parents through information and education evenings	Parent Information Evenings were held at the beginning of the year.	Provide opportunities for parents through information and education evenings	Parents were invited to information evenings run by class teachers at the beginning of the year. Throughout the year the Guidance Counsellor offered parent programs such as the Circle of Security.
Strengthen relationships with Community Support Services	Relationships were set up with Heather Moore Speech Therapist and Dr Koch Paediatrician to support a range of students with difficulties. RAI services were used to help as a source of early intervention for a number of	Strengthen relationships with Community Support Services	Relationships were formed with a range of allied health professionals to ensure a partnership between, family, school and support people was established. The school also met with Government disability

	families.		people to ensure parents could access appropriate and timely support when needed.