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St John's Catholic College – DRAFT Strategic Plan: 2019 – 2022 (as at 6/12/18)

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Themes:

2019: "Love your neighbour as yourself" Mark 12:31

2020:

2021:

2022:

Key Area	CENT Goal	Key Strategies	SAIP Completion Year	SLT Accountability
Leadership	<ul style="list-style-type: none"> Leadership Goal 1: Build support mechanisms and foster a robust culture which provide opportunities to build professional capacity. 	Leadership Strategy 1: The College will have re-established the College Advisory Board providing a good governance function for the College Community in line with CENT documentation.	2020 Priority Level 1	Principal
	<ul style="list-style-type: none"> Leadership Goal 2: Support a professional growth and development culture which is nurturing of all. Leadership Goal 3: Implement systemic, collaborative and informed decision making processes in school and system leadership for students, teachers, parents and priests. 	Leadership Strategy 2: The College will implement a professional learning program, as prioritised through CENT SIP funding, building capacity in the key areas of: <ul style="list-style-type: none"> - Leadership: identified program: ACU Masters of Educational Leadership as supported through the CENT Study Incentive Program. - Religious Education / Theology: identified programs: BBI & ACU Masters of Theology and Graduate Certificate of Religious Education as supported through the CENT Study Incentive Program. - Inclusion Support / Special Needs: identified program: Online Training as supported by CENT Inclusion Support: 	2022 Priority Level 2	Strategic Leadership Team

		<p>https://aus.oltinternational.net/information/northern-territory</p> <ul style="list-style-type: none"> - Residential Care: identified program: CHC42015 Certificate IV in Community Services – Student Residential Care. - English as an Additional Language or Dialect: identified program: University of Toronto 120 hour online TEFL course. - Vocational Education: identified program: Certificate IV in Training and Assessment TAE40116. - Pedagogy: identified program: two professional learning sessions per year (totalling 8 days 2019 - 2022) focussed on Marzano’s Art and Science of Teaching. 		
		<p>Leadership Strategy 3: Review and renew College policies and procedures on a cyclical basis leading to an enhancement in organisational culture and compliance. 2018: Pastoral Care and Wellbeing policy, Teaching and Learning Operations Manual: Practices and Processes 2019: 2020: 2021: 2022:</p>	2022 Priority Level 1	Strategic Leadership Team
		<p>Leadership Strategy 4: Over the period 2019 – 2022 support the Student Representative Committee to provide leadership to the College Community to develop and implement a Solidarity program supporting the OLSH Sisters’ International Mission at Comboni School, Mapuordit, South Sudan. 2018: \$2326 2019: \$ 2020: \$ 2021: \$ 2022: \$</p>	2022 Priority Level 3	Assistant Principal: Religious Education
Catholic Identity	<ul style="list-style-type: none"> • Catholic Identity Goal 1: Proactively address the challenges of evangelisation in our diverse schools in an increasingly secular society. 	<p>Catholic Identity Strategy 1: Over the period 2019 – 2022, to enhance the College’s Catholic Identity; and MSC & OLSH charism through:</p>	2022 Priority Level 2	Assistant Principal: Religious Education

	<ul style="list-style-type: none"> Catholic Identity Goal 2: Promote contemporary, engaging and relevant learning for all in the beliefs, knowledge, traditions, rituals and values of the Catholic faith. Catholic Identity Goal 3: Provide intentional, ongoing and reflective opportunities for spiritual development. 	<ul style="list-style-type: none"> Further installation of signs and symbols across the Chevalier and Hartzler campuses. Providing staff with Faith Formation opportunities to participate in the Douglas Park Retreat program. Strengthening the College's relationship with the MSC Priests and OLSH Sisters through invitations to significant College events and celebrations. Installation of a Prayer Space into core classrooms 7 – 10. 		
		Catholic Identity Strategy 2: Over the period 2019 – 2022 actively support staff participation in Faith Formation and Religious Education / Theology professional learning opportunities offered through CENT. To be measured by tracking Accreditation A, B, C & D levels.	2022 Priority Level 1	Assistant Principal: Religious Education
		Catholic Identity Strategy 3: By the end of 2021, to have implemented a Faith in Action – Social Justice Outreach program.	2021 Priority Level 3	Assistant Principal: Religious Education
Teaching and Learning	<ul style="list-style-type: none"> Teaching and Learning Goal 1: Be innovative and responsive in exploring emerging school, diocesan and system priorities. Teaching and Learning Goal 2: Ensure embedded practices that promote, support and facilitate successful outcomes for all. Teaching and Learning Goal 3: Work collaboratively to nurture the development of the whole person, mindful of school and community diversity. 	Teaching and Learning Strategy 1: By the end of 2019, to have repositioned the Intensive English Unit to cater for both International Students and New Arrival students from non-English speaking backgrounds.	2019 Priority Level 3	Principal
		Teaching and Learning Strategy 2: By the end of 2020, the College will have implemented the ACER Student Perception of Teaching Questionnaire on an annual basis (Semester 2) to support informed quality teaching and learning.	2020 Priority Level 2	Assistant Principal: Teaching and Learning
		Teaching and Learning Strategy 3: Review and renew the reporting process to facilitate the efficient communication of achievement and progress to parents and guardians in accordance to CENT Circular 2018/30.	2019 Priority Level 1	Assistant Principal: Teaching and Learning
		Teaching and Learning Strategy 4: Over the period 2019 – 2022, review and renew College scheduling structures and processes to provide the environment to strive for excellence and ensure the holistic development of each student. Based on the principles of: <ul style="list-style-type: none"> Living our Catholic Identity 	2022 Priority Level 2	Assistant Principal: Administration

		<ul style="list-style-type: none"> - Limiting and effectively managing interruptions to scheduled class time - Providing opportunity for depth of learning - Engaging students and parents/guardians <p>Identified areas include:</p> <ul style="list-style-type: none"> - Timetable - Calendar - Camps, Retreat and Excursions - Co-Curricular Program 		
		<p>Teaching and Learning Strategy 5: Over the period 2019 – 2022, respond to emerging enrolment trends, curriculum developments and technological developments to provide a suite of subject offerings and a range of delivery modes in line with our School Wide Pedagogy (SWP) that engages and inspires student achievement.</p> <p>2018: Mandarin 2019: Digital Technologies 2020: 2021: 2022:</p>	2022 Priority Level 3	Assistant Principal: Teaching and Learning
Pastoral Care and Wellbeing	<ul style="list-style-type: none"> • Pastoral Care and Wellbeing Goal 1: Develop a Student Wellbeing for Learning Framework that is contemporary, forward focused and contextualised. • Pastoral Care and Wellbeing Goal 2: Build a positive culture of wellbeing that is inclusive of the needs of all members of the Catholic Education Northern Territory community. • Pastoral Care and Wellbeing Goal 3: Develop Catholic Education Northern Territory policies, processes and practices in pastoral care and wellbeing that are aligned with contemporary research and evidence. 	<p>Pastoral Care and Wellbeing Strategy 1: By the end of 2020, the College will have implemented the ACER Social-Emotional Wellbeing (SEW) Survey on an annual basis (Semester 1) to support and enhance our Pastoral Care and Wellbeing program underpinned by the Australian Student Wellbeing Framework: https://www.studentwellbeinghub.edu.au/</p>	2020 Priority Level 2	Pastoral Care and Wellbeing Coordinator
		<p>Pastoral Care and Wellbeing Strategy 2: By the end of 2020 to have implemented an electronic student management system to support Pastoral Care & Wellbeing processes.</p>	2020 Priority Level 2	Pastoral Care and Wellbeing Coordinator
		<p>Pastoral Care and Wellbeing Strategy 3: Over the period 2019 – 2022 develop and enhance the House Cup and the Catholic Secondary Colleges co-curricular program providing opportunities for participation and formation.</p>	2022 Priority Level 3	Pastoral Care and Wellbeing Coordinator
		<p>Pastoral Care and Wellbeing Strategy 4: Over the period 2019 - 2022, implement, review and renew in an ongoing best practice capacity building approach the:</p>	2022 Priority Level 1	Director of Boarding &

		<ul style="list-style-type: none"> - National Catholic Safeguarding Standards - Boarding Standard for Australian Schools and Residences - Restorative Practices Framework 		Pastoral Care and Wellbeing Coordinator
Community and Culture	<ul style="list-style-type: none"> • Community and Culture Goal 1: Build strong and inclusive Catholic communities through leadership and exemplary practice in family and community partnerships. • Community and Culture Goal 2: Engage with school communities and stakeholders to support the development of strong practices in Community and Culture. • Community and Culture Goal 3: Provide intentional, ongoing and reflective opportunities for spiritual development. 	Community and Culture Strategy 1: Over the period 2019 – 2022, engage with key local, remote and international communities to build and strengthen relationships and partnerships.	2022 Priority Level 3	Strategic Leadership Team
		Community and Culture Strategy 2: By the end of 2019 to have developed key relationships with identified organisations to facilitate, support and grow the enrolment of students from a refugee / humanitarian program background.	2019 Priority Level 3	Principal
		Community and Culture Strategy 3: By the end of 2021 to have consulted with the College Community to review and renew the College uniform to communicate and celebrate 'one' College.	2021 Priority Level 3	Principal
		Community and Culture Strategy 4: By the end of 2020 to have developed and implemented a Reconciliation Action Plan in collaboration with the Catholic Aboriginal and Islander Leadership Team and Reconciliation Australia: https://www.reconciliation.org.au/	2020 Priority Level 1	Director of Boarding & Pastoral Care and Wellbeing Coordinator
Finance, Facilities and Resources	<ul style="list-style-type: none"> • Finance, Facilities and Resources Goal 1: Implement best practice budget development, financial content and accountability procedures. • Finance, Facilities and Resources Goal 2: Develop and implement appropriately budgeted plans for capital works and the management of facilities and resources. • Finance, Facilities and Resources Goal 3: Make provision for effective access to Information and 	Finance, Facilities and Resources Strategy 1: For the period 2019 – 2022, develop and implement a marketing strategy to support and enhance the College's position in key markets: Greater Darwin, Remote Indigenous Communities and International locations. Growing student enrolments: <ul style="list-style-type: none"> - 2019: 95 (day), 80 (boarding), 60 (international) - 2020: 115 (day), 90 (boarding), 60 (international) - 2021: 140 (day), 100 maximum (boarding), 60 (international) 	2022 Priority Level 1	SLT
		Finance, Facilities and Resources Strategy 2: For the period 2019 – 2022, develop a project plan, routine maintenance schedule and pursue funding opportunities to maintain and upgrade College facilities.	2022 Priority Level 1	Business Manager

	Communications Technology that is secure and appropriate to the needs of schools.	Finance, Facilities and Resources Strategy 3: By 2021 to have developed an ICT Master Plan to facilitate the ongoing renewal of ICT infrastructure and hardware to support the delivery of 21 st Century learning.	2021 Priority Level 3	Business Manager
		Finance, Facilities and Resources Strategy 4: By the start of 2021 to have expanded the laptop program issuing students with a school laptop in Year 7 and Year 10. Funded by a restructure of the Curriculum and Resource Levy: <ul style="list-style-type: none"> - Whole School Events - Information Communication Technology - Buildings, Maintenance and Assets - Curriculum Resources 	2021 Priority Level 2	Business Manager
		Finance, Facilities and Resources Strategy 5: For the period 2019 – 2022, work with the Catholic Education Office to meet identified budgeting targets.	2022 Priority Level 1	Business Manager & Principal
		Finance, Facilities and Resources Strategy 6: Over the period 2019 – 2022 support the Student Representative Committee to provide leadership to the College Community to develop and implement a Stewardship program aligned to Laudato Si and based on the principles of: Recycle, Reduce and Reuse.	2022 Priority Level 3	Pastoral Care and Wellbeing Coordinator

Priority Level 1 – Essential for Registration, Legislative Compliance and System Accountability.

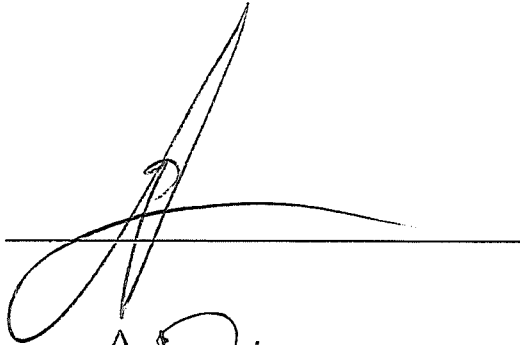
Priority Level 2 – Integral to core mission of a quality Catholic education.

Priority Level 3 – Opportunity for growth and development.

The Strategic Plan is intended to be a living document that is reviewed and renewed annually through the CENT SIRC process and endorsed through the College Advisory Board.

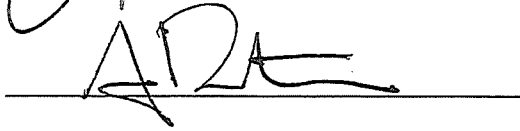
Endorsements:

Cameron Hughes Principal, St John's Catholic College



Date: 13/02/19

Anthony Burton Chair, Board Steering Committee



Date: 13 02 19

Greg O'Mullane Director, Catholic Education Office



Date: 28/2/19