



'Honouring the Past : Visioning the Future'

Strategic Improvement Plan
Patrician Brothers' College, Fairfield
2011-2015

'Act justly, love tenderly and walk humbly with your God'
Micah 6:8



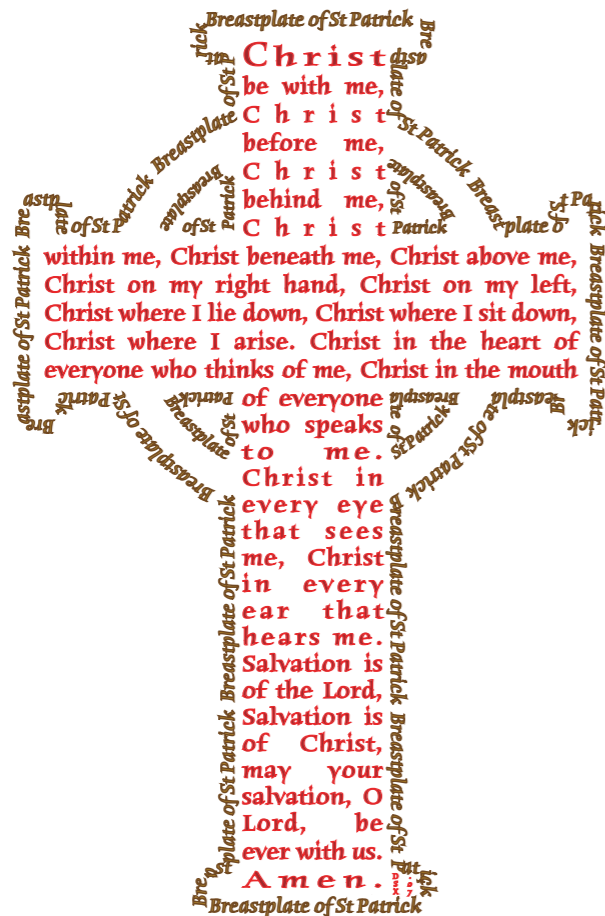


REFLECTIONS



DEDICATION

The Strategic Improvement Plan 'Honouring the Past : Visioning the Future' is dedicated to the pioneering work and memory of the Brothers of St Patrick, the founders of the College in 1953. We acknowledge the extraordinary contribution to Catholic Education the Brothers' have made at Fairfield and in other communities. As 'holders of the flame' we are committed to live the spirituality of the Breastplate each day; to be the difference that makes a difference, reach out to the marginalised and be affirmative people of action and change in this world.





Patrician Belief Statement

Founded in the traditions of the Patrician Brothers and committed to their ideals, we are a Catholic school community that:

- Welcomes** All who come to our school, and seeks to build a community of hospitality and inclusion where differences are respected and partnership are fostered
- Expects** Staff and students to develop a vibrant learning community where effort and achievement are affirmed and where all are encouraged and supported in reaching their full potential
- Challenges** Our school community and its members to reach out to people in need, to work for justice for those who are at the margins and to honour God's presence in the works of creation
- Celebrates** Our Patrician heritage and takes inspiration from Christ's all-presence as expressed in the Breastplate prayer of St Patrick

This statement was developed at a meeting of Patrician Brothers and Principals from Patrician-linked schools in March 2005. This statement was affirmed at a gathering of APs & RECs from Patrician-linked schools in 2005 and 2008



Patrician Brothers' College, Fairfield

Vision Statement

Patrician Brothers' College is a welcoming culturally diverse Catholic school community of staff, students and parents working collaboratively through supportive structures and an inclusive curriculum which aspires:

- to foster and enhance a sincere commitment to the values of the Gospel and the Patrician charism and Belief Statement
- to nurture a sense of welcoming and belonging within a safe, compassionate environment
- to provide excellence in curricular and co-curricular education for all
- to create and celebrate a vibrant and authentic contemporary, Catholic, professional learning community
- to educate holistically ensuring the wellbeing of all students spiritually, emotionally, physically, socially and intellectually

Mission

In order to fulfil our vision we will challenge and foster in our students:

- a commitment to their Catholic faith and Patrician charism through prayer and action
- an active concern, care and responsibility for themselves, their families, the wider community, the environment and global issues
- the skills necessary to make them competent, responsible and active participants in the global community
- excellence in academic and practical skills, appropriate to their ages and abilities, developing their gifts and talents whilst enhancing their capacity for lifelong learning
- an understanding and ongoing appreciation of the creative and performing arts and literature
- a healthy, sustainable lifestyle through the promotion of physical activities, good nutrition and lifestyle education courses
- the knowledge and discernment to responsibly embrace technology



Key Area

Years Targeted

Key Area 7: Strategic Leadership and Management	2011	2012	2013	2014	2015
7.1 An enhanced culture of an authentic Catholic professional learning community critically informing policy, innovation, future planning and research.	√				
7.2 Further identifying and encouraging Catholic families to enrol their children in the College	√				
7.3 Fully integrating roles, functions and service provision across the College				√	
7.4 Identifying and forming new strategic alliances and partnerships to facilitate effective responses to changing educational and ecclesial contexts			√		
7.5 Embedding the culture and practice of continuous improvement within the College					√
7.6 Identifying the impact of the size and complexity of the classroom on student learning outcomes					√
7.7 Influencing government policy on sustainable financial assistance for Catholic schools					√

Key Area 8: Knowledge Management and ICT	2011	2012	2013	2014	2015
8.1 A Catholic perspective shaping the policies, values, standards and ethical use of ICT	√				
8.2 A coherent school-wide vision and design for eLearning		√			
8.3 An increase in the capacity of teachers to use ICT	√				
8.4 Professional development for all school staff to increase the capacity for integrating ICT into contemporary learning and office systems	√				
8.5 Supporting staff to provide contemporary and reliable physical and virtual learning spaces which enhance teaching and learning	√				
8.6 Expanded provision of online resources and applications for student learning	√				
8.7 A contemporary and reliable knowledge management system	√				
8.8 A fully integrated system of infrastructure that ensures access and equity across all KLAs in line with College benchmarks	√				
8.9 The provision and delivery of a range of reliable and sustainable ICT support services	√				

Key Area

Years Targeted

Key Area 3: Pedagogy	2011	2012	2013	2014	2015
3.1 Teaching practices 7-12 informed and characterized by the principles of contemporary learning		√			
3.2 A creative and effective implementation of the Australian Curriculum which enhances classroom practice			√		
3.3 Improved data literacy informing and shaping teaching practice	√				
3.4 Enhanced literacy standards within and across the curriculum	√				
3.5 Strengthened teacher capacity in the teaching of Mathematics 7-12		√			

Key Area 4: Human Resources	2011	2012	2013	2014	2015
4.1 A comprehensive approach to staff wellbeing and development		√			
4.2 A vision for and model of leadership at school level that is supported by a comprehensive framework and underpinned by the Catholic ethos	√				
4.3 Personal and information systems effective in improving capacity to respond to need				√	
4.4 A collaborative approach to implementing national agendas and industrial relations processes that support school and system priorities	√				
4.5 Sustainable college staffing processes and a model consistent with the requirements for highly effective learning environments				√	

Key Area 5: Resources, Finance and Facilities	2011	2012	2013	2014	2015
5.1 Resourcing levels and allocations that are planned to deliver best learning outcomes for students		√			
5.2 Increased resources for student learning through partnering with business and the wider community			√		
5.3 A strengthened, proactive focus on the College's financial planning and accountability				√	
5.4 A more equitable and efficient use of resources				√	
5.5 Contemporary teaching and learning supported by appropriate school structure and building designs	√				
5.6 A New model of capital works planning for the growth and development of school infrastructure in the post-BER period		√			

Key Area 6: Parents, Partnerships, Consultation and Communication	2011	2012	2013	2014	2015
6.1 Sustained partnerships and collaboration with clergy which develop and nurture an authentic Catholic school within a parish context	√				
6.2 A strengthened partnership of consultation and decision-making between staff and the Leadership Team		√			
6.3 A culture and practice of meaningful consultation and engagement with parents	√				
6.4 College structures enhanced to empower the voice of students	√				
6.5 Strengthened and diversified communication of key messages about Catholic education and the broader education agenda					√

OUR COLLECTIVE AIM

Patrician Brothers' College Fairfield aspires to develop an **authentic professional Catholic learning community**, a collegial group of administrators and school staff who are united in their commitment to student learning. We share a vision, work and learn collaboratively, visit and review other classrooms, and participate in decision making. The benefits to we the staff, our students, includes a reduced isolation of teachers, better informed and committed teachers, and academic gains for students.

Hord (1997) notes, "As an organisational arrangement, the professional learning community is seen as a powerful staff-development approach and potent strategy for school change and improvement.



STRUCTURE OF THE PLAN

This Strategic Improvement Plan (SIP) 'Honouring the Past : Visioning the Future' intends to give some clear directions for the College over the 2011-2015 period. The Strategic Improvement Plan dovetails into the Archdiocesan SIP 'Building on Strength' which sets out specific and explicit strategic requirements.

The Vision and Mission of Catholic education, as expressed in major Church documents on Catholic education, and the Sydney Archdiocesan system of Catholic schools Foundation Publications.

The hopes, aspirations and priorities expressed by the College community.

- Public policy on education, changes in the operating environment of Catholic schools, and related compliance and statutory requirements.
- The changing needs of the College community.
- SSNPA funding and initiatives 2011-2014.

The College SIP is inclusive of the Archdiocesan Strategic Intent Statements, Systems Level Key Performance, SMART Indicators:

- Specific:** Relate specifically to evidence-based measurement of Strategic Intent.
- Measurable:** Provide for the measurement of outcomes, benefits, results or improvement.
- Achievable:** Are attainable and realistic.
- Relevant:** Do what they are supposed to do, ie, measure progress and achievement.
- Time-framed:** Progress and achievement outcomes are defined for a specific period.

SSNPA MAJOR PROJECTS

As a SSNPA school the College will be undertaking major projects in the areas of :

Area	Responsibility
Pedagogy	<ul style="list-style-type: none"> • Leaders of Pedagogy • Curriculum Team • Leading Learning Committee
Literacy and Numeracy	<ul style="list-style-type: none"> • Leader of Literacy and Learning • Curriculum Teams • Leading Learning Committee • Literacy Committee • Mercyworks - 'Classroom Connect'
Wellbeing	<ul style="list-style-type: none"> • Pastoral Care Co-ordinator, College Counsellor • Rosemount Project • Pastoral Team

It is anticipated that a major physical refurbishment and rejuvenation of the TAS learning area will commence by 2012. The Information Resource Centre will also be reconfigured to meet the needs of a notebook school.

PLANNING FRAMEWORK

Over the life of the College's Strategic Improvement Plan the following Key Areas will be addressed. Each Key Area has related strategic intent statements, which are based upon in the CEO Sydney Strategic Improvement Plan, 'Building on Strength'. Our Strategic Improvement Plan is expanded upon in the Archdiocesan electronic portal.

- Key Area 1: Catholic Life and Religious Education
- Key Area 2: Students and their Learning
- Key Area 3: Pedagogy
- Key Area 4: Human Resources
- Key Area 5: Resources, Finance and Facilities
- Key Area 6: Parents, Partnerships, Consultation and Communication
- Key Area 7: Strategic Leadership and Management
- Key Area 8: Knowledge Management and ICT



Key Area

Years Targeted

Key Area 1: Catholic Life and Religious Education	2011	2012	2013	2014	2015
1.1 A Vision and Mission statement which explicitly articulates the nature and purpose of Catholic schooling	√				
1.2 Policies, programs and practices which strengthen Catholic identity and recognise the place of the College within the evangelising mission of the Church				√	
1.3 A culture of informed understanding of and practical responses to Catholic Social Teaching			√		
1.4 A cohesive and integrated framework for the faith formation of staff	√				
1.5 A shared understanding of and practical responses to the New Evangelisation		√			
1.6 A Religious Education curriculum that promotes deep knowledge, understanding and celebration of the Catholic tradition through quality pedagogical practices	√				
1.7 A cohesive and integrated framework for the professional development and ongoing formation of staff in Religious Education and Theological Studies		√			
1.8 Youth Ministry initiatives and approaches that actively engage young people in the life of the Church	√				
1.9 A strengthened relationship with parishes. Church agencies and community organisations on matters of mutual interest and endeavour			√		

Key Area 2: Students and their Learning	2011	2012	2013	2014	2015
2.1 Strengthened student engagement in learning through the provision of personalised pathways tailored to meet individual needs and abilities	√				
2.2 The development of an integrated and cohesive research-based framework for supporting and promoting student wellbeing		√			
2.3 Re-imagined and sustainable designs for the learning of students with special learning needs		√			
2.4 Reconceptualising the interrelated provision of resources and structures to support effective approaches for English as a Second Language (ESL) students	√				
2.5 Increased enrolment, retention, and sustainable provision for gifted and talented students	√				
2.6 Curriculum for students in the early years reshaped to maximise opportunities for engagement and provide a foundation for further learning	√				
2.7 Challenging, engaging and rewarding programs responsive to students' developmental and learning needs in the middle years	√				
2.8 Expanded student access to and opportunities for Vocational Education and Training (VET) for Years 9-10			√		
2.9 Student engagement with environmental sustainability strengthened through teaching and learning			√		