Broad Strategic Goal
P1- The Religious and Evangelising Mission of School: That St Joseph's School will provide an experience of an authentic Catholic Christian community working towards Christ's mission in our world.

Achievements for 2010:
- Whole staff prayer occurred each Monday morning at 8.10am with all staff invited to participate.
- A spirituality day with John Brady was held prior to school commencing titled, 'Bloom Where You Are Planted.'
- Students in Year 4-7 celebrated the Sacrament of Penance each term.
- Year 7 students participated in a retreat day, reflecting on their primary schooling and their transition into high school.
- Staff attended workshop focusing on faith formation according to their Professional Learning Plan priorities, including attendance at the 'Pray 2010' conference.
- Annual development of Class Covenants.
- Individual staff participated in professional development opportunities as determined by their Individual Learning Plan goals.
- The whole school community supported - the annual St Vincent de Paul drives during both Lent and Advent; Caritas' Project Compassion; and the continued sponsorship of a child in Haiti.
- The school community responded with compassion and financial assistance when disasters occurred.
- An annual budget allocation was used in ensuring appropriate resources were purchased.
- The school's choir visited local nursing homes to entertain the residents.
- Weekly meetings between the Parish Priest and Principal were held.
- Our local Catholic highschool students were welcomed into our classrooms as part of their community service outreach program.
- There was regular focus on the school's Catholic identity and mission within the weekly newsletter.
Broad Strategic Goal

P2- Student Learning Outcomes: That St Joseph's School will be a Community of Life Long Learners that provides the optimum environment for high quality teaching and learning.

We intend to:

- Continue to use and develop student data to inform teaching and learning.
- Focus on the differentiation of curriculum emphasising inclusive practice, assessment and reporting.
- Emphasis on pedagogical practices that actively engage students in their learning particularly in English.
- Continue to develop a whole school approach to programming and curriculum implementation in preparation for the introduction of the Australian curriculum.

Achievements for 2010:

In Outcome Level groupings, teachers planned programs according to students’ learning needs.

Annual standardised testing of all students was completed in late Term 4 which informed directions for 2011.

Student Folios were again compiled for each student, a record which tracked learning and achievement throughout the year.

Extensive tracking of literacy learning continued to occur throughout the year, closely monitored at Level meetings, informing planning.

NAPLAN results were considered as a 'snapshot' of student achievement.

NAPLAN results of 2008 & 2010 (same cohort of students) were compared and analysed in order to identify areas of strength and need in teaching and learning.

There was continued use of the confidential student files containing school, medical and allied health reports in case managing students.

Planning release occurred each term to enable Year level teachers to work with the CST and ST:IE's to program differentiated activities for students.

Professional Learning Teams (P-3 & Y4-7) shared 'best practice' strategies for engaging students in learning at designated cyclical staff meetings.

Use of an inquiry approach in teaching/learning was a focus in second semester.

A coaching methodology was used in upskilling teachers in the use of the instructional strategy of Guided Reading.
Regular reading and discussion of relevant research findings occurred at both a Leadership Team and staff level, aimed at ‘moving and improving’ our students' learning levels.

Regular planning meetings with appropriate support staff occurred including release for Level planning each term.

Students with higher ability in specific learning areas were accelerated for extension in those areas.

The Principal viewed all class and specialist teaching and learning programs each term.
**Broad Strategic Goal**

P3- Student Support: St Joseph's School strives to be an inclusive community, supporting the needs of all students.

**We intend to:**

Develop whole of school response to student protection, personal and social development, and behaviour support requirements.

Strengthen our capacity to provide for the diverse needs of all students.

**Achievements for 2010:**

The 'Feeling Safe' strategy was reviewed throughout the school during Child Protection Week.

The 'You Can Do It!' program was taught in Prep to Year 2 with a differing emphasis in each Year level.

The Student Protection refresher workshop was held by the Guidance Counsellor for staff.

Before/after school procedures and morning tea/lunch time practices and procedures were focused on to ensure all students, parents & staff - had consistent behavioural expectations.

Ongoing weekly Student Support Team meetings of Principal, ST:IE's, Guidance Counsellor and SCIPS facilitator were held.

New staff members were inserviced in BCE's Student Protection guidelines and expectations by the Guidance Counsellor.

A database was continued, recording all behavioural incidents that required administration intervention.

The 'Fun FRIENDS' program was facilitated in Year 5 as part of their Connected Curriculum unit in Term 2.

The school participated in the 'Supporting Children in Primary Schools' program, sponsored by the Sunny Kids organisation.

Professional development workshops were attended on a needs-be basis by a variety of staff.
Broad Strategic Goal

P4- Staff Support: That St Joseph's School strives to be a professional learning community where members enhance their knowledge and skills enabling personal and community growth.

We intend to:

- Provide processes that enable individual performance management, induction, professional learning and review of staff.
- Provide professional learning opportunities for staff to collaboratively plan with strong links to the improvement of student learning outcomes.
- Develop the skills and capacities of all staff to enhance professional growth.
- Provide a safe, productive and healthy workplace environment.

Achievements for 2010:

- Participation in annual Consistency of Teacher Judgment (CTJ) processes.
- Participation in various relevant professional development workshops occurred according to goals of individual Professional Learning Plans.
- Meetings to discuss/review Professional Learning Plans were held between individual staff members and the Principal in first/fourth terms.
- Designated cyclical Staff Meetings for both teachers and school officers were held each term where staff members gave feedback on PD workshops they had attended.
- Teaching staff participated in a Coaching Strategy with Deb Tyson (Pat Edgar Consultancies) on Guided Reading.
- The ongoing training of a Workplace Health & Safety Officer continued.
- The Workplace Health & Safety Committee met regularly addressing issues of concern around the school facilities.
- A staff member participated in the WH&S Committee workshop conducted by BCE.
- There was regular monitoring and prioritisation of maintenance issues.
- The school's evacuation and lock down procedures were reviewed and practised each term.
- Teaching staff completed an 'Individual Development Plan 2010 - 2011' thus establishing their own professional goals.
- Professional goals were the focus of discussion at the bi-
annual individual meetings with the Principal.

The Principal met with each school officer to discuss relevant matters.

Induction meetings were held for all new staff.

Regular staff meetings were designated as time for Professional Learning Teams to meet and dialogue.

Non-contact release was timetabled concurrently to enable Year level teachers to plan.

Staff committees were formed to take the lead in the Internal Review process.
Broad Strategic Goal
P5- Partnerships and Relationships: St Joseph's School strives to build relationships which enable partnerships with parents, care givers and the local community.

We intend to:

- Build strong partnerships amongst staff, students, parents and parish
- Effectively partner with and engage our parent communities in school renewal and policy development
- Further develop collaborative partnerships and links with schools within the local area.
- Establish links with community organisations that further support members of the school community.

Achievements for 2010:

A formation workshop was held for potential School Board members prior to the election of the 2010 School Board.

Various Parent Information sessions were held during the school year including '5pm Forums' each term, focusing on a variety of relevant topics.

Weekly meetings of Parish Priest and Principal were held throughout the year.

Parish personnel supported the school's liturgical celebrations.

Collections were made from the school community during Lent and Advent for the local St Vincent de Paul chapter to distribute to the wider community in need.

Whole of school community celebrations occurred including breakfast on the Feast of St Joseph, school Discos, Parent Information meetings, individual parent/teacher interviews, Book Week Parade and participation in the town's ANZAC Day march.

The weekly Newsletter was made available electronically.

An Orientation Evening for new parents of Prep students 2011 was held after an informal Sunday breakfast gathering for both parents and students.

A Parent Contact group was established with a parent rep from each class coordinating pastoral responses and facilitating communication for that class. Meetings of the Parent Contact group were held each term with the Principal.

Parents were invited to contribute in the review of the different components focused on in the Internal School Review process.

The School Board consulted with the parent community on
a range of issues, as appropriate.

Parents participated in '5pm Forums' where policy and procedures of the school were the focus, eg the Behavioural Support Procedures.

St John's students continue to come to the school for work experience.

Sponsor Year 11 students from St John's College as they participate in their Service unit of work.

Various staff participated in network meetings within both the system and the local community.

Teaching staff participated in the process of Consistency of Teacher Judgment including CTJ day.
**Broad Strategic Goal**

P6- Information, Communication and Learning Technologies: St Joseph's School strives to provide information, communication and learning technologies that enhance student and staff engagement with learning and teaching, and school operations.

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**We intend to:**

- Embed information, communication and learning technologies in learning and teaching processes by improving access and the ongoing provision of hardware, software, training and support.
- Enhance the ICLT competencies of staff members.
- Develop on-line processes to more effectively communicate within our school community.
- Update the administration's technology so as to enable the implementation of BCE's new administration databases.

**Achievements for 2010:**

- The further purchase of interactive white boards for use in the Early Years enabled the embedding of the use of ICLT across the curricula.
- The purchase of software and licenses enabled a consistent approach to teaching keyboard skills across the Year levels.
- The school's IT technician inserviced staff on various ICLT issues on a needs-be basis.
- The staff common drive became a hub of professional sharing and communication and information.
- The appointment of a staff member as ICLT coordinator enabled access to BCE networking, updates of information and internal professional sharing.
Broad Strategic Goal
P7- Resourcing Catholic Schooling: That St Joseph's School's resource plan provides and equitably supports quality learning and teaching, enhancing its capacity to be good stewards of all resources.

We intend to:

 Ensure that school fee and levy policies and processes are consistent with principles of justice, equity and accessibility.

 Consult as appropriate on the allocation of resources and report transparently to appropriate authorities on their use.

 To design and upgrade / construct facilities according to a Master Plan.

 Promote and encourage environmental sustainability in policies and practices.

Achievements for 2010:

 The Annual Report was distributed to the school community.

 Staff were consulted about budget priorities with funds allocated accordingly.

 The School Board reviewed the school's income/expenditure reports on a monthly basis.

 The School Board reviewed the student fee and levy structure taking into account the impact of school fee concessions and bad debts in accordance with BCE recommendations.

 Stage 2 of the Master Plan was constructed with BER funding including a new hall, tuckshop, music room, library and two classrooms.
Broad Strategic Goal

P8- Renewal and Quality Assurance: St Joseph’s School strives to implement renewal and quality assurance processes that are transparent and informed by appropriate authorities, promoting its Vision and Mission.

We intend to:

- Effectively implement school renewal, internal review and compliance processes.
- Implement strategic, qualitative and quantitative processes for monitoring, developing and reporting on Religious Education and the curricula.

Achievements for 2010:

- All designated components for 2010 of the Internal School Review were validated by the Area Supervisor.
- The annual compliance audit was completed.
- The annual financial audit was successfully completed with all recommendations implemented.
- The 2010 'Action Plan' was published and distributed to the school community.
- The 2009 School Report was published on the school’s website in June 2010 documenting the achievements against the goals of 2009.
- The annual WH&S Planning & Compliance Report was completed.
- All censuses were successfully completed by their due dates.