In believing that God is in, with and through all, we aim to be witnesses of faith, hope and love in the world.

Goals for 2008-2012

We intend to:
- Strengthen community understanding and support for the school’s Catholic identity and role within the mission of Church
- Work collaboratively and strengthen partnerships with Church agencies
- Provide on-going formation opportunities in spirituality for mission, theology and religious education of staff
- Develop the quality and effectiveness of learning and teaching in RE
- Provide faith development and formation opportunities for students
- Develop aspects of the religious life of the school

Actions for 2011

- Composition of school song;
- Further development of aspects of the Religious Life of the School through celebration of Liturgy, cultural events, people and particular feast days throughout the liturgical year: e.g. individual and Year Level Liturgies, Year 7 Leadership Induction Liturgy, Ash Wednesday, Anzac Day liturgy, Presentation Day, Grandparents’ Day, Holy Week Liturgies, Christmas Liturgy, etc.
- Opportunities for strengthening of Staff Spirituality through attendance at Combined Schools RE Day;
- Practical support of Parish Sacramental Programs;
- Activities in conjunction with the Parish to support the Kinder Schools in La Granja, Philippines, through cultural exchanges and financial support;
- Religious Education in-service in developing ‘fertile questions’ in inquiry-based learning;
- Staff Focus on developing & tracking the Religious Education curriculum across the 4 strands;
- Focus on developing and tracking coverage across the four strands of the Religious Education curriculum
- Resourcing of Religious Education Curriculum:
  - Use of on-line planning tools;
  - Classroom prayer;
  - Prayer Resource Boxes;
  - Digital Prayer resources
  - Music resources
- Virtues Project – further development of an understanding of appropriate contexts and characteristics of particular Virtues each fortnight;
- Staff Lenten Program facilitated by three teachers who have completed the Catching Fire Keepers program;
- Parent Lenten Program facilitated by APRE;
- Staff participation in Music Fire and use of liturgical music resources;
- Focus on Social Justice initiatives through Year 7 Leadership Committee-led activities; e.g. Caritas Project Compassion, Caritas K’s Walkathon, Black & White day for Christchurch Earthquake fundraiser, St Vincent de Paul Christmas Appeal, etc.
- Support of Christ the King School community at Graceville as a consequence of floods;
- Development of sacred spaces for school celebrations, liturgies and prayer through provision of stands, icons, symbols and sacred objects.
**BROAD STRATEGIC GOAL – Learning and Teaching**

To develop and strengthen high quality curriculum and pedagogy which inspires and supports students in reaching their potential.

---

**Goals for 2008-2012**

We intend to:

- Strengthen continuity of approaches to enhance student engagement
- Implement quality pedagogy that is underpinned by contemporary research
- Develop inclusive, comprehensive and quality curriculum, assessment and reporting processes
- Improve student performance in literacy and numeracy
- Use data and evidence-based processes to inform learning and teaching

---

**Actions for 2011**

- Identification of core year level curriculum in Literacy and Numeracy by Staff Planning Committee – use of Australian Curriculum documents;
- Focus upon differentiation of curriculum to meet needs of all students in each class;
- Implementation of *Words Their Way* Spelling program – Year 3-7 including ongoing professional development with Pat Edgar;
- Use of identified tools for tracking, monitoring and intervention into student learning outcomes in numeracy, literacy and developmental milestones;
- Facilitation of History Unit Planning (for Term 2) with Educational Consultant Lane Clarke – Years 1,2,3,4 & 6;
- Introduction of Stepping Stones Maths program Prep-Year 7 including professional development of staff – implementation of Australian Curriculum.
- Teacher planning, modelling and implementation of program in literacy for new staff with literacy consultant, Pat Edgar;
- Implementation of new approach to phonological awareness Prep-Year 2 and on-going staff professional learning with literacy consultant, Pat Edgar;
- Simultaneous release of all year level teachers during specialist lessons to facilitate team planning;
- Staff professional development in use of newly-installed interactive whiteboard technology;
- Class curriculum newsletters each term;
- Further development of strategies for student / parent / teacher conferencing;
- Staff in-service in use of graphic organizers with students for organisation, presentation and summation of student learning;
- Data collection and analysis to inform strategic directions in curriculum;
- Staff in-service – unpacking Australian Curriculum;
- Homework – review of expectations and procedures including consideration of research findings;
- Liaison with BCE personnel: Kate O’Neill - ICLT, Lee Stower - RE, Eileen Coghill – Curriculum, Mary Pulsford – Inclusive Education;
- Integration of ICLT in classroom practice;
- Developing uniform use of proformas for planning and monitoring;
- Dance lessons Prep-Year 7 and participation in local Interschool Dance Challenge for Years 4-7 in Term 2;
- Voluntary trialling of Kagan Structures to maximise student participation and engagement in the classroom.
BROAD STRATEGIC GOAL – Student Support
To provide a safe, supportive environment in which students can grow in maturity, resilience and compassion.

Goals for 2008-2012

We intend to:

- Develop whole school responses to student protection, personal and social development and behaviour support
- Strengthen our capacity to provide for the diverse student needs
- Support improved learning outcomes for disengaged students

Actions for 2011

- Implementation of plan for Whole School Inclusive Practice through differentiation of curriculum developed over the last three years - including movement from IEP’s to Individual Learning Plans for broad range of students eg verified, learning difficulties/differences, gifted;
- Further refinement of referral process and Student Support Team procedures;
- Implementation of Fast ForWord brain training program during Terms 2 and 3 (30 students);
- Whole school pastoral care overview using Kids Matter approach;
- Continue Tracking and Monitoring whole school program;
- On-going education in student behaviour support practices;
- Communication of expectations for the essentials of pro-social interaction;
- Further implementation of sun-safe practices for staff and students;
- Building and planting perm-a-culture garden for whole school learning;
- On-line homework assistance program and Skill Builders (Your Tutor) for Year 3-7 students – linking with St John’s College Nambour;
- Individual teacher meetings with Support Teacher – Inclusive Education (ST-IE) to examine whole class and individual student needs;
- Year 7 Leadership – Student Mediation guided by Guidance Counsellor – to provide playground behaviour support for younger students;
- Implementation of Aussie Optimism program in identified classrooms;
- School officer classroom support during Literacy and Numeracy blocks;
- Chess club continued by Guidance Counsellor;
- Implement FUN FRIENDS program in Early Years;
- Develop individualised strategies for teachers to use to encourage positive behaviours through a Functional Behaviour Model.
**BROAD STRATEGIC GOAL – Staff Support**

To further develop a culture in which each staff member gives and receives care and respect within an environment characterised by high quality professional development.

---

**Goals for 2008-2012**

**We intend to:**

- Implement a coordinated, strategic approach to professional learning
- Develop the skills and capacities of all staff to enhance professional growth
- Utilise employment arrangements that are healthy, safe and productive for staff
- Promote and enhance a pastorally supportive environment

---

**Actions for 2011**

- Review of Office Administration Roles and Procedures;
- Candid Conversations – Ross McSwann – professional development of all staff members;
- Ongoing in-service on safe work practices;
- Engage with Qld College of Teachers Professional Standards;
- Teacher goal setting and review;
- Support of Experienced Teacher 5 and ET6 applications;
- Support teacher Religious Accreditation documentation;
- Encouragement for teacher leadership through committee membership, organisation of school activities, mentoring beginning staff, team leadership etc;
- Relief Teacher induction and ongoing development of communication strategies;
- Support of Practicum Teachers, Secondary Work Experience students, and Certificate 111 School Officers in the school;
- Providing opportunities to support development of staff spirituality through programs i.e. Lenten program, Catching Fire, Music Fire;
- Induction of beginning teacher and new members of Staff;
- Simultaneous release of all teachers at year level during specialist lessons to facilitate planning and communication;
- Stars on Staff benefit concert to raise money to support the community of Christ The King Catholic Primary school at Graceville.
BROAD STRATEGIC GOAL – Partnerships and Relationships
To strengthen relationships and partnerships in support of building Christian community and a sense of belonging to school, church, parish and the wider community.

Goals for 2008-2012

We intend to:

- Build strong partnerships among staff, students, parents and parish
- Effectively partner and engage parents in renewal and policy development
- Further develop partnerships and links with Catholic schools in local area

Actions for 2011

- Communication of, and familiarisation with the new school Vision and Mission Statement;
- Writing and distribution of document Achieving Better Outcomes for Students, Teachers and Parents
- Preparatory in-service for potential new members of the School Board – 4 new members needed for 2012;
- P&F fundraising and community-building support of school through alignment with goals and strategies outlined in School Renewal Plan;
- One Parent Morning Tea per term;
- Pre-Orientation Day morning tea to introduce prospective and existing parents;
- Buddy families for those new to community;
- Parent Partnership Meeting in February for whole school parent body as a focus for the year ahead;
- Newsletter as an effective communication and education vehicle;
- Provision of parent education opportunities: including Volunteers Induction, Inclusive Education practices, Fast ForWord, Parenting, Eye Care etc;
- Class Co-ordinators established for teacher-parent liaison;
- Year Calendar of Events on website;
- Develop links between school and community groups as opportunities for service, e.g. Maroochy High School; St Vincent de Paul Society, Maroochydore; Caritas;
- Hosting of Band /Strings Workshops to support local Catholic school instrumental programs;
- Support of programs hosted by Stella Maris Parish;
- Continue partnership with Maroochy High through participation in Excellence in Maths Day and Program Achieve;
- Form a Staff and Parent Travel Safe Committee;
- Year 7 Committee support of community.
BROAD STRATEGIC GOAL – Information, Communication & Learning Technologies
To utilise ICLT’s to facilitate quality teaching and learning and efficient, effective administration.

Goals for 2008-2012
We intend to:

- Embed ICLT’s in learning and teaching
- Improve access and ongoing provision of hardware, software, training and support arrangements
- Enhance competence of staff
- Develop online processes to communicate more effectively
- Implement information and learning management systems that enhance student and staff engagement

Actions for 2011

- Continue to document procedures to effectively utilise the telephone/PA/Voicemail & walkie/talkie communication systems;
- Utilising a grant, improve the access to information technology by teachers;
- Increase mobile computer technology in all classrooms to provide increased access for students;
- Install 16 Promethean Interactive White Boards to provide an IWB in all general classrooms;
- Provide specific training to utilise ActivInspire software by staff from Empowered Learning;
- Provide staff with access to Atomic Learning – on-line tutoring for professional development;
- Increase mobile technologies in a managed suite stored in the Resource Centre;
- Update the majority of hardware to have a full warranty cover with next business day response for repairs;
- Update the photocopiers (library & admin) and include additional printers to provide greater access for classrooms;
- Review the telephone system and consider changes to digital handsets prior to changeover of PABX & Voicemail in 2012;
- Purchase Laptops to be used in the ‘Fast ForWord’ student program;
- Provide TV monitors in the Support room, Curriculum Support room and the Staffroom to assist collective viewing of computer information;
- Continue refinement of technical support provisions utilising BCE staff, Fawmatt Tech Services and school staff.
- Migrate the local Sharepoint information to the BCE portal to provide ease of access to Staff information from any location with internet access.
BROAD STRATEGIC GOAL – Resourcing

Through the principles of justice, equity and accessibility, to enhance our capacity to be good stewards of financial assets and resources.

Goals for 2008-2012

We intend to:

- Enhance our capacity to be good stewards of financial assets and resources
- Ensure resource planning is aligned with strategic renewal plans
- Refine resource arrangements to meet student needs
- Align fee and levies policy and processes are consistent with principles of justice, equity and accessibility
- Consult on allocation of resources and report transparently on their use
- Encourage environmental sustainability

Actions for 2011

- Blessing and Opening of multi-purpose hall and other facilities 8 June;
- New Year 1 classroom and outdoor covered area;
- Landscape around Children’s Chapel / Hall, new Year 1 classroom surrounds and Conway Oval;
- Replace Prep green outdoor carpet;
- Redevelop pond area beside Maroochydore High School fence;
- Plan for bus shelter;
- Install signage for Children’s Chapel / Hall;
- Staff and parent involvement in directing Resource Enhancement Funding;
- Liaise with Parish Finance Committee, School Board, staff and parent groups to achieve effective planning and financial management;
- Engagement of new auditor;
- Provided Yearly Financial Report for parents;
- Implement environmentally sustainable practices – water & electricity conservation, recycling, perm-a-culture garden, worm farms, minimisation of plastics and litter;
- Review and upgrade Library layout, furniture & resources;
- Tracking of resources through Assets Register and associated documentation;
- Use of Maths resource boxes P-7 and R.E. Resource Boxes;
- Purchase new classroom furniture – Year 1, some prep and one Year 3;
- Partitioning of CST room for Fast ForWord use;
- Replace Year 1 (Block C) verandah roof;
- Implement 2011-2013 QBuild Maintenance Assessment Plan;
BROAD STRATEGIC GOAL – Renewal
To implement quality practices that ensure planning, reflection, review and school renewal happen in an ongoing and systematic way.

Goals for 2008-2012
We intend to:
- Ensure that renewal and quality assurance processes have a clear focus on realising the vision and mission of Jesus
- Implement school renewal, validation and compliance processes
- Increase performance management capacity of administration team

Actions for 2011
- Monthly Strategic Renewal reports to the Board and regular reports to school community;
- Preparation for new School Strategic Renewal Plan 2012-2016;
- 5-Yearly review of APRE and APA – use of Griffith University to facilitate;
- Development of Critical Incident Plans;
- Provide hard copy of Actions and Achievements documents to parent body;
- Redevelopment of School Renewal Committees for Internal Reviews to take place across Terms 2 and 3;
- Regular Administration Team meetings and weekly Staff Meetings;
- Priority Component Reviews as follows: 1.1 Religious Identity and Culture, 2.5 Reporting, 3.5 Gifted Education, 4.2 Staff Engagement, 6.3 Resourcing, 7.3 Maintenance and Development;
- Annual Financial Audit;
- Mandatory Reporting information maintained on the school’s website {www.stellamaris.qld.edu.au}. 