



MESSAGE FROM THE PRINCIPAL

Mary MacKillop Catholic Community Primary School commenced in 1990 with an enrolment of 90 students from Pre-Primary to Year Two. Growing quickly over the next few years, the school is now settled on a double stream enrolment pattern. The school is inspired by the qualities of its patron Mary MacKillop, a pioneering woman who opened up new frontiers in Western Australia, and in particular a calling for all in our community to demonstrate truth, love and dignity.

Commencing in 2018 as the new Principal of the school, it has been timely to start thinking about our new Strategic Plan. This has entailed reflecting with community members on the school's foundational qualities and what they mean for a Catholic school in the Twenty First Century. More recently, we have reviewed developments occurring in education and the local community and how they are likely to affect the growth and learning of our students in the future. A number of surveys have been taken across the community, in order to gauge the perceptions of staff and families on how the school is progressing. All of this information has been very useful in presenting a picture of the challenges ahead. It provides an evidence base for the school to work from and has guided the various foci within this Strategic Plan. Perhaps most importantly, the feedback has reinforced that a focus on the development of each child in our care and having high expectations of all in our community, continue to be relevant. Our vision is to be a strong and connected Catholic community where every student is enlivened by Christ to reach their personal best & live in truth, love and dignity. It is as relevant today as it was at foundation.

It is my pleasure to present to you our new *Strategic Plan 2019-2022*. I look forward to continuing to work in partnership with parents as we work to bring this plan to life and through it provide an outstanding Catholic education.

Mr Laurie Bechelli Principal

OUR MISSION

The Mary MacKillop Catholic Community Primary School mission declares our core purpose as a school. It guides our planning and decision making and informs the way we go about our work within the broader school community. As a primary school, operating in the context of Australian schooling we are committed to equity and excellence and to providing a safe and welcoming environment for all. At the same time as a Catholic school, we are committed to the example of Jesus and our patron Saint Mary of the Cross MacKillop.

We therefore, strive to provide outstanding learning experiences which inspire every student to think, to learn and to care for others.

OUR CORE VALUES

As we strive to bring our mission to life we are inspired by the example of Saint Mary of the Cross MacKillop and her challenge to "never see a need without doing something about it".

The core values that underpin our mission are:

- TRUTH
- LOVE
- DIGNITY

OUR APPROACH

Our previous Strategic Plan and this Plan, have been informed by the 2008 Melbourne Declaration on Educational Goals for Young Australians which calls all schools to promote equity and excellence and to enable all young Australians to become successful learners; confident and creative individuals and active and informed citizens. Likewise, the Bishops' Mandate Letter calls on school staff to form young Christian men and women who will ultimately contribute to making their community a better place for all.

The Focus Areas of the Catholic Education Commission of Western Australia (CECWA) articulated in *Strategic Directions 2019 – 2022* tie the two documents together. A strategy that is grounded in the context of our Western Australian and local community and addresses the challenges that we and the broader Catholic System have identified, is therefore essential. Two strategic themes have been identified to guide our endeavours over the next four years – **Our Students** and **Our Community**. They act as a continuous reminder of what is most important in advancing our Mission. The themes provide a framework for organising our strategic goals which along with the four Focus Areas of the CECWA, ensure that we continue to build on the firm foundations of our history.

OUR GOALS

OUR STUDENTS



OUR COMMUNITY



Inspiring Christcentred Leaders

1. Development of all to lead by example and give witness to the Gospel

Catholic Schools of Excellence

- 2. Constantly improving academic performance through contemporary approaches and expert teaching
- 3. Maintaining strong relationships with parents around student learning and well-being

Pastoral Catholic Communities

4. Services to enhance the safety, resilience and well-being of students and staff

Accessible, Affordable and Sustainable System of Schools

- 5. Full enrolment with a student demographic mix that reflects the diversity in the Ballajura community
- 6. Well-targeted resources to advance school priorities and meet the diverse needs of students



"Never see a need without doing something about it"

St Mary of the Cross MacKillop

THE ACTIONS WE WILL TAKE TO ACHIEVE OUR GOALS INCLUDE

Goal 1: Development of all to lead by example and give witness to the Gospel

- 1.1 Introduce the Making Jesus Real program.
- 1.2 Review and update the school Evangelisation Plan.
- 1.3 Expand the Year 6 Ministry and social justice opportunities and incorporate Youth Ministry programs in secondary colleges into leadership development programs for our students.
- 1.4 Increase opportunities for the personal faith development of staff through external organisations.
- 1.5 Strengthening school Parish links.

Goal 2: Constantly improving academic performance through contemporary approaches and expert teaching

- 2.1 Maintain a consistent school wide approach to the teaching of Literacy and Numeracy.
- 2.2 Undertake additional inquiry-based learning in the Early Childhood learning program.
- 2.3 Continue to collect and analyse student data and establish regular time for school leaders to work with their teams to review data and refine improvement strategies.
- 2.4 Continue to develop a consistent team-based approach across year groups to teaching practice, including implementation of Kagan Co-operative Learning as a teaching method.
- 2.5 Support teachers in the implementation of Kagan Cooperative Learning through structured coaching sessions to improve planning and execution of Kagan structures.
- 2.6 Establish professional mentors for all staff.
- 2.7 Establish explicit expectations and accountability for the quality of practice and the level of student performance.
- 2.8 Introduce Learning Area leaders and develop curriculum leadership across the school.
- 2.9 Implement enrichment programs in The Arts Learning Area and in Science Technology Engineering and Mathematics (STEM).

Goal 3: Maintaining strong relationships with parents around student learning and well-being

- 3.1. Foster formal and informal opportunities to actively engage parents in the education of their children including trying new and different ways.
- 3.2. Continue to review and optimise internal and external communication channels.
- 3.3. Conduct workshops to enable parents to better understand the teaching and learning programs of the school and the progress of their child.

Goal 4: Services to enhance the safety, resilience and well-being of students and staff

- 4.1 Review current school practices, assess needs of the school community, and develop a whole school approach to mental health and well-being (MH&W) for students and staff.
- 4.2 Identify social and emotional learning programs that promote resilience, healthy relationships and positive well-being for inclusion in the MH&W approach.
- 4.3 Prioritise employment of a social worker to lead and support the MH&W approach.
- 4.4 Establish a well-being committee to enhance the shared vision of MH&W within the whole school community, lead the development and refinement of mental health strategies and policies and coordinate professional learning and support for staff.

Goal 5: Full enrolment with a student demographic mix that reflects the diversity in the Ballajura community

- 5.1 Identify groups within the community that are underrepresented in their enrolment.
- 5.2 Provide opportunities for external involvement from within the surrounding community.
- 5.3 A targeted marketing program is implemented.
- 5.4 Maintain a focus on being inclusive and welcoming of Catholic and non-Catholic families as well as for those with diverse learning and social needs.

Goal 6: Well-targeted resources to advance school priorities and meet the diverse needs of students

- 6.1 Identify learning issues as early as possible and increase literacy support in Kindergarten, Pre-primary and for Non-English Speaking Background students.
- 6.2 Maintain support and intervention programs.
- 6.3 Develop plans and implement them for the consistent upgrade of classrooms, playground and staff facilities, including:
 - i. Ensuring spaces are contemporary, attractive and conducive to learning;
 - ii. Expanding the St Joseph's (Special Needs) Centre into the adjoining classroom;
 - iii. Upgrading the front office and reception area to ensure that the space is welcoming, inclusive, functional and creates a lasting first impression on parents;
 - iv. Transform the library into a shared learning space for staff, students and parents;
 - v. Ensuring Early Childhood Education (ECE) facilities and play spaces are contemporary and meet the requirements of the National Quality Standards.
- 6.4 Ensure the School Board prioritise resourcing of the goals in this plan in annual budgets including the provision of classroom resources.
- Review the existing Information Technology (IT) Plan ensuring a sustainable approach and access to up-to-date equipment.
- 6.6 Invest in targeted Professional Learning for each staff member with a focus on strong classroom instruction.



OUR TARGETS AND MEASURES OF SUCCESS

The measures of achievement for our strategic goals and their targets are summarised below. As we implement our plan in a constantly changing world, the targets indicate our aspirations but are by no means certain. Progress will be reviewed annually by the School Board and Leadership Team.

OUR STUDENTS	2022 TARGET
NAPLAN – Year 5 performance in all (5) measures is above that in 'like schools'	YES
NAPLAN - student gains from Year 3-5 in all (5) measures exceed those in 'like schools'	YES
Enrolments are maintained of at least 60 students in every year group	YES
Catholic: non-Catholic enrolment parameters as established by the CECWA are maintained	YES
OUR COMMUNITY	2022 TARGET
Parent/staff/student survey (% whom agree or higher) indicates that MMCCPS:	
 encourages and supports parents being involved in their child's education 	
communicates well with the community	
provides appropriate feedback on academic progress	
academic performance of students continues to improve each year	
consistent teaching practices are evident across the year groups	80% or greater
supports the professional development and aspirations of all staff	
maintains a strong Catholic culture	
 provides sufficient opportunities to support the faith development of students and staff 	
school facilities are attractive, contemporary and support the learning program	
Parent/staff/student survey (% whom agree or higher) indicates that MMCCPS is a:	
safe place	
welcoming place	
place where the core values are known and enacted	80% or greater
place where students demonstrate respect - for staff, each other and creation	
place where diversity in cultures is affirmed	





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Prepared with the assistance of

