Religious and Evangelising Mission of Schools (Priority 1)

St Joseph’s is a Catholic school community attentive to the life giving presence of God where the spirituality and the spiritual development of each person is recognised, supported and valued. Embracing the Archdiocesan vision of Jesus Communion Mission, staff, parents and students strive to share the Good News and live by Gospel Values. It is our belief that prayer, liturgy and celebration are key elements of our spirituality. We remain committed to ongoing faith education within our community.

Goals for 2011

We intend to:

- Engage Staff in Catching Fire Framework
- Embed Catching Fire experiences within Staff culture supported by Staff Prayer each week
  - Release new teachers to the school to engage with the history and charism of the Sisters of Mercy through access to the Mercy Heritage Centre
  - Identify beliefs and values that Catherine McAuley espoused in her life that are part of the culture of school life
  - Invite Mercy Sisters to special events
  - Communicate through the Newsletter
  - Create a prayer space in the foyer linked to our charism
  - Develop the physical environment to embrace the charism of Mary MacKillop and the Sisters of St Joseph, Catherine McAuley and the Sisters of Mercy with reference to the Religious Life of the School.
  - Investigate Year 5-7 retreat at All Hallows Heritage Centre
  - Visit Emmaus Nursing Home with year 6/7 and School Choir
  - Embrace the Corporal Works of Mercy
  - Encourage student-initiated activities to support Caritas, Catholic Mission and other charities throughout the year
  - Promote the use of Resource Link website and RE Portal
  - Initiate a whole school focus on various significant events / people throughout the year Planning with APRE/EORE
  - Engage Debbie Sweetman to compose School Song ready for opening of new facilities
  - Form focus groups inclusive of school surveys and Parent Ideas Summit
  - School Renewal and validation topics: Learning and Teaching of RE 1.5

Achievements for 2011

- Various Staff have participated in the Catching Fire Professional Development (10 Staff)
- Participation and preparation by staff of regular staff prayer opportunities including thanksgiving Mass in final week of school.
- Engagement with Catherine McAuley’s beliefs and values through Lenten reflections
- A Mercy Retreat was held for new Staff to St Joseph’s at the Mercy Heritage Centre All Hallows
- Staff attended the 150 Years Living Mercy Conference
- Sisters of Mercy have been invited to retreats and various events across the year e.g. Opening of BER Facilities
- The Physical Environment was enhanced with a Relief of the Sisters of Mercy dedicated by Bishop Finnigan
- A commission of Catherine McAuley was installed in the Coolock Meeting Room
- The names of Sisters of Mercy who had ministered at St Joseph’s was unveiled in the Catherine McAuley Library
- Students from Years 5-7 participated in a Living Mercy Retreat at the Mercy Heritage Centre All Hallows
- Students visited Emmaus Nursing home to entertain residents
- Students embraced the Corporal Works of Mercy by donating toiletries for the H20 Project (Help to Others)
- Students participated in fundraising opportunities for Project Compassion during Lent, Catholic Mission’s Socktober and St Vincent de Paul’s Winter Appeal
- Staff were encouraged to use Resource Link with Professional Development from the centre occurring
- Staff received a weekly email of information pertaining to the events contained in the Religious Education Calendar with links to the RE Portal
- Various Professional development was undertaken in this area by the EORE
- Participation in Catholic Education Week liturgy by 6/7 students
- Whole school focus on events and people significant to St Joseph’s eg Catherine McAuley, Mary MacKillop, O’Connell Day
- Debbie Sweetman composed a song for our School ‘On the Cliffs’
- Internal School Review Topic 1.5 Learning and teaching of RE was reviewed and recommendations taken into consideration for further development.
Student Learning Outcomes (Priority 2)

At St Joseph’s School our teaching and learning practices aim to promote inclusive learning that is life long, life giving and engages the whole person. We aim to teach, challenge and transform all learners, catering for the diverse needs of the students at St Joseph’s.

Goals for 2011

We intend to:

- In-service staff on First Steps Writing – embedded in teacher’s planning
- Embed whole school Spelling Program in planning and classroom practice
- Collect and use data to drive improvement eg NAPLAN, SUNLANDA, TORCH Yrs 3-7, PM Benchmarks, 100 Pictures Naming Test (P-2), SPAT (P-2), OT services from UQ and to inform discussion about whole school literacy programs, standardised maths testing PAT
- Articulate expected standards for literacy and numeracy at each year level
- Investigate the implementation of Numeracy Blocks and Inquiry learning
- Provide instruction for school officers in administering running records
- Articulate to teaching staff why we are testing, the tools we are using, what we are hoping to achieve and how it will inform our practice
- Articulate above to parents
- Introduce attributes of effective learners to staff, students and parents
- Provide opportunities for staff to engage in professional development and reading with regards to Inquiry learning
- Seek current literature to inform discussion regarding best practice
- Implement Australian Curriculum - English and Maths - and embed in planning
- Engage Helen Leeson to work with staff and CST with implementation and planning
- Monitor Australian Curriculum, QCAR and BCE initiatives and requirements, and continue transition phase
- Form focus groups inclusive of school surveys and Parent Ideas Summit
- Internal School Review Topics Learning and Teaching 2.3, Assessment of Student Learning 2.4

Achievements for 2011

- Staff embedded First Steps Writing into their planning
- A whole School Spelling Program was implemented further
- Various Data was collected across the school which resulted in intervention programs for students in a multitude of areas
- Expected standards were articulated at each year level during planning sessions with the Curriculum Support Teacher and Teacher Librarian
- In-service was provided to School Officers in a variety of topics by the Support Teacher Inclusive Education, Guidance Counsellor, Curriculum Support Teacher and Teacher Librarian
- School Officers attended external PD to support learners across the school
- Collaborative Planning occurred with Teachers across the year to introduce inquiry based connected-curriculum planning
- Curriculum planning collaborated and documented to include identification and explanation of classroom learning contexts - including modifications for children requiring in class learning support for individual needs - children requiring substantial learning support and IEP modifications.
- During planning sessions testing tools were explained and how these informed our practice
- Various Professional Development occurred with staff around curriculum approaches (Inquiry) and the implementation of the Australian Curriculum in Maths and English
- Celebrations of Learning continued and provided a great opportunity for Parents to engage in their child’s learning each term
- CTJ Sessions were organised with St Ita’s Dutton Park where teachers moderated their work alongside their colleagues
- Various Professional Development occurred throughout the year where teachers were able to consolidate and acquire new skills in the areas of the Teaching of Religion, Literacy and Numeracy, supporting the development of teachers’ assessment practices using current practices and pedagogy
- Planning Meetings occurred where debriefing and discussions as a result of NAPLAN information received , which further informed our School’s Vision for Learning Processes
- Opportunities provide to extend, support and challenge students with special learning talents. (Chess, Art Competitions, Kids Connect, Problem Solvers Workshop, etc.)
- Restructuring and rewriting of the Mid Semester and End of year report Card occurred using the BCE SRS Reporting System
- The school was successful in hosting leading educational consultant Alan November for the So You Think You can Learn Showcase

- Internal School Review Topics Learning and Teaching 2.3, Assessment of Student Learning 2.4 reviewed and recommendations were taken into consideration for further development.
Student Support (Priority 3)

At St Joseph’s we aim to provide a safe and secure environment where students are supported to grow and develop as active individuals.

Goals for 2011

We intend to:

- In-service key personnel and students
- Disseminate information to staff
- Engage year 5s in ‘storytelling’ to younger classes
- Purchase team building games for lunchtime activities
- Implement Games Factory
- Identify individual needs of students
- Conduct Student Support Team meetings as needed inclusive of IEPs
- Provide Support-a-Reader feedback to STIE and class teachers
- Form focus groups inclusive of school surveys and Parent Ideas Summit
- Internal School Review Topic Cultural Diversity 3.3

Achievements for 2011

- Various Staff participated in in-service topics such as dyslexia, School Wide Positive Behaviour Management, ICT, Grammar, History, Reporting, Epilepsy, Edible Gardens, Environmental sustainability, Phonics
- Information about in-service attended was presented to staff each term at a Staff Meeting
- Year 5 students engaged in Story Telling for younger classes on a regular basis
- Team building games were purchased for lunch time activities in the Library
- Various meetings occurred around students who had been identified as needing extra support and strategies were put into place to enhance their learning
- Various extra-curricular activities were offered to students across the year (Art competitions – supported in class; Kids Connect, Problem Solvers, Cricket, Netball, Chess)
- Teachers at various year levels offered support and extension in the area of Literacy and Numeracy offering before and after school groups
- Students were supported across the school according to their needs as part of Learning Support Intervention
- Various Programs of early intervention were implemented across the Prep Yr 1 Area
- Classes and students supported with allocation of school officer hours depending on learning support needs
- Support Team Meetings occurred where necessary based on ongoing Learning Support data gathered, including liaising with other schools where necessary
- Various meetings have occurred to facilitate those students who may need to be Verified within our community
- Intervention Programs available for support of Prep enrolments when needed
- Continued success of Support a Reader program inclusive of School Officer Professional Development and training for Parent involvement provided
- The Multilit program continued with School officer professional development training provided as required

- Professional development, education and resourcing provided to support students with special medical and emotional needs – (eg. McDonald’s support program)
- Classrooms moved and restructured to assist and support physical accessibility for students with medical needs.
- Continued promotion to retain students to year 7 – extra curricular excursions and opportunities, introduction of Yr 7 Canberra Trip, continued School Leadership Programs and opportunities, Parent Forums, continued Personal Development Programs
- Effective ESL Support for students has occurred with particular needs addressed for Tourist and International Students
- Students are supported pastorally by all staff and referred to Guidance Counseling and support where necessary
- Internal School Review Topic Cultural Diversity 3.3 was reviewed and recommendations taken into consideration for further development.
Staff Support (Priority 4)

At St Joseph’s we recognise that positive and caring relationships provide a foundation for personal, social and community growth. We aim to foster an environment based on gospel values, where staff are respected and valued, and to ensure that the skills and capacities of all continue to develop.

Goals for 2011

**We intend to:**

- Promoting and supporting applications for Out of the Box
- Encouraging staff to take on added responsibilities
- Engage Steve Dunne to facilitate Staff meeting
- Explore the BCE Role of the Teacher document
- Provide opportunity for staff to set personal and professional goals with the expectation that these will be reviewed in Term 4
- Investigate the purpose and responsibility involved in professional learning and development
- Establishing a professional learning community
- Align new staff to a mentor
- Promotion of the school’s values and mission
- Form focus groups inclusive of school surveys and Parent Ideas Summit
- Internal School Review Topic Professional Practice 4.3

Achievements for 2011

- Professional Development opportunities provided to develop the skills knowledge and spirituality of teachers leaders and support staff inclusive of Queensland College of Teachers ‘Continuing Professional Learning’ framework
- Steve Dunne worked with Staff to set their annual goals and ongoing meetings with Staff occurred for personal and professional goal setting
- Successful Staff functions and celebrations e.g. birthdays, Melbourne cup day, dress up opportunities
- Pastoral Care of staff was evident throughout the year – special morning tea / visits and support of staff members in need.
- Spiritual support of Staff through Prayer and worship opportunities, (Staff Prayer, Prayer requests at Mass, special blessings and prayers when needed, Prayer fire)
- Continued regular staff communication through staff memos, emails, meetings etc
- Succession planning opportunities were offered and explored amongst staff
- Support of Staff engaging and exploring Leadership Study Opportunities where Staff are able to grow in their leadership capacity
- Staff participated in the Spiritual Formation Framework and provided feedback to staff; Guiding Lights, Keepers of the Flame, Spirit Fire, Music Fire
- Staff Participation in Student Protection Workshops, including various reminders throughout the year
- Induction programs occurred where necessary
- Targeted and ongoing professional development provided by staff members for staff members as a group and individually – meeting teacher needs and requests for assistance and support. (eg, curriculum planning, THRASS, Religion planning and resourcing, Learning support and IEP, cyberbullying, Guidance, IWB and ICLTs)
- Beginning Teachers were assigned to an experienced teacher and supported across the year
- Internal School Review Topic Professional Practice 4.3 was reviewed and recommendations taken into consideration for further development.
Partnerships and Relationships (Priority 5)

At St. Joseph's School, all members of the school community seek to actively promote and contribute to strengthening the partnerships and relationships within the school community to ensure a sense of belonging to church, parish and the wider community.

Goals for 2011

We intend to:

- Extend an open invitation to Father Dennis and Father Bavin to visit staffroom and classrooms
- Provide opportunities for the Parish to be involved in important school events
- Offer the Lenten program in conjunction with the Parish
- Host Parish functions in Coolock
- Support the Parish to provide weekly Play Group
- Engage in community building rituals and strategies
- Organise special activities for: Grandparent's Day, Mother’s Day, Father’s Day, Liturgies across the year
- Engage families through Tea and tissues morning tea, Coffee with the Principal, Parent Information Evening, Christmas Barbecue, Bush Dance, Parish initiatives

Achievements for 2011

- Successful discussions and deliberations occurred with the P & F and School Board to renew, promote and develop school policy documents
- Parent involvement through class Parent Reps was further refined
- Opportunities have been sought to encourage Parent involvement across the community
- Induction and Orientation programs are successfully in place to support new families
- Various well-attended community building opportunities and activities occurred across the year; such as P&F Welcome BBQ, School Discos, Grandparent's Day, Christmas Markets and Concert, Technology Lunches, Tea and Tissues Morning Teas and Coffee with the Principal mornings
- Continue to promote strong ties with the Parish School community through Parish School Masses, support of Sacramental Program and special School/Parish events, community morning teas and celebrations.
- Links with local school communities were facilitated and were productive e.g. CTJ, Interschool Sports, Chess Competitions, District Representation, TAFE, Kids Connect
- Successful partnerships were fostered and established with Catholic Agencies; Catholic Mission, Centre Care, Caritas, St Vincent De Paul
- Professional and pastoral support was offered for members of St Joseph’s community
- Successful involvement and participation of parents at Parent Summit as part of internal review process.
Information Communication and Learning Technology
(Priority 6)

St Joseph’s School seeks to develop opportunities to embed relevant Information Communication and Learning Technologies across all facets of curriculum and administration with the ultimate aim of enhancing student and staff engagement with learning and teaching and school operations.

Goals for 2011

We intend to:

- Engage teachers in Professional Development which supports implementation of ICLT
- Provide opportunities for mentoring and professional dialogue
- Encourage use of Atomic Learning, Scootle and other professional tools to enhance professional skills and confidence in particular models of contemporary learning
- Apply for relevant grants and funding opportunities to support the 1:1 laptop program
- Engage staff in inquiry learning through professional reading
- Engage and encourage professional reading, professional dialogue amongst staff
- Investigate schools who currently have 1:1 laptop programs in place
- Continual evaluation of program
- Identify ICT needs across the school, inventory current stock, replenish and renew as necessary
- Form focus groups inclusive of school surveys and Parent Ideas Summit
- Internal School Review Topic Leadership and Management of ICLT 6.2

Achievements for 2011

- Successful integration of ICLT in curriculum planning with evidence of ICLT usage and learning
- Successful implementation of 1:1 Computer Program for Years 5 to 7
- Professional Development to encourage best practice pedagogy occurred across the year
- Various opportunities were offered for staff who participated in the QTP with Danielle Carter to further their knowledge within the ICT Area
- Ongoing ICLT meetings to communicate school needs in the area of curriculum, administration and maintenance
- Student and staff ICLT usage Policy was revisited
- Students were explicitly engaged in the understanding of ICLT use and code of conduct which incorporated signed acknowledgment and permission to engage in class WIKI environments Yrs 5-7
- Successful and ongoing development of our School Website
- ICT infrastructure was added to with the purchase of new Laptops for teachers and some works to the school server
- Successful investigation, purchase and application of relevant and appropriate ICLT programs for student use (eg, Reading Eggs, Typing Tournament, Easiteach etc.)
- Purchase of iPads for use in each classroom
- St Joseph’s recognised for leading the way in technology use
- Alan November visited to work with Staff and Students in the area of ICLT
- Internal School Review Topic Leadership and Management of ICLT was reviewed and recommendations taken into consideration for further development.
St Joseph’s School is committed to school management policies and practices which are based on the principles of justice, equity and accessibility.

Resourcing Catholic Schooling (Priority 7)

Goals for 2011

We intend to:

- Develop school environmental management plan
- Continue to work with Catholic Earth Care
- Continue with recycling and nude food lunches
- Work in conjunction with the Parish to support environmental sustainability initiatives
- Engage Paul Lindsay to prepare an updated Master Plan
- Begin the process of investigation of the viability of increasing to a 2 stream school
- Investigate the purchase or rental of a demountable building
- Encourage P&F to apply for Gaming Grant to update Jacaranda Playground
- Seek further opportunities for funding to update this area

Achievements for 2011

- Significant development of our School Budget procedures have occurred through a collaborative and open process with all staff and school board members
- All relevant Census and Financial return documents have been completed as necessary
- Whole School Green days/Nude Food Lunches have occurred throughout the year (eg plastic free, recycle/reuse/renew)
- Yr 2 and 3 development of Vege Garden which included Parent participation
- Significant Professional Development has been undertaken this year in the area of Environmental Sustainability facilitated by Catholic Earth Care inclusive of Parish representation
- Bins were provided to facilitate rubbish to be sorted for general waste, recycling and green waste
- A new Master plan was developed
- The investigation of a two school stream school occurred and the unanimous decision was made to not proceed at this stage
- The school acquired a demountable building for the cost of removal from Toowoomba to Brisbane which was installed as the Regina Arts Centre
- The P&F have applied for various Gaming Grants to upgrade playground areas
- A member of the P&F attended a Grant Writing Workshop to gather information and to facilitate the writing of future Grants
At St. Joseph's School, we implement quality practices which ensure reflection, review and school renewal in an ongoing means.

### Goals for 2011

**We intend to:**

- Review recommendations from validation and compliance audit processes
- Facilitate a parent ideas summit in Term 3
- Survey all community members focusing on school renewal components for review in 2011
- Involve staff in identifying achievements in each goal that is being reviewed
- Validate internal school review reports (SPARROW)
- Seek opportunities to celebrate and report achievements to school community
- Monitor annual goals and achievements
- Meet with support teacher and Guidance Counsellor each month to determine best practice in catering for special needs students

### Achievements for 2011

- School Action plan has been regularly discussed, monitored and implemented through frequent staff meetings.
- Regular feedback at School Board Meetings has communicated the continued implementation of the Renewal Plan (Principal's Report).
- Internal Renewal Procedures have been promoted within the community through regular updates and information sharing at regular Staff Meetings, P&F Meetings and Parish Council Meetings.
- Community Members were surveyed for various components as part of our School Renewal Topics for 2011.
- A successful Parent Summit was held to gather information about School Renewal topics.
- Continued ongoing monitoring management and promotion of Occupational Health & Safety Processes.
- Support of teaching staff to meet, monitor and collaborate with reporting process for student learning, participation, assessment and achievement through staff meetings and individual meetings with Admin and CST during release time.
- Regular meetings were held with the Student Support Team to establish a way forward for students across the school who needed intervention.