



# ST MARY'S PRIMARY SCHOOL KALGOORLIE

*STRATEGIC PLAN 2019 - 2021*



## MESSAGE FROM THE PRINCIPAL



It is my pleasure to present to you the school's new *Strategic Plan 2020 - 2022*. Developing a new Strategic Plan is an important event in any organisation's life. In the case of St Mary's Catholic Primary School, it has allowed the Leadership Team, the staff and the School Board, time to reflect on our progress at the moment and the challenges and trends likely to be faced in the future. This Strategic Plan is the result of our reflection and outlines our collective ambition for the next three years.

Our new *Strategic Plan 2020 - 2022* sits within the *Strategic Directions 2019-2021* statement of the Catholic Education Commission of WA (CECWA). In that document, established for all Catholic schools in WA, the CECWA call on schools to develop Christ-centred leaders, be a Catholic school of excellence, maintain a Pastoral Catholic community and finally be an accessible, affordable and sustainable school. These four priorities form the pillars of our own Strategic Plan, with reference to our particular needs and challenges. The school sits within the broader Goldfields community and hence the prosperity of the region directly impacts the school. Currently the gold sector is strong and the battery metals sector is emerging, making the next period in the Goldfields appear promising. The need for the school to work with other Goldfields entities will continue to be important if we are to attract, develop and retain the outstanding teachers required to contribute to our plan.

St Mary's is a dynamic, vibrant and innovative school with an emphasis on developing a strong sense of Christian community. The teaching programs strengthen and enhance learning opportunities across all curriculum areas. We are very fortunate to have a passionate and professional team of teachers and administration staff that cater for the diverse and individual needs of our students. Pillars 1 and 2 - developing Christ-centred leaders and a school of excellence, will continue this emphasis and be the specific responsibility of the staff and Leadership Team in this Strategic Plan.

The learning resources and excellent facilities are a feature of the school environment. This is no small part due to the work of the School Board. In this Strategic Plan the School Board will work with the Leadership Team and take specific responsibility for Pillars 3 and 4 - ensuring we maintain a Pastoral Catholic community that is responsive to individual need and for ensuring that the cost of a Catholic education remains affordable to those within our community. This includes ensuring our infrastructure and school grounds continue to support our teaching and learning program.

The school is well placed to meet our future challenges. Through this plan, the Leadership Team and School Board look forward to continuing this work, in partnership with parents, as we strive to provide an outstanding Catholic education to the children of the Goldfields.

Mr Chris Dunning, School Principal

## OUR COLLECTIVE AMBITION

### OUR VISION

As a primary school, operating in the context of Australian schooling we are committed to the national goals of equity and excellence and to providing a safe and welcoming environment for all. At the same time, as a Catholic school in the Goldfields region of WA, we draw on the Spirit of the past and the gifts of the present to nurture the whole person and their Faith as they grow to their fullest potential.

Ultimately, our vision is to be a place that,

*Enables each student to meet the challenges of the future.*

### OUR CORE VALUES

As we strive to bring our vision to life, the following core values will underpin our work:

- Support
- Trust
- Acceptance
- Responsibility
- Respect



## OUR GOALS (VISION OF SUCCESS) AND TARGETS

Our Vision of Success has helped shape our goals and the targets we will use to measure progress. Our goals and measures are as follows:

GOALS	MEASURE
1. Students and staff develop their knowledge, skills and personal relationship with Christ.	• Input - Professional Learning and opportunity to develop has been provided.
2. Students demonstrate excellent growth in their individual academic performance.	• Continue to improve results using both formal and informal assessment measures
3. Our school is seen as welcoming, inclusive, safe, celebrating diversity and as providing a supportive learning environment.	• High approval feedback (> 75%) for each of the listed items, in parent and staff surveys.
4. Continue to be accessible and maintain a strong future focus through the provision of resources, relevant curricula and facilities to support learning.	• Maintained enrolment numbers in excess of 450 students from Kindergarten to Year 6. • Input - lease on additional land secured and subsequent plans developed.

## ACTIONS WE WILL TAKE TO ACHIEVE OUR GOALS

The following are some of the ways that we will pursue our Strategic priorities, over the next 3 years.

### Pillar 1 - Inspiring Christ-centred leaders

1. Provide continued opportunities for staff and student personal and faith development.
2. Provide opportunities to celebrate multiculturalism and diversity of cultures and religions.

### Pillar 2 - A Catholic school of excellence

3. Attract, develop and retain talented and committed teachers through strong relationships with Catholic Education WA, the University of Notre Dame Australia and Curtin School of Mines.
4. Use student performance data to drive decision making.
5. Provide opportunities for staff professional development and student curriculum enhancements in Science, Technology, Engineering and Maths (STEM) through a stronger relationship with the Curtin School of Mines and other mining related organisations.
6. Identify and develop a specialisation in meeting the needs of students within the region with a particular focus on early intervention - speech, language, motor skills and allied health support.

### Pillar 3 - A Catholic Pastoral community

7. Engage with under-represented groups from within the community and increase enrolment of specific demographic groups to maintain outreach and reflect the surrounding community.

### Pillar 4 - An accessible, affordable and sustainable school

8. Establish a long-term lease on the adjacent land and road to enable expansion of the site.
9. Develop a Master Plan for the school site followed by a CEWA approved Capital Development Plan to deliver new and upgraded Early learning facilities, general classrooms and play spaces that enhance collaboration and 21<sup>st</sup> Century learning approaches.
10. Maintain an annual focus on school fees and bursaries to ensure access and affordability for fluctuating economic circumstances and a changing community demographic.





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