

Lumen Christi Catholic College

STRATEGIC PLAN 2014 – 2016

Strategic Plan 2014 – 2016

Catholic Identity and Faith

	ISR Focus Area	Key Improvement...	Strategies/Actions...	2014	2015	2016
1	Religious Identity and Culture	<p>Explore ways to improve symbolism throughout the College.</p> <p>Enhance Catholic Identity through the use of visual symbols.</p> <p>Provide opportunities for staff and students to engage in activities linked to our Catholic identity and faith.</p>	<p>Form <i>“Catholic Symbolism and Art”</i> committee to investigate possibilities and to develop a strategic plan regarding religious symbolism and art in the college.</p> <p>The Catholic Symbolism and Art Committee to continue the development of a strategic plan to enhance Catholic Symbolism throughout the College.</p> <p>To allocate money from Joey’s Jumbles donations to the purchase of art work of a Catholic symbolic nature.</p> <p>Promote the Parish Youth Group.</p> <p>Attend weekday Parish masses with various groups of students, and promote the Children’s Sunday Mass each term.</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>

		Review College Vision and Mission.	<p>Engage the NET Team for K – Yr 4, Peter Mitchell for Yrs. 5 & 6 and John Burland to visit and perform.</p> <p>Establish the theme on Stewardship throughout 2015 and create a range of activities in relation to this theme: Staff Spirituality Day, water refill centre, Clean Up Australia Day, Retreats, Recycling projects, Nude Food days...</p> <p>Consult with the broader College Community to review our Vision and Mission and to ensure it reflects the College’s current identity as a K to 12 Catholic school.</p>		<p>*</p> <p>*</p> <p>*</p>	<p>*</p>
2	Faith Formation and Prayer					

3	Teaching and Learning of Religion	<p>Ensuring staff gain RE accreditation.</p> <p>Review assessment tasks in RE curriculum and investigate UbD.</p> <p>Continue to review the RE curriculum.</p>	<p>Accurate record keeping and audit of RE accreditation.</p> <p>Faculty to review/modify RE curriculum year level at a time.</p> <p>Micah Challenge Term 2: Staff PD and Yr 9 focus in Prophets unit.</p>	<p>*</p> <p>*</p>	<p>*</p> <p>*</p>	<p>*</p>
4	Social Action and Justice	<p>Improve college focus / awareness on Social Justice issues.</p> <p>Establish a range of Social Justice activities which bring faith to life for our students</p>	<p>Establish a student Social Justice group.</p> <p>Review Imlay House and Bimbimbie visits.</p> <p>Reinvigorate the Social Justice team in light of the new student leadership structure and the newly created position of Service Captain.</p>	<p>*</p>	<p>*</p> <p>*</p>	

			<p>Offer an Immersion experience to our students throughout 2015 (& beyond), either domestic or overseas.</p> <p>Review Immersion experiences and evaluate success.</p>		*	*
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Professional Practice and Collaborative Relationships

5	Partnerships and Relationships					
6	Professional Learning and Development	<p>Continue to improve professional learning opportunities for all staff.</p> <p>Provide a range of Professional Learning opportunities for staff.</p>	<p>Develop Twilight Professional Learning program.</p> <p>Create faculty specific professional learning opportunities – both internal and external.</p> <p>Establish Teaching and Learning team to manage professional conversations, coaching/mentoring and classroom observation.</p> <p>Offer ongoing BYOD ipad Professional Learning.</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>

			<p>Heads of Faculty to engage more effectively with Professional Associations.</p> <p>Determine PL needs based upon analysis of data such as NAPLAN SMART and BOSTES RAP data.</p> <p>Use of MyPad to develop PL plans and to track Institute accreditation requirements.</p> <p>Clarify the role of the newly appointed Teaching and Learning Leader in relation to staff PL and Accreditation.</p>		<p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p>
7	Professional Leadership and Capacity	<p>Build ownership/sense of responsibility in staff by empowering them within their respective roles.</p> <p>Build Leadership Capacity of all staff.</p>	<p>Establish pastoral meetings each week to engage Pastoral Care teachers more actively in the pastoral care of their students.</p> <p>Invite staff onto various teams/committees. (eg. 2 staff per term onto Leadership Team, primary representation on pastoral team and TANDL team).</p>	<p>*</p> <p>*</p>	<p>*</p> <p>*</p>	<p>*</p> <p>*</p>

			<p>Development of K to 12 roles throughout the College which build leadership capacity and enhance the “one-school” concept. Eg Sports Co-ord. k to 12, Primary classroom teachers assigned to each faculty to offer primary perspective.</p> <p>Enhance the role of the TANDL team by involving staff with specialist skills which can be used to focus on the COSA+ project & School Improvement Project.</p> <p>Review function of TANDL team.</p> <p>Invite two staff per term to become members of the College Leadership Team.</p> <p>Review College Leadership Team Composition.</p> <p>Invite Student Leaders to attend various meetings/teams where appropriate.</p>		<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p>
8	Accountability and Compliance					
9	Work Culture					

Teaching and Learning

	Focus Area			2014	2015	2016
10	Pedagogical Principles and Practices					
11	Curriculum Design and Implementation	<p>Explore possibilities of increasing VET offerings.</p> <p>Prepare for the implementation of AC as an ongoing process.</p> <p>Implement strategies to enhance the curriculum.</p>	<p>Assess funding viability for VET requirements /standards and maintain current VET teacher credentials.</p> <p>Consult regularly with Curriculum Team.</p> <p>Investigate possibility of increasing VET subjects.</p> <p>Implement BOSTES NSW Australian Curriculum as required.</p> <p>Ensure all VET subjects meet requirements.</p>	<p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p>	<p>*</p> <p>*</p>

			<p>Review curriculum offerings in all elective courses to ensure all students are catered for.</p> <p>Continue to develop ICT in all subjects where appropriate. (Especially BYOD ipads 5 to 10).</p> <p>Investigate opportunities for Academic Extension/Gifted and Talented programs. (As part of School Improvement Project and COSA+ Project), and identify ways of offering a more creative/flexible curriculum. Eg vertical classes between 7 and 10 aimed at providing extension of students at the “top end”.</p> <p>Implement flexible/creative curriculum opportunities for junior/middle secondary classes.</p>		*	
12	Assessment and Reporting	<p>Ensure assessment remains responsive to requirements of Australian/NSW BOSTES Curriculum.</p> <p>Ensure results data is used to inform pedagogy</p>	<p>Continue whole faculty PD</p> <p>Provide stage 6 teachers access to Results</p>	*	*	*

		Ensure assessment remains responsive to requirements of Australian/NSW BOSTES Curriculum.	<p>Analysis Package.</p> <p>Provide Professional Learning for the interpretation of Naplan and HSC data.</p> <p>Review assessment policy.</p> <p>Update assessments to reflect BYOD ipad program.</p> <p>Review of access to assessment items to allow students and parents to access items and support material from the web.</p> <p>Continue whole faculty PD in the use of NAPLAN data and the Results Analysis package.</p> <p>Ensure assessment items allow for the full range of grades based on the common grade scale for each stage.</p>	<p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p> <p>*</p>
13	Diversity					
14	Teaching and Learning Improvement	Establish the necessary structures and processes to enhance pedagogy.	<p>Form a Teaching and Learning (TANDL) Team to manage the following:</p> <ul style="list-style-type: none"> - teacher coaching/mentoring 	<p>*</p>		

			<ul style="list-style-type: none"> - School Improvement Project - Professional Learning Teams - Classroom/peer observation. - Primary/secondary sharing of ideas and teaching strategies. - Professional Reading groups - Professional Learning Plans <p>Appoint a staff member to oversee the above (TANDL responsibilities) and provide a significant time allowance – Teaching and Learning Leader.</p> <p>Review Teaching and Learning Leadership role.</p>		*	*
15	Student Wellbeing and Pastoral Care	<p>Provide alternative programs for “at risk” / disengaged students.</p> <p>Review of student leadership structure.</p> <p>Develop comprehensive ‘pastoral program’ to proactively address student pastoral care needs.</p>	<p>Invite parishoners and others in the college community to be part of an alternative program and to provide appropriate mentoring.</p> <p>Pastoral Team to review current structure, investigate alternatives and propose changes where necessary.</p> <p>Combined Pastoral/Curriculum Teams to discuss viability of such a program and to determine structure and content.</p>	*		
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		<p>Enhance student uniform and presentation standards.</p> <p>Investigate <i>'Rites of Passage'</i> possibilities for students at critical maturational times.</p> <p>Consolidate the various pastoral care initiatives implemented throughout 2014.</p>	<p>Consistent enforcement of uniform policy and system of consequences.</p> <p>Engage student leaders to assist in lifting uniform/presentation standards.</p> <p>Investigate options with regard to yr 6 into 7 and 10 into 11/12.</p> <p>Implement the new Pastoral Care program from K to 12 and review/refine as the year progresses.</p> <p>Implement the new Student Leadership Structure and refine the role descriptions for each of the new positions.</p> <p>Redraft and enforce the uniform policy in light of the Uniform Committee changes.</p> <p>Continue to investigate opportunities with regards to year 6 into 7 and 10 into 11/12 transition/rites of passage.</p> <p>Redraft and enforce the BYOD ipad /use of</p>	<p>*</p> <p>*</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p>	
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			<p>ICT policy and devise clear management strategies.</p> <p>Review/modify vertical pastoral structures in light of K to 12 structure.</p> <p>Investigate K to 12 pastoral/student wellbeing structures in other schools.</p>		*			*	*
16	Learning Environment	<p>Investigate ways to improve teaching and learning through the use of ICT.</p> <p>Continue to investigate ways to improve teaching and learning through the use of ICT.</p>	<p>Establish ICT Vision Team to:</p> <ul style="list-style-type: none"> - establish a clear ICT vision for LCCC - investigate use of technology to enhance pedagogy and school systems/processes - Introduce BYOD ipad program. - provide professional learning to staff in the use of ICT. <p>Newly appointed Learning Technologies Co-ordinator to support ICT integration into the classroom.</p> <p>ICT Vision Team to continue their work in establishing a clear ICT vision for the</p>	*				*	*

			<p>College.</p> <p>Regular informal/formal PD opportunities for staff in the use of ICT. Eg “Appy Hours”, Twilight PD sessions...</p> <p>Conduct an ICT Symposium to explore technology in education at LCCC – invite regional schools.</p>		*	<p>*</p> <p>*</p>
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Strategic Resourcing

	Focus Area			2014	2015	2016
17	Strategic Information Management	Improve communication with families/college community.	<p>Invite regular feedback/input from parents/carers via website.</p> <p>Review LCCC website and investigate ways of improving quality and functionality. i.e.</p>	*		

		<p>Improve recording procedures with regard to roll marking and student behaviour management.</p>	<p>more widespread use of video clips, storage of permission letters, course information, extensive use of photographs and visual material to increase appeal etc.</p> <p>Create E-Newsletter as a means of improving electronic communication and directing community to website.</p> <p>Encourage parent/carer use of staff emails (ensuring email protocols are adhered to).</p> <p>Introduce SMS technology to notify parents/carers of student absence.</p> <p>Investigate ability of Civica to send regular electronic 'behaviour notifications' to parents/carers.</p> <p>Introduce Civica software and period by period student attendance recording. (Civica made easily accessible via staff ipads issued term 2 2014).</p> <p>Investigate behaviour management function in Civica.</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p>	
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		<p>Enhance recording procedures within the College, especially with regards to behaviour management and attendance.</p>	<p>Implement new Sentral management system (incorporating parent/student portal, behaviour management recording, reporting and attendance functions).</p> <p>Consolidate the use of the Skoolbag App to communicate with families and continue to promote it as a key means of disseminating information.</p> <p>Enhance the use of various communication tools such as Facebook, E-Newsletters and a reinvigorated website.</p> <p>Develop the role of the newly appointed Publicity person to ensure information is made accessible to our College community.</p> <p>Review communication and recording processes throughout the College in consultation with College Community.</p>	*	*	*	*
18	Stewardship of Resources	Enhance community involvement at LCCC.	<p>Formation of "Parent Groups"</p> <p>Investigate opportunities for inviting community members to be more actively involved in the life of the college. Eg</p>	*			

		<p>Continue to enhance community involvement at LCCC.</p>	<p>Grandparent’s Day, Probus visits, morning tea/tour for Parish Pastoral Council and Joey’s Jumbles staff, working bees...</p> <p>Consolidate the formation of the Year 7 ‘Parent Group’ and plan for the creation of such groups at other year levels for 2016.</p> <p>Arrange various working bees to complete a number of tasks identified in the Building/Maintenance spread sheet.</p> <p>Continue to offer opportunities for parishoners and groups such as Probus and Rotary to become involved in the life of the College.</p> <p>Investigate ways of enhancing the relationship/interaction with local Indigenous groups.</p> <p>Build a closer relationship with the Bega Valley Social Justice Advocates and the De La Salle Foundation in order to involve our College more actively in their respective social justice activities.</p> <p>Offer for hire/use the Hall to community</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>		
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			and sporting groups.	*		
19	School Improvement	Review college uniform and investigate ways of enhancing quality and supply. Consolidate changes to uniform.	<p>Establish uniform committee made up of parents, staff and students.</p> <p>Review K to 12 uniform.</p> <p>Investigate alternative uniform companies as a means of improving uniform quality and regular/consistent supply.</p> <p>Commence operations of the new uniform shop based on campus and carefully monitor processes.</p> <p>Finalise K to 12 uniform.</p> <p>Regularly communicate 3 year transition period for uniform changeover.</p> <p>Develop support plan for students in need.</p> <p>Devise process for student and family feedback re uniform.</p> <p>Continue to investigate alternative hat options and ways of differentiating between senior students from K to 10. Eg</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>		

			<p>tie/kerchief options.</p> <p>Reconvene Uniform Committee to review uniform changes from previous 2014/15.</p>			*
20	Finance and Facilities	Develop a Master Plan for College buildings and facilities.	<p>Engage architects and CEO officials in establishing a Master Plan and refurbishment of current buildings.</p> <p>Current refurbishment plans involve the following:</p> <ul style="list-style-type: none"> - Conversion of library into multi-purpose "information centre". - Creation of open learning environment upstairs block 1. - Development of careers centre/facility. - Centralisation of staff offices to serve diverse student needs (eg. AP Curriculum, Org. Co-ord., Careers Counsellor, Heads of House, Counsellor, REC...). <p>Build 3 bay shed to improve storage and to house college vehicles.</p>	*	*	*

		<p>Investigate ways to enhance telephone/communication systems in the college.</p> <p>Identify capital works and maintenance requirements of the College and establish a clear strategy for addressing such needs.</p>	<p>Investigate and plan for the future implementation of VOIP (Voice Over Internet Protocols) system.</p> <p>Refurbish Block 1.</p> <p>Resurface Primary Playground.</p> <p>Implement an LED replacement program and Energy Reduction plan.</p> <p>Devise an Asset Management Plan.</p> <p>Employ a Gardener.</p> <p>Continue the work of the Building and Maintenance Committee in prioritising the various tasks.</p> <p>Formalise the Emergency Management Plan.</p> <p>Continue the Cyclic Maintenance Plan.</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	
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