

# STRATEGIC PLAN

CATHOLIC SCHOOLS 2013-2015

The graphic design features a solid black background. In the upper right quadrant, there is a white semi-circle. In the lower left quadrant, there is a white shape that resembles a quarter of a circle or a sector of a circle, with its vertex pointing towards the center of the page. The overall composition is minimalist and geometric.

# Nature and Purpose of the Catholic School in the Diocese of Maitland-Newcastle

Inspired by the message and example of

# Catholic Identity

## Key Area 1

### **1.1 Dynamic and harmonious relationships among Catholic schools, parishes and pastoral regions**

We Will

- 1.1.1 Promote a sense of invitation, welcome and inclusivity between school and parish
- 1.1.2 Identify and support opportunities for developing ongoing partnerships between parishes and schools
- 1.1.3 Respond to recommendations in relation to the Parish/Family Liaison trial in building community links between home, school and parish

### **1.2 High quality delivery of a contemporary and relevant Religion Curriculum (K-12)**

We Will

- 1.2.1 Select and develop teachers of religion who are committed, informed and qualified
- 1.2.2 Implement the revised K-12 curriculum framework, supported by appropriate resources and professional development
- 1.2.3 Implement the recommendations of the review into the teaching of Religion in secondary schools

### **1.3 Authentic and informed Eucharistic communities in our Catholic schools**

We Will

- 1.3.1 Promote student access to Eucharistic celebrations in school, parish and regional settings

- 1.3.2 Provide opportunities for PD in the delivery of appropriate, creative and meaningful liturgical experiences
- 1.3.3 Support and resource active and meaningful daily prayer in schools

### **1.4 Commitment to the nature and purpose of Catholic schools**

We Will

- 1.4.1 Collaboratively develop a clear statement of staff commitment to teaching in a Catholic context
- 1.4.2 Ensure Catholic perspectives are embedded across the curriculum
- 1.4.3 Ensure social justice awareness and charitable works programs reflective of Catholic social teaching are in place in schools

### **1.5 Cohesive and integrated approach to staff spiritual and theological formation**

We Will

- 1.5.1 Form and support school and CSO staff in their faith development and spiritual growth; inviting them into a personal encounter with the person of Jesus Christ
- 1.5.2 Develop and implement a program of retreat and formation experiences for staff
- 1.5.3 Support teacher engagement in opportunities for model and witness such as pilgrimages, conferences and World Youth Day



# Leadership

## Key Area 3

### **3.1 A Catholic Schools Office that is focused on effectiveness, performance and improvement**

We Will

3.1.1 Enable a review of CSO operations including functions, structures, roles and service provision

3.1.2 Continue to develop enhanced and consistent communication systems within CSO

3.1.3 Renew and review (a)-30(n)-0(c)-30(t)-30(j)-30(o)-3BCSfocnced and cons0()-30(e)-302kSNa01.07 Td(3)-30(m(t)-30()-30(c)-3EC 0.818 0 -56-30(t)-30((c)-30(o)-30(n)-30 c.top.d.trtr@st trce s

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# Community & Partnerships

## Key Area 4

### **4.1 Partnerships that provide for consultation and engagement with parents and families**

We Will

- 4.1.1 Explore opportunities for increased engagement with parents in the life of the school
- 4.1.2 Optimise opportunities for communication and dialogue with parents on educational matters

### **4.2 Effective engagement and alliances with church, community and professional organisations and sectors**

We Will

- 4.2.1 Strengthen system relationship with University of Newcastle, Australian Catholic University and other regional universities
- 4.2.2 Promote meetings with Local, State and Commonwealth Government members
- 4.2.3 Engage with aboriginal communities locally and through immersion experiences with Catholic mission

- 4.2.4 Engage in planning and deliberations at diocesan and state level about shared services

### **4.3 Increased options for student learning through partnering with business and the wider community**

We Will

- 4.3.1 Review sponsorship arrangements and develop policy to encourage appropriate sponsorship and increased commercial arrangements
- 4.3.2 Explore expanded opportunities to engage with industry programs

### **4.4 An enhanced sense of community and belonging for CSO and school staff**

We Will

- 4.4.1 Prioritise opportunities to develop and form staff in their faith life
- 4.4.2 Explore and deepen our understanding of our identity as CSO staff
- 4.4.3 Provide regular opportunities for social and collegial interaction for CSO staff

# Strategic Resourcing

## Key Area 5

### **5.1 High quality staff to deliver identified strategic priorities**

We Will

- 5.1.1 Identify and prioritise key areas for targeted intervention in response to emerging system and government agendas

- 5.1.2 Allocate appropriate resources to respond to key areas

### **5.2 A contemporary and integrated approach to risk management and compliance**

We Will

- 5.2.1 Prioritise an integrated plan for risk management and compliance
- 5.2.2 Develop and implement a school and CSO WHS system
- 5.2.3 Fully develop and implement Business Continuity (BCP) and Disaster Recover (DRP) plans for ICT and information systems

### **5.3 Contemporary and consistent approach to strategic recruitment, performance review and management of human resources**

We Will

- 5.3.1 Implement a contemporary and integrated human resources management system
- 5.3.2 Improve efficiency and effectiveness by refining human resource practices and procedures
- 5.3.3 Explore, develop and implement contemporary and consistent approaches to performance appraisal for school and CSO staff

### **5.4 Planning for growth and organisation of schools**

We Will

- 5.4.1 Develop a strategic roadmap for the growth and development of schools that addresses enrolment demand, appropriate school structures, access and participation for all students

