

# St Francis Xavier Primary School Box Hill Education Board Strategic Plan 2013–2016



# FROM THE BOARD

This Strategic Plan (the *Plan*) has been developed by the St Francis Xavier Education Board (the *Board*) with input from the Principal, Staff and Parish Priest of St Francis Xavier Primary School (the *School*).

The Plan's objectives are to:

- Identify goals and strategies, consistent with our school vision, for School improvement for the next four years.
- Enhance our School's spiritual, intellectual, resources and social capital to maximise educational outcomes for students.
- Strengthen the role of the Board in assisting and advising the Principal and Parish Priest.

The Plan builds on the achievements of the past few years, which have been exciting years of reflection, consolidation and growth, and sets out the key directions for our School for the next four years.

The Plan recognises that our world is rapidly changing and that our children require a nurturing environment inspired by Gospel values and the person of Jesus. It also recognises that they require the knowledge and skills required for successful participation in society and responsible citizenship. Our primary focus is to provide a safe, inspiring, caring, inclusive, supportive and purposeful learning environment for our children.

We aim to continue to serve the community by providing rich and rewarding educational experiences for students enabling them to experience success and achieve their full potential. We want to continue to engage parents, families, carers and others who interact with our School in the life and social fabric of our vibrant School community.

This Plan adapts the model of school governance used to inform our previous Strategic Plan. It continues to recognise that serving on a school board is a form of lay ministry<sup>1</sup>. That is, serving on a school board is not a position of power but a position of service to our school community in the interests of all students.

Through strengthening the role of the Board in partnership with the Parish Priest, the Principal and the Staff, we aim to serve the community to ensure high quality educational experiences and outcomes for all children attending St Francis Xavier Primary School.

We commend this Plan to you, encourage you to read it and warmly welcome your participation in its implementation.

St Francis Xavier Primary School  
Education Board 2013



<sup>1</sup> Casey, Fr Michael 'Serving on a School Board as a Form of Lay Ministry', Keynote Address, School Boards Conference of Catholic Education Office Melbourne 10 May, 2008 Flemington.

# SCHOOL BOARD GOVERNANCE

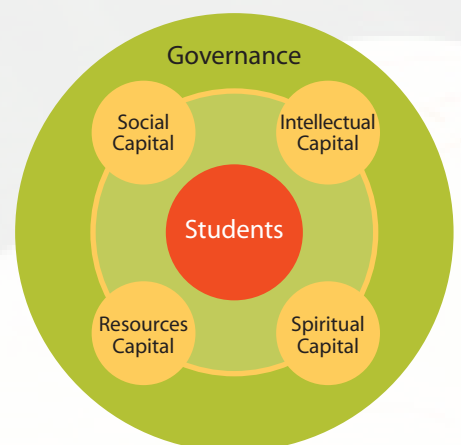
St Francis Xavier Education Board is an integral part of the leadership and management model of the School. The Board brings together the Parish Priest, the Principal, the Deputy Principal, Parents and a Teacher Representative. It plays an important role in setting the key directions for our School and assisting the Principal and Staff to develop highly effective programs and activities for all students.

The Board has adapted a school governance model presented at the 2008 Catholic School Boards Conference. This model has served us well over the past four years and, in particular, has been used to strengthen the governance of our school.<sup>2</sup>

At the heart of the model is the student – all actions and plans ultimately should benefit the students of our School. The model is based on developing and strengthening the following four “capitals” of our School:

- **Spiritual capital**– is the strength of moral purpose and the degree of coherence with Catholic values, beliefs and attitudes about life and learning.
- **Intellectual capital**– is the level of knowledge and skill of the students and those who work in or for the School.
- **Social capital**– is the strength of formal and informal partnerships and networks involving the School and all individuals, groups and organisations that have the potential to support, and be supported by, the School and our School community.
- **Resources capital**– is the physical and financial assets and human resources available to support the School.

**Governance** is the overarching process through which our School builds its intellectual, social, resource and spiritual capitals and aligns them (balances them) to achieve its goals.



<sup>2</sup>Caldwell, B Alignment: 'A Strategy For Outstanding School Board Governance', Keynote Address, School Boards Conference of Catholic Education Office Melbourne, 10 May, 2008. Flemington.

# SCHOOL VISION

## **School Motto:** *Let Happiness Dwell Here*

In the Franciscan spirit, our vision is for a school that:

### **1. Catholic Tradition**

Is grounded in Catholic tradition and spirituality, in which the Gospel values of trust, respect, forgiveness and care underpin everyday teaching and learning.

### **2. Learning environment**

Provides a high quality learning environment that:

- Cultivates effective learners-for-life through commitment to informed and current teaching and learning practices.
- Values the key role teachers play in supporting the personal growth of children, recognising that they are responsible for enhancing the quality and standard of student learning outcomes.
- Consistently offers learning activities involving the continuing acquisition of knowledge and skills so that learners can apply these critically to understand and participate effectively as responsible citizens in their world.

### **3. Environment**

Encourages respect, responsibility and care for creation; where an awareness of the environment and its species is developed and promoted

### **4. Well being**

Enhances the well being of all in an environment of justice, inclusiveness, tolerance, equality and compassion; in which harmony and healthy relationships are promoted through the development of social skills, self worth, affirmation and the celebration of achievements

### **5. Collaboration**

Is a learning community in which teamwork and collaboration are central to everyday practice

### **6. Community**

Is a place in which clergy, parents, teachers and students build and nurture a healthy growing community



# GOALS AND STRATEGIES 2012-2016

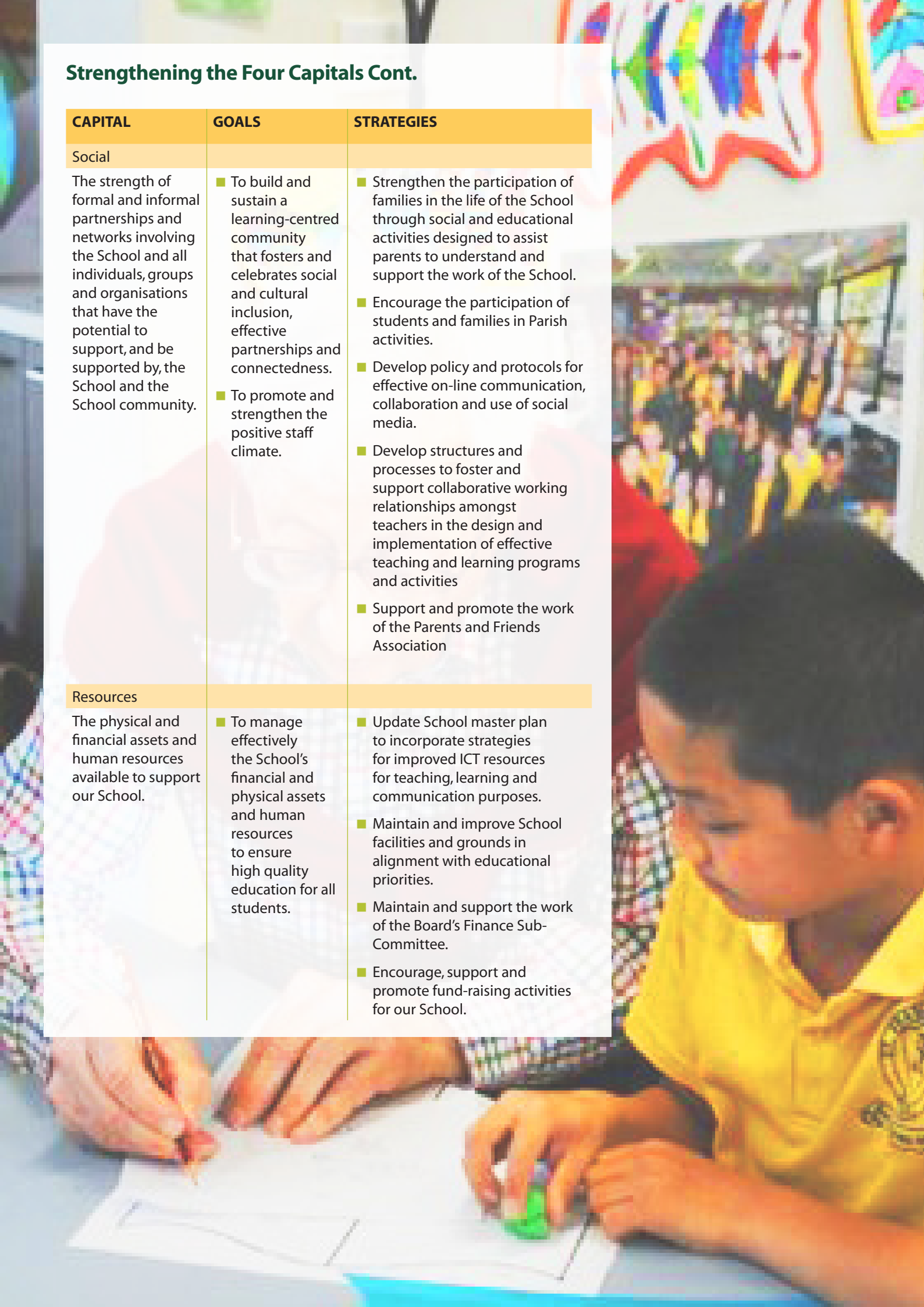
## Strengthening the Four Capitals

CAPITAL	GOALS	STRATEGIES
<b>Spiritual</b> The strength of moral purpose and the degree of coherence with Catholic values, beliefs and attitudes about life and learning.	<ul style="list-style-type: none"> <li>To build and sustain an understanding of faith in life based on the Gospel within the contemporary world.</li> </ul>	<ul style="list-style-type: none"> <li>Build practical social justice activities into School programs and practices.</li> <li>Engage students purposefully in religious education lessons to make connections with their own lives.</li> <li>Strengthen the partnership with Haemanu School in Passabe Timor Leste.</li> <li>Develop the role of student community and faith leaders.</li> <li>Ensure explicit connections between School policies and Catholic identity.</li> <li>Include a prayer at all Board meetings.</li> <li>Encourage the broader School community to participate in our school's liturgical celebrations.</li> </ul>
<b>Intellectual</b> Level of knowledge and skill of the students and those who work in or for our School.	<ul style="list-style-type: none"> <li>To enable our School to flourish as a learning community for students, teachers and parents.</li> <li>To deepen and improve student learning through highly effective pedagogical practices.</li> </ul>	<ul style="list-style-type: none"> <li>Support programs and classroom activities to ensure improvement of student achievement in Literacy (particularly reading and spelling) and Numeracy (particularly mathematical language and concepts).</li> <li>Continue to provide the staff with professional learning opportunities aligned to School priorities.</li> <li>Increase student engagement through purposeful teaching, and personalised learning approaches.</li> <li>Improve teachers' capacity and capabilities to use Information &amp; Communication Technology (ICT) effectively in the classroom.</li> <li>Expand interactive curriculum focused/ subject based family nights.</li> </ul>



## Strengthening the Four Capitals Cont.

CAPITAL	GOALS	STRATEGIES
<p><b>Social</b></p> <p>The strength of formal and informal partnerships and networks involving the School and all individuals, groups and organisations that have the potential to support, and be supported by, the School and the School community.</p>	<ul style="list-style-type: none"> <li>■ To build and sustain a learning-centred community that fosters and celebrates social and cultural inclusion, effective partnerships and connectedness.</li> <li>■ To promote and strengthen the positive staff climate.</li> </ul>	<ul style="list-style-type: none"> <li>■ Strengthen the participation of families in the life of the School through social and educational activities designed to assist parents to understand and support the work of the School.</li> <li>■ Encourage the participation of students and families in Parish activities.</li> <li>■ Develop policy and protocols for effective on-line communication, collaboration and use of social media.</li> <li>■ Develop structures and processes to foster and support collaborative working relationships amongst teachers in the design and implementation of effective teaching and learning programs and activities</li> <li>■ Support and promote the work of the Parents and Friends Association</li> </ul>
<p><b>Resources</b></p> <p>The physical and financial assets and human resources available to support our School.</p>	<ul style="list-style-type: none"> <li>■ To manage effectively the School's financial and physical assets and human resources to ensure high quality education for all students.</li> </ul>	<ul style="list-style-type: none"> <li>■ Update School master plan to incorporate strategies for improved ICT resources for teaching, learning and communication purposes.</li> <li>■ Maintain and improve School facilities and grounds in alignment with educational priorities.</li> <li>■ Maintain and support the work of the Board's Finance Sub-Committee.</li> <li>■ Encourage, support and promote fund-raising activities for our School.</li> </ul>





## Governance Goals and Strategies

Governance	Goals	Strategies
<p>Governance</p> <p>The overarching process through which our School builds its intellectual, social, spiritual and resource capitals and aligns them (balances them) to achieve its goals.</p>	<ul style="list-style-type: none"><li>■ To enhance the visibility and accessibility of the Board to the broader School community and Parish through improved communication and new partnership opportunities.</li><li>■ To equip current and future Board members with the knowledge, understandings and skills for effective, collective and individual service within the School community.</li><li>■ To align School policies and decision-making structures and processes to improve students' educational outcomes thus ensuring student-centred governance, leadership and management of School resources.</li></ul>	<ul style="list-style-type: none"><li>■ Prepare a statement for the School community and Parish concerning the role of the Board.</li><li>■ Include reference to the Board, its members, roles and responsibilities on our School's web-site.</li><li>■ Introduce a commissioning of Board members into Mass at the beginning of each school year.</li><li>■ Strengthen the link between student representation and the Board.</li><li>■ Incorporate regular Board news entries in the School's newsletter.</li><li>■ Review current policies to ensure that spiritual capital has been addressed and that measures taken are aligned to student outcomes.</li></ul>