LEADERS’ MESSAGE

St Columba’s School in Bayswater is a Catholic Primary School catering for approximately 380 students from Three Year old pre-Kindergarten to Year 6. The school was established by the Sisters of Mercy in 1936 and now is an integral part of the Bayswater Parish Community working in close relationship with the parish.

St Columba’s School has a warm, intimate and friendly environment where all children are challenged to reach their potential in a Catholic context. The school motto, FAITH, WISDOM, PEACE, is lived out in our commitment to the total development of each child within a caring community that lives out Catholic principles and ideals. Through such a focus the school is confident that it contributes to the building of a better and happier world for future generations.

As a school in high demand, now growing to two full streams in each year group, we seek to recognise and affirm successful learning and high achievement. We place special emphasis on developing and enhancing children’s skills in the Learning Areas of Literacy and Numeracy. We also offer a variety of specialist programs to meet the specific needs and interests of students including Music, Italian and Physical Education.

The staff of St Columba’s are our greatest asset. Through regular professional learning our teaching staff have a thorough and up-to-date knowledge of how children learn. Teachers aim to know their children well: their backgrounds, their interests, needs, motivations and learning styles so that they can encourage each child to accept responsibility for their own learning and guide them in how to continue learning throughout life. We strive to develop a sense of belonging and pride within each child by providing a setting that is safe, well organised and caring.

This document is organized around four key elements established by the Catholic Education Commission of Western Australia (CECWA) – Learning, Engagement, Accountability and Discipleship (LEAD). It outlines the school’s strategic priorities and the outcomes against which our performance will be measured.

In formulating this Strategic Plan, the School Leadership Team and School Board have undertaken a thorough process. Through this process we have assessed how well we are going as a school, identified emerging challenges and discussed new trends and opportunities likely to be faced in the future. Building upon our strong foundations is our aspiration. As we look ahead to the next four years, ensuring every child is challenged and striving for personal best will continue to drive our agenda.

We look forward to continuing to work in partnership with parents as we embark on this plan and continue our tradition of providing an outstanding Catholic education in the Mercy tradition.

Greg Martin (Principal)  Mar Hube (School Board Chair)
FOUNDATIONS

OUR MISSION

The St Columba’s School mission declares our core purpose as a school. It guides our planning, decisions and the way we interact in our school community. As a primary school operating in the context of Catholic faith & teaching, we are committed to the total development of each child in our care and so, in partnership with parents, our mission is to,

*Inspire learning and a commitment to personal excellence, faith & peace*

OUR VISION OF SUCCESS

Markers of our success include:

- the community has strong involvement in school events
- every student feels safe, able to learn and is growing in faith
- students are creative and critical thinkers who strive for their personal best
- quality teaching & engaging lessons are visible
- all in the community live out our core values
- waiting lists indicate strong demand for a place at the school
- students continue to achieve excellent results in national tests

OUR CORE VALUES

Our core values depict our culture, a culture that every member of our school is responsible for. Our Core Values are:

- MERCY
- EXCELLENCE
- JUSTICE
- SERVICE
- COMPASSION

OUR STRENGTH and COMPETITIVE ADVANTAGE

We are focussed on maintaining our strengths – our existing welcoming and inclusive community; our contemporary approach to learning; our consistent care and dedication to high standards.
LEARNING

CECWA STRATEGIC DIRECTION
Learning is what we do! The outcomes we seek are to:

- Enhance student achievement and well being
- Increase student and staff engagement in their own learning and faith formation

OUR STRATEGIES TO ACHIEVE THIS INCLUDE:

QCS REF 303 – A CULTURE THAT PROMOTES LEARNING
1. Continue to create classroom environments in which all students are challenged to think critically and creatively
2. Set explicit targets for student achievement each year and communicate these to the wider school community
3. Promote and maintain an environment that sets high expectations and that challenges all students to learn
4. Increase the opportunities for team based discussion on promoting positive classroom behaviour including consistent responses when expectations are exceeded or not met
5. Explore the merits of various student resilience programs and the elements that fit with the schools’ Core Values and then develop and trial a program

QCS REF 305 – EFFECTIVE PEDAGOGICAL PRACTICES
6. Maintain a consistent school wide approach to the teaching of Literacy and Numeracy and continue to lift student performance
7. Continue to explore and implement consistent and innovative approaches to the use of digital technologies in the classroom

KEY SUCCESS MEASURES

OUTCOMES
- NAPLAN data – like school comparisons indicate
  - Student gains from Year 3 to 5 are greater than those in comparison schools
  - Year 5 performance in all areas is statistically well above the national average and above similar schools
- Staff survey – teaching climate aggregate indicator is in the top 25% of schools
- Student & Parent surveys - indicate students feel they are safe, being challenged and that the classroom climate supports learning

INPUTS and PRACTICES
- Team based discussions on promoting positive student behaviour are established and held once per term
- Student resilience program is trialled
ENGAGEMENT

CECWA STRATEGIC DIRECTION

Engagement is essential! The outcomes we seek are to:

- Enhance parental engagement in their child's learning and faith formation
- Develop our people to be leaders in Catholic Education's mission

OUR STRATEGIES TO ACHIEVE THIS INCLUDE:

QCS REF 201 – ENGAGEMENT WITH SCHOOL COMMUNITY

1. Continue to strengthen relationships with families in our community through promoting the school’s Core Values and Mission as a shared responsibility

2. Maintain a culture of welcome, inclusion and a shared responsibility for student learning and wellbeing

3. Undertake appropriate succession planning ensuring that experienced, skilled & dedicated School Board and Parents & Friends Executive members are recruited and retained.

4. Responsibility for enacting elements of the Annual School Improvement Plan (ASIP) are discussed, confirmed, supported with resources and then communicated to the community.

KEY SUCCESS MEASURES

OUTCOMES

- School Climate Survey – increasing score for community engagement

INPUTS and PRACTICES

- ASIP is developed annually in consultation with staff & the School Board and is communicated to the wider community

"We strive to witness to mercy when we recognize the dignity of each person, create a spirit of hospitality and pursue integrity of word and deed in our lives." 

(Constitution of the Sisters of Mercy RS)
ACCOUNTABILITY

CECWA STRATEGIC DIRECTION
Accountability is not optional! The outcomes we seek are to:

- Increase understanding of our personal and collective responsibility for Catholic Education’s Mission
- Ensure inclusivity, good governance and the resource allocation required to meet our mission

OUR STRATEGIES TO ACHIEVE THIS INCLUDE:

QCS REF 304 – TARGETED USE OF SCHOOL RESOURCES

1. Undertake a systematic approach to marketing the school to maintain our strong double stream enrolment pattern

2. Plan for and progress changes to K-2 classrooms and playground facilities to be contemporary, inspiring and compliant with requirements of the National Quality Standards (NQS)

3. Review the Information Technology (IT) Plan including how the school will support a continued focus on integrating technology into the learning program

KEY SUCCESS MEASURES

OUTCOMES

- A strong double stream enrolment pattern is maintained:
  - 30 enrolments at kindergarten plus a waiting list
  - consistently 28 students per class is maintained into Years 4-6
- K-2 facilities and playground spaces comply with the National Quality Standards (NQS)
- Operating surplus of at least 5% is maintained

INPUTS and PRACTICES

- IT Plan reviewed and implemented
DISCIPLESHIP

CECWA STRATEGIC DIRECTION

DISCIPLESHIP is our calling! The outcomes we seek are to:

- Enhance opportunities for personal faith development
- Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action

OUR STRATEGIES TO ACHIEVE THIS INCLUDE:

QCS REF 102 – INTEGRATING CATHOLIC FAITH, LIFE AND CULTURE

1. Promote a strong understanding of the School Mission and Core Values and how they are an integral part of the St Columba’s culture

2. Maintain a school wide focus on a different Core value each year

3. Increase opportunities for parents and students to develop a commitment to Christian witness and the Core values of Mercy, Compassion and Justice through provision of service to those in need in the community

4. Review and update the school Evangelisation Plan

KEY SUCCESS MEASURES

OUTCOMES

- Climate Surveys – % favourable responses for each measure of Catholic culture continues to be greater than 90%

INPUTS and PRACTICES

- At least activity is undertaken each year to promote the School Mission and Core Values
- Evangelisation Plan is reviewed and updated
- Age appropriate Christian service opportunities for students and parents

“...no work of charity can be more productive of good to society, or more conducive to the happiness of the poor, than the careful instruction of women (and men)...their example and advice will always possess influence.”

(Elizabeth McAlvey)