



2022 - 2025 Strategic Plan





Introduction

In 2021 Sacred Heart Primary School embarked on a journey of reflection, consultation and planning to design a strategic direction for the school.

We engaged in a comprehensive process to reflect on the current state of the school and to discern together the priorities and vision that will drive our next strategic plan. Staff, administrators, parents and students participated in an interactive series of forums, interviews, and surveys. The process provided an assessment of the strengths of the school, the positive culture and quality education that Sacred Heart provides for our students and community. It also revealed challenges as well. The Sacred Heart Strategic Plan has been shaped by the School Advisory Council, parents, staff and students in collaboration with the wider school community. Importantly, the strategic direction is led by the inspirational vision, values and focused by our purpose statement.

The Sacred Heart Primary School has four overarching strategic intentions cemented at the core by our Catholic Identity. The four overarching intentions are: Learning and Teaching, Wellbeing, Community Engagement and Partnerships and Sustainability, each accompanied by a set of strategic priorities which will set the direction for the school over the coming years.

An Inspired Vision

Sacred Heart Primary School is a welcoming, faith filled community grounded in the Mercy Values and Catholic Social Teaching.

We strive for the pursuit of excellence whilst nurturing the whole child, embracing diversity, and celebrating each individual's uniqueness and strengths. We empower our students to be lifelong learners with a focus on critical and creative thinking, curiosity, and positivity. Students will become reflective and responsible contributors to an ever-changing global society.

Our Purpose

In living our vision, through our purpose we will:

- Foster meaningful and authentic relationships with students, teachers, parents and the wider community.
- Provide a safe and supportive learning environment where our learners are empowered to think critically every day.
- Commit to continuously improving wellbeing, and learning and teaching through reflective practice and challenging the status quo.



Our Values Walk Within Our Walls

Our culture is determined by our dedication and care for our students and our school community. Our culture promotes the strong sense of connection to our students, and colleagues, and fosters meaningful collaboration between students, teachers, parents and the wider school community. This culture is underpinned by the core organisational values of:



COMMITMENT

Being dedicated in our responsibilities both professional and personally.



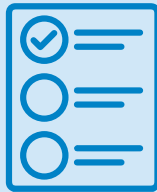
EXCELLENCE

We strive for excellence by aiming to grow personally and professionally through reflection and feedback.



JOY

We bring joy to our learners; to our colleagues and to our community.



ACCOUNTABILITY

We are accountable for nurturing student growth and forming authentic relationships with students and colleagues.



RESPECT

We respect our students, colleagues, parents and our community, by being inclusive, honest and fair.



TEAMWORK

We support each other through collaboration, positive communication and a unified approach to learning and teaching.

Strategic Intention 1:
**Learning
& Teaching**

Strategic Intention 3:
**Community
Engagement &
Partnerships**

**Strategic
Core:**
**Our Catholic
Identity**

Strategic Intention 2:
Wellbeing

Strategic Intention 4:
Sustainability

INSPIRED BY – JOHN 10:10

"I have come that you may have life,
and have it abundantly"

Strategic Core: Our Catholic Identity

Expressed through its Mercy Values, Sacred Heart Primary School recognises and values the sacredness, dignity, and diversity of each individual and promotes the fundamental belief that every person can and should flourish, grow and develop holistically. Our school vision is grounded in Catholic Social Teaching and in providing the opportunity for our community to participate in Catholic sacraments and rituals. Sacred Heart Primary School fosters interreligious understanding to explore the meaning of faith and nurture faith development and the Catholic reach of the school.

We seek excellence informed by a tradition that couples' freedom of inquiry with humility. We holistically educate mind, body, and spirit to promote the wellbeing of individuals so that students, families and staff may flourish.

Our strategic intentions for our Catholic Identity are:

- To revitalise our worship program to ensure that we walk with our students and staff to nurture every individual's spiritual journey
- Further develop opportunities for student and staff involvement in liturgies – leadership, sacraments and rituals
- Promote and explore opportunities to collaborate with our Parish and in becoming a beacon for contemporary Catholic faith in our community

Strategic Intention 1: Learning & Teaching

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| <p>1.1 Establish a clear and explicit Foundation to Year 6 Whole of School Approach to Learning and Teaching factoring in our vision and supporting the inspired traits for graduates to provide internal consistency and promote high standards of learning and teaching.</p> <p>1.2 Establish an organisational culture that values and supports an individualised professional development program for staff that is clearly aligned with the whole of school approach to learning.</p> <p>1.3 Explore and embed evidence-based practices and contemporary best practice that achieve improved educational outcomes. Enhance student growth and attainment through prioritised and purposeful learning via offering of a range of learning experiences that are relational, relevant, rigorous and reflective.</p> | <p>1.4 Develop systems and processes for the collection and analysis of relevant data to evaluate effectiveness and shape improvement.</p> <p>1.5 Foster data driven practices – ensure effective strategies and processes for data analysis from both internal and external measures and reflection are used for responsive curriculum delivery and teaching practices that directly relate to improved student outcomes.</p> <p>1.6 Review and improve the transparency and clarity of the reporting and assessment process with staff, students, parents and the wider school community to enhance mutual understanding of measures of success for every individual, support capabilities to design and implement priorities for improvement.</p> |
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Strategic Intention 2:

Wellbeing



- 2.1 Explore, develop and implement **a wellbeing framework** across the school through identifying the needs of the school as a whole community and acknowledgement of the strong correlation between student and staff safety, student and staff wellbeing, and learning and quality teaching.
- 2.2 Cultivate a culture of **resilience** within our school through developing the capacity of our students and staff to withstand and adapt to challenges, deal with change, proactively manage negativity, promote positivity and bounce back from adversity.
- 2.3 Revitalise systems and facilities that support wellbeing through providing effective and efficient pastoral care and wellbeing programs, policies and structures.
- 2.4 Strengthen and build relationships and **partnerships** and/or alliances with external health and wellbeing service providers within our community and region.
- 2.5 Foster and enhance **relationships with our staff and students** through the implementation and embedding of our organizational values to ensure that each individual is affirmed in their dignity and worth as a person, and our high expectations of both students and staff are strengthened.
- 2.6 Evaluate current internal structures to promote clear expectations and roles for leadership and leadership opportunities with clear and consistent direction via internal and external communication for staff across the school, in formal positions or project style work.

Strategic Intention 3:

Community Engagement & Partnerships

- 3.1 **Rebuild parent and family engagement** with the school through actively fostering strong relationships with students, families and staff and a collaborative and **innovative** approach to reinvigorating parent and **family commitment** and involvement.
- 3.2 Improve home- to- school relationship and communication to encourage effective and appropriate **parental and family engagement in student learning** and to ensure that this relationship is open, transparent and effective, with prompt handling of concerns and increased opportunities for parents to be an active part of their children's learning journey.
- 3.3 Promote avenues and practices for effective and regular communication and feedback to exist across all aspects of the school and between all stakeholders to foster a vibrant and engaged school community.
- 3.4 Develop and implement **a whole of school communication strategy** informed by data and consultation with staff and the wider school community.
- 3.5 Strengthen mutually rewarding educational community engagement and **beneficial partnerships** with external associates and stakeholders in the community and across the region.
- 3.6 Create a school environment that fosters practices that promote **collaboration, inclusion and connection.**





Strategic Intention 4: Sustainability

- 4.1 Demonstrate responsible **financial stewardship** and effective use of resources that is committed to affordability and long-term viability through careful risk consideration and diligent exploration of opportunities.
- 4.2 Demonstrate adherence and responsiveness to **governance** structures and financial management that promote fiscal sustainability that allows for the changing needs and expectations of students and staff alignment of governance values, policies and practices.
- 4.3 Develop appropriate staffing structures within budget parameters that align with the school vision and learning and teaching approaches.
- 4.4 Produce annual budgets which facilitate the appropriate levels of repayment of capital commitments accordingly.
- 4.5 Encourage sustainable practices that are **environmentally**, financially and socially responsible.
- 4.6 Launch and complete a comprehensive and innovative **fundraising** campaign that prioritises funding opportunities.
- 4.7 Review and develop an ICT strategy that enhances digital learning and assessment and proactively builds the adaptive capacity of the school in preparation for disruption and enhances collaborative connection.



Our graduates will:

Sacred Heart Primary School is deeply committed to nurturing the whole child, emboldening them to reach their own personal best, empowering them to become life-long learners, while celebrating their uniqueness and strengths.

- **Be Bravely Creative** – to think innovatively, intentionally and by design and to have the ability to be reflective and expressive.
- **Think Critically** – through proactive problem solving, higher order thinking and learning from inquiry.
- **Collaborate Intuitively** – with high levels of emotional intelligence, operating as skilled communicators, prepared to navigate their journey with empathy and social accountability.
- **Be Globally Minded** – think independently, and are engaged in what matters and who understand social injustices and international influences.
- **Be Connected** – connected to one's self, others, our Mercy Values and our community.
- **Be Academically Inspired** – to be lifelong learners, embracing the opportunity to learn whenever it is presented both in education and in life.
- **Have True Resilience** – show grit, agility and a positive attitude to change, and its impact. To recover forward, along with the ability to rise to any challenges when the need arises.
- **Be Culturally Sensitive** – to embrace differences, build respectful relationships and be advocates for social acceptance in the Mercy tradition.



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