

# St Francis Xavier Primary School



## School Improvement Plan

2015 - 2017



# School Improvement Plan

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## Introduction

### Motto

Our school motto is 'Christus Lux Mea', which is Latin for 'Christ My Light'. This means that we see Jesus as our example to follow and that we strive to live as he taught.

### Vision Statement

St Francis Xavier Primary School seeks to provide a welcoming environment wherein the development of each person and the education offered reflects gospel values.

### Vision for Learning

At St Francis Xavier Primary School we are committed to providing an education that empowers all to become life-long learners.

### Values / Code of Conduct

Students, staff and parents strive for excellence for ourselves, others and the community by following Christ's example in the Gospels.

- **COMPASSION** – We show *Compassion* by:
  - ~ Accepting our own gifts.
  - ~ Helping, giving, comforting and encouraging.
  - ~ Showing care for our school both inside and out.
- **HONESTY** – We show *Honesty* by:
  - ~ Taking responsibility for our own actions.
  - ~ Speaking up for what is right.
  - ~ Considering our carbon footprint.
- **RESPECT** – We show *Respect* by:
  - ~ Taking pride in our self and all that we do.
  - ~ Treating others as you would like to be treated.
  - ~ Maintaining a clean, safe and healthy environment.
- **INCLUSIVITY** – We show *Inclusivity* by:
  - ~ Taking advantage of opportunities to become involved.
  - ~ Including others in all you do.
  - ~ Being friendly and caring to others.
- **SELF CONTROL** – We show *Self Control* by:
  - ~ Taking time to plan before you act or speak.
  - ~ Being aware of situations and how others might be feeling.
  - ~ Taking time to consider our actions and their impact.



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## History

St Francis Xavier's Primary School was established in 1978 under the Charism of the Presentation Sisters and is situated in the centre of Geraldton, adjacent to the St Francis Xavier Cathedral. The school is double-stream and has an enrolment of approximately 500 students from Pre Kindergarten to Year 6. From the firm foundations laid by the Presentation Sisters, the school is now totally staffed by lay teachers. The Presentation Sisters continued their involvement in the school as Principals until 1995. St Francis Xavier School has expansive, well-maintained recreational space, along with all the modern facilities needed to provide a quality education for its students. Staff share a positive relationship with all members of this community (parents, priests, students), as well as with each other.

## School Information

St Francis Xavier Primary School is a Catholic co-educational, double-stream primary school offering Catholic values and progressive curriculum for approximately 500 students, from Three Year Old Kindergarten to Year 6.

### Index of community Socio-Educational Advantage (ICSEA) (as of 2013)

School ICSEA value 1009

Average ICSEA value 1000

Distribution of Students	Bottom Quarter	Middle Quarters		Top Quarters
School Distribution	24%	34%	27%	15%
Australian Distribution	25%	25%	25%	25%

Total enrolments 498

Girls 242

Boys 256

### Workforce (as of 2014)

All teaching staff at St Francis Xavier are registered teachers according to the guidelines of the Teachers registration Board of WA.

All staff have completed the Mandatory Reporting on sexual abuse.

St Francis Xavier employed a total of 50 staff.

Workforce: Teachers – 26 Non-teaching – 24

Workforce Composition: Males – 5 Female – 45 Indigenous Staff - 1



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## Teacher Qualifications

St Francis Xavier employs 26 teaching staff. Collectively the qualifications held by teachers and the numbers who hold these qualifications are:

- Certificates – 14
- Diplomas- 19
- Bachelors- 30
- Graduate Diplomas- 2
- Masters- 1

## Student Attendance

An average of 93.6% of students attended school each day in 2013.

Year Level	Attendance Rate
K	89%
P	92.2%
1	93.3%
2	92%
3	94.5%
4	95.4%
5	94.8%
6	94.8%

## Staff Attendance

On average staff attended work 98%. Therefore, the average daily absence was 2%.

Post School Destinations (2014)

Nagle Catholic College: 62 students (98.4%)

Other (Perth): 1 student (1.6%)



# School Improvement Plan

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## ***School Improvement***

St Francis Xavier has implemented a School Improvement Plan since 2010, with an emphasis on data from our QCS Component Reviews and Insight SRC Surveys. Areas identified during reviews and analysis of data become focus areas in the following year's Improvement Plan.

## ***Religious Education:***

The focus of St Francis Xavier is to provide quality Catholic Education to all students. The school is centred on Gospel Values whereby all members treat each other with compassion, honesty, respect, inclusivity and self-control. The school community works together to nurture the whole development of the of each child and to provide pastoral care for each person. Religious education is an integral part of our school life and this is apparent in the liturgical life of the school and our commitment to 'Learning through Christ'. There is a strong relationship between the school and the parish.

## ***Curriculum:***

St Francis Xavier Primary School has a strong emphasis on catering for children's needs and talents, offering a variety of experiences and learning opportunities and well established programmes to develop the whole person. Our staff provide a stimulating program focusing on literacy, numeracy and Religious Education. Early Intervention programs are a feature of the school's education strategy, through the use of Performance Indicators in Primary School (PIPS), Observation Surveys, Reading Recovery, Levelled Literacy Intervention and the establishment of an Intervention Team within the school. Gifted and Talented education is coordinated throughout the school and supported by a qualified, experienced Gifted and Talented coordinator. St Francis Xavier School implements the Primary Connection Science program and specialist programmes in the areas of The Arts, Science, Asian Languages (LOTE), Physical Education, Library and Hymn Singing. The integration of ICT within the school and classroom is a strong component of the learning experiences within the school. St Francis Xavier is implementing the WA endorsed Australian curriculum.

## ***Early Years Learning:***

The Early Years program features a holistic, integrated approach where child-centred activities, play, open-ended investigations, explicit teaching and targeted structured activities provide a balanced curriculum. Staff are currently implementing and assessing the National Quality Standard for K-2.

## ***Aboriginal Education:***

St Francis Xavier is funded for a .5 aboriginal education Teacher Assistant. This funding had allowed the school to implement a range of initiatives that assist in improving access participation and the achievement of outcomes for Indigenous students. Personalised Learning Plans continue to be implemented and refined in the school's practices, involving teacher meetings with parents and carers in Terms 1 and 3.

## ***Disabilities***

St Francis Xavier Primary employs a Disabilities Support Coordinator within the school to assist in the full implementation of students with disabilities into the classroom. Individual Education Plans and Curriculum Adjustment Plans are developed and implemented for all students with disabilities and the identification of students with learning, social / emotional and behavioural needs is led by the School Intervention Team.



# School Improvement Plan

## Quality Catholic Schooling Component *Review Schedule 2015 - 2019*

FOCUS AREA	INTENT	OUTCOMES
<b>LEARNING</b> (Education)	<b>LEARNING</b> is what we do – We are committed to learning at every level.	<ul style="list-style-type: none"> <li>&gt; Enhance student achievement and wellbeing</li> <li>&gt; Increase student and staff engagement in their own learning and faith formation</li> </ul>
<b>ENGAGEMENT</b> (Community)	<b>ENGAGEMENT</b> is essential – We are committed to Catholic Education's mission through relationships with all.	<ul style="list-style-type: none"> <li>&gt; Enhance parental engagement in their child's learning and faith formation</li> <li>&gt; Develop our people to be leaders in Catholic Education's mission</li> </ul>
<b>ACCOUNTABILITY</b> (Stewardship)	<b>ACCOUNTABILITY</b> is not optional – We have personal and collective responsibility for our system's success.	<ul style="list-style-type: none"> <li>&gt; Increase understanding of our individual and collective responsibility for Catholic Education's mission</li> <li>&gt; Ensure inclusivity, good governance and the resource allocation required to meet our mission</li> </ul>
<b>DISCIPLESHIP</b> (Catholic Identity)	<b>DISCIPLESHIP</b> is our calling – We are committed to deepening our relationship with Jesus.	<ul style="list-style-type: none"> <li>&gt; Enhance opportunities for personal faith development</li> <li>&gt; Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action</li> </ul>

COMPONENTS	2015	2016	2017	2018	2019
<b>LEARNING</b>					
An Explicit Improvement Agenda					
Analysis and Discussion of Data					
A Culture that Promotes Learning					
Targeted Use of School Resources					
An Expert Teaching Team					
Systematic Curriculum Delivery					
Differentiated teaching and Learning					
Effective Pedagogical Practices					
<b>ENGAGEMENT</b>					
Engagement with the School Community					
Wider Community Partnerships					
<b>ACCOUNTABILITY</b>					
Staff Wellbeing					
Pastoral Care of Students					
<b>DISCIPLESHIP</b>					
Systematic Evangelisation Planning					
Integrating Catholic Faith, Life & Culture					

**Note:** Items for improvement identified when a component area is reviewed will become part of the next year's Annual School Improvement Plan



# School Improvement Plan

## Strategic Direction 2015 – 2017

LEAD and System Priority Outcomes	Goals Articulate the broad parameters of the focus areas	Focus Areas Determined by the school community and identify the areas that need greatest improvement over the next 3-5 years	Success Criteria What is the desired target and how will we know it has been met?	Time	Responsibility Key roles
<p><b>LEARNING</b></p> <p>Enhance student achievement and wellbeing</p> <p>Increase student and staff engagement in their own learning and faith formation</p>	<p>Develop a culture that promotes quality teaching and learning practices that develop engaged, confident, creative and successful learners.</p>	<p><u>Australian Curriculum</u> All teachers will fully implement and report in all learning areas based on WA endorsement timeline.</p>	<ul style="list-style-type: none"> <li>Teachers will be planning, programming and reporting based on AC</li> <li>Will be assessed as part of the appraisal process</li> </ul>	<p>2014 and ongoing</p>	<p>PLC meetings Teaching staff Leadership Team</p>
		<p><u>ICT</u> All class teachers to embed AC general capability of ICT across the curriculum.</p>	<ul style="list-style-type: none"> <li>Use of ICT will be embedded in planning documents, lessons and work samples</li> <li>Class visits and appraisal process</li> </ul>	<p>2015</p>	<p>Cluster meetings Teaching staff Leadership Team CEO consultants</p>
		<p><u>Hattie's Visible Learning</u> Embed a professional learning culture that enhances quality teaching pedagogies through the use of Hattie's Visible Learning.</p>	<ul style="list-style-type: none"> <li>Teachers will have embedded quality pedagogies, reviewing current practice and identifying areas of improvement</li> <li>Feedback from data, students and appraisal process</li> </ul>	<p>2014 and ongoing</p>	<p>PLC meetings Teaching staff Leadership Team Professional Development</p>
		<p><u>Director of Teaching &amp; Learning</u> Implement a leadership role that will drive development in quality teaching and academic achievement.</p>	<ul style="list-style-type: none"> <li>Director of Teaching &amp; Learning embedded as a leadership role as part of the school's practices</li> </ul>	<p>2015</p>	<p>Leadership Team</p>
		<p><u>Director of Student Wellbeing</u> Implement a leadership role that will oversee the pastoral care and social development of all students.</p>	<ul style="list-style-type: none"> <li>Director of Student Wellbeing embedded as a leadership role as part of the school's practices</li> </ul>	<p>2015</p>	<p>Leadership Team</p>



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System Outcomes	Goals	Focus Areas	Success Criteria	Time	Responsibility
<p><b>ENGAGEMENT</b></p> <p>Enhance parental engagement in their child's learning and faith formation.</p> <p>Develop our people to be leaders in Catholic Education's mission</p>	<p>Build strong collegial relationships between parents, staff, students and the wider community to enhance educational outcomes.</p>	<p><u>Relationship Building</u> Develop and implement a set of non-negotiable procedures that will enhance staff relationships with other staff, parents and students.</p>	<ul style="list-style-type: none"> <li>• A culture of strong community relationships where all members are working together, communicating and involved in improving academic achievement</li> <li>• QCS data, parent and student feedback</li> </ul>	2015	Whole school community Professional Development School Improvement meetings
		<p><u>Out of School Care</u> Implement before and after school care.</p>	<ul style="list-style-type: none"> <li>• Before and after school care investigation into providing this service to the school community</li> </ul>	2016	Principal
System Outcomes	Goals	Focus Areas	Success Criteria	Time	Responsibility
<p><b>ACCOUNTABILITY</b></p> <p>Increase understanding of our individual and collective responsibility for Catholic Education's mission.</p> <p>Ensure inclusivity, good governance and the resource allocation required to meet our mission.</p>	<p>Implement quality standards, resources and review procedures that lead to maintaining a high level of education.</p>	<p><u>National Quality Standard</u> Early Childhood Education will implement practices and review procedures to meet the National Quality Standard.</p>	<ul style="list-style-type: none"> <li>• ECE centre meet National Quality Standard</li> <li>• NQS assessments</li> <li>• Quality Improvement Plan established</li> </ul>	2014 and ongoing	ECE staff Leadership Team Cluster meetings
		<p><u>Work Demands</u> Review and implement priorities and practices to limit the demands on staff and allow them to focus on the teaching and learning process.</p>	<ul style="list-style-type: none"> <li>• Staff have time to apply themselves to the teaching &amp; learning process, and improving the academic results of students</li> <li>• QCS data and staff feedback from appraisals</li> </ul>	2014 and ongoing	All staff School improvement
		<p><u>Role Clarity</u> Implement and review an appraisal process for teaching staff based on the AITSL standards and for non-teaching staff that clarifies their role.</p>	<ul style="list-style-type: none"> <li>• Effective appraisal process that ensures that staff are meeting role expectations and teaching staff are developing according to AITSL standards</li> <li>• Teachers Appraisal documentation, TRBWA documentation, AITSL standards</li> <li>• Non-Teaching staff appraisal documentation and goal setting</li> </ul>	2014 and ongoing	Leadership Team All staff



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System Outcomes	Goals	Focus Areas	Success Criteria	Time	Responsibility
<p><b>DISCIPLESHIP</b></p> <p>Enhance opportunities for personal faith development</p> <p>Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action.</p>	<p>Articulate and implement the Church's mission of Evangelisation and nurture a community of faith based on living Gospel Values.</p>	<p><u>School Vision</u></p> <p>Develop, implement and communicate a new vision statement that reflects the schools current education role in today's society.</p>	<ul style="list-style-type: none"> <li>• A new vision statement developed, communicated to the school community and the basis of future school improvement.</li> <li>• School documentation and signage around the school.</li> </ul>	2015	<p>Whole school community</p> <p>Professional development</p> <p>School improvement</p>
		<p><u>New Evangelisation</u></p> <p>Develop staff's knowledge of their role and the role of the school in the overall mission of the Catholic Church.</p>	<ul style="list-style-type: none"> <li>• Staff implementing evangelisation practices in their role within the school.</li> <li>• QCS data, increase in Mass participation and implementation of school vision</li> </ul>	2015	<p>All staff</p> <p>Staff retreat / faith formation</p>

