

O'LOUGHLIN CATHOLIC COLLEGE

2020 TO 2024

STRATEGIC PLAN



INTRODUCTION

O'Loughlin Catholic College continues to strive to deliver an excellent Catholic education to our community. We are proud of College and believe that this Strategic Plan will enable us to develop, improve and grow as a College into future.

College Principal – Mr Rhett Bowden



Our Vision

Make us one in Christ

with hope

To nurture our potential

with faith

To serve our community

with love

To honour all people

Our Mission

At O'Loughlin Catholic College we aim to develop and nurture the Catholic tradition in our multicultural school community by:

Celebrating our Catholic identity through Sacraments and Liturgy.

Developing a welcoming school community built on respectful relationships.

Recognising, nurturing and celebrating the uniqueness of each individual.

Endeavouring to facilitate each child's journey towards their potential through quality learning and teaching practices.

Developing student leadership qualities by encouraging good citizenship.

Encouraging awareness, understanding and an active engagement with issues of social justice.

Relying on Jesus as mentor, teacher and guide.

O'Loughlin Catholic College will be a welcoming and supportive Catholic community that provides a 21st century education and supports the development of the whole person. Over the next four years the College will focus on achieving the following goals.

TEACHER

- TG1: To increase and/or maintain staff retention and support staff in seeking professional development
- TG2: Promote and foster a positive work environment
- TG3: Promote, develop and support an active learning community for all staff

STUDENT

- SG1: To continue to support students' Pastoral Care and Wellbeing with a focus on resilience
- SG2: To foster a culture of excellence in all areas of student development
- SG3: To develop and establish clear learning and educational pathways for students

COMMUNITY

- CG1: To increase Parent/Guardian engagement, with an emphasis on developing a closer connection to the classroom
- CG2: To highlight and celebrate the cultural diversity of the Community
- CG3: To enhance the Catholic Identity of the College, via building connection with the dioceses of Darwin and the Global Catholic Church

CATHOLIC EDUCATION NORTHERN TERRITORY

STRATEGIC GOALS 2018 - 2022

Leadership

- **Leadership Goal 1 (LG1):**
Build support mechanisms and foster a robust culture which provide opportunities to build professional capacity.
- **Leadership Goal 2 (LG2):**
Support a professional growth and development culture which is nurturing of all.
- **Leadership Goal 3 (LG3):**
Implement systemic, collaborative and informed decision making processes in school and system leadership for students, teachers, parents and priests.

Finance, Facilities and Resource

- **Finance, Facilities and Resources Goal 1 (FG1):** Implement best practice budget development, financial content and accountability procedures.
- **Finance, Facilities and Resources Goal 2 (FG2):** Develop and implement appropriately budgeted plans for capital works and the management of facilities and resources
- **Finance, Facilities and Resources Goal 3 (FG3):** Make provision for effective access to Information and Communications Technology that is secure and appropriate to the needs of schools.

Catholic Identity

- **Catholic Identity Goal 1 (CI1):**
Proactively address the challenges of evangelisation in our diverse schools in an increasingly secular society.
- **Catholic Identity Goal 2 (CI2):**
Promote contemporary, engaging and relevant learning for all in the beliefs, knowledge, traditions, rituals and values of the Catholic faith.
- **Catholic Identity Goal 3 (CI3):**
Provide intentional, ongoing and reflective opportunities for spiritual development.

Teaching and Learning

- **Teaching and Learning Goal 1 (TG1):**
Be innovative and responsive in exploring emerging school, diocesan and system priorities.
- **Teaching and Learning Goal 2 (TG2):**
Ensure embedded practices that promote, support and facilitate successful outcomes for all.
- **Teaching and Learning Goal 3 (TG3):** Work collaboratively to nurture the development of the whole person, mindful of school and community diversity.

Pastoral Care and Wellbeing

- **Pastoral Care and Wellbeing Goal 1 (PC&W1):**
Develop a Student Wellbeing for Learning Framework that is contemporary, forward focused and contextualised.
- **Pastoral Care and Wellbeing Goal 2 (PC&W2):**
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 (PC&W3):**
Develop Catholic Education Northern Territory policies, processes and practices in pastoral care and wellbeing that are aligned with contemporary research and evidence.

Community and Culture

- **Community and Culture Goal 1 (C&CG1):** Build strong and inclusive Catholic communities through leadership and exemplary practice in family and community partnerships.
- **Community and Culture Goal 2 (C&CG2):** Engage with school communities and stakeholders to support the development of strong practices in Community and Culture.
- **Community and Culture Goal 3 (C&CG3):** Provide intentional, ongoing and reflective opportunities for spiritual development that are aligned with contemporary research and evidence.

Key Area - Leadership				
CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
LG1	Leadership Strategy 1: To review current HR practices and policies to ensure best practice and legislative requirements are being met. Focus areas: <ul style="list-style-type: none"> • Employment process • Contract renewals • Staff reviews • Teacher and Staff development • CT5 to CT6 progression • Staff inductions • First year teacher mentoring 	2021	Principal and Deputy Principal	TG1 TG2
LG2	Leadership Strategy 2: Support all staff in seeking Professional Development opportunities: <ul style="list-style-type: none"> • Time frame of approval • Clear budget • Link into the AIP for the College • Focus on 21st Education • Embedding of Instructional coaching 	2024	Deputy Principal	TG3
LG1 & LG2	Leadership Strategy 3: Audit and review of Meeting structures: <ul style="list-style-type: none"> • Staff Meeting • Teaching and Learning • Pastoral Care and Wellbeing • Middle Leaders <p>Objective: To ensure staff meetings are providing opportunity for development, collaboration, growth and support.</p>	2020	Deputy Principal	TG1 TG2 TG3

KEY AREA - LEADERSHIP

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
LG3	Leadership Strategy 4: Update and review all College policies, with a focus on best practice for the Northern Territory and embed a cyclical review process.	2021	Principal and Deputy Principal	TG2 SG2
LG3	Leadership Strategy 5: Audit and review the current Leadership structure and roles. Objective: To ensure the leadership structure is able to meet the needs of the College.	2022	Principal	TG2 SG2 CG1
LG3	Leadership Strategy 6: Review of the current Timetable structure: <ul style="list-style-type: none"> • Subject offerings • Middle School • Senior School • Staff subject allocation • Staff loading • Financial implications – staff numbers Objective (questions to consider): <ul style="list-style-type: none"> • Is it providing the best educational opportunities for students? • Is it providing staff with the best opportunity to deliver excellence in their classroom? • Are staffing requirements in line with funding allocations? 	2021	Deputy Principal	TG1 TG2 SG2 SG3

KEY AREA – Finance, Facilities and Resource

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
FFRG1	FF&R Strategy 1: Audit and review current fee structure and collection practices.	2022	Principal	TG2 SG2
FFRG1	FF&R Strategy 2: Audit and review current finance practices, process and staff structure to ensure they are meeting the requirements of the College. Objective: <ul style="list-style-type: none"> To ensure Fiscal responsibility is being achieved. To ensure legislative requirements are met. To ensure best practice is being used. 	2020	Principal & Deputy Principal	TG SG CG
FFRG1	FF&R Strategy 3: To identify and seek revenue opportunities: <ul style="list-style-type: none"> Grant Applications. Fundraising opportunities. Funding applications. 	2021	Principal	TG SG CG
FFRG2	FF&R Strategy 4: Develop and create a Master building plan (to meet educational needs of the College): <ul style="list-style-type: none"> Staff space. Multipurpose building – Inclusion support/ Resource Centre. Oval. Science/STEM facilities. Front office space and meeting areas. The bus zone and pick up/drop off area. Car park. Chapel. 	2020	Principal	TG2 SG2 CG

KEY AREA – Finance, Facilities and Resource

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
FFRG2	FF&R strategy 5: Review and update the Maintenance Renewal Plan for College infrastructure. Objective: <ul style="list-style-type: none"> To ensure classroom and school space is meeting the educational needs of the College Costing of the maintenance requirements is reflected in the Budget. 	2022	Principal and Deputy Principal	TG2 SG2
FFRG2	FF&R Strategy 6: Review College Transport requirements. <ul style="list-style-type: none"> Investigate purchases of a bus fleet. Maintenance. Licensing. Storage. Objective: To ensure College transport provisions are the best approach both from a logistical and financial standpoint.	2023	Principal	TG2 SG2
FFRG3	FF&R strategy 6: Audit and update the Colleges ICT infrastructure, management and data systems. Objective: <ul style="list-style-type: none"> To ensure ICT infrastructure meets needs of the College. ICT support is given to staff and students in a timely manner. Best practices for data storage. 	2021	Deputy Principal	TG2 SG2 CG1

KEY AREA – Catholic Identity

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
CIG1	CI Strategy 1: Establish clearly defined/aesthetically pleasing/well maintained, symbols and prayer spaces and practices throughout the College grounds, buildings and within classrooms. This will include a Chapel/Prayer Room in the Master Building Plan.	2022	Assistant Principal Religious Education (APRE)	TG2 SG2 CG2 CG3
CIG1	CI Strategy 2: Develop and implement a Social Justice Group, with a focus on student engagement with the wider community. This will support the enhancing of the Catholic identity of the College.	2021	APRE	SG1 SG2 CG3
CIG1	CI Strategy 3: Embed Catholic perspectives through curriculum planning and learning.	2024	APRE & Director Of Pedagogy & Curriculum (DOP&C)	SG2 SG3
CIG1	CI Strategy 4: Actively support staff participation in Faith Formation and Religious Education / Theology professional learning opportunities offered through CENT. Includes: Staff Meeting Professional Development (Accreditation B) and that all teachers of RE have attained or commenced their Accreditation C (to teach RE in NT Catholic school) within three years of commencing at the College.	2024	APRE	TG1 TG3
CIG2	CI Strategy 5: Student Leadership team to establish a College theme each year, based upon Pope Francis WYD themes.	2020	Head of Senior School (HOSS) & APRE	TG2 SG2 CG
CIG2	CI Strategy 6: To review and reflect the need for a College Charism, to be able to further express the Catholic Identify of the College through prayers, songs, liturgies, signs, symbols and key events on the Calendar.	2024	APRE	CG2 CG3
CIG3	CI strategy 7: To establish and foster the relationship with Darwin Diocesan priests and wider Catholic Church, with the aim to enhance religious education curriculum and the day-to-day life of the College community. This could include class visits, class Masses and Reconciliation opportunities; along with involvement in regular College celebrations and social events with staff.	2022	APRE & Deputy Principal	CG2 CG3

KEY AREA – Teaching and Learning

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
T&LG1	<p>T&L Strategy 1: Establish a T&L framework that is embedded across all faculties.</p> <ul style="list-style-type: none"> • Middle School and Senior School pedagogical practices and strategies (2021). • Date Informed Practices. • Establish PLCs (2021). • Instructional Coaching (2020). • Differentiation strategy and approach (2021). • Middle School assessment framework (2020). • Middle School assessment approach – types and number of assessments (2021). • Senior School assessment framework and approach – types and number of assessments (2021). • Established the use of SEQTA for curriculum planning and documentation (2020). • Establishment of clear subjects pathways (2021). <p>Objectives:</p> <ul style="list-style-type: none"> • Continued student improvement and progression, though enhanced teaching and learning as evidenced by data (PAT, NAPLAN, Summative Assessments) • To provide support and professional development to staff to ensure best teaching practices is been used. 	2021	DOT&L & Principal	<p>TG2</p> <p>TG3</p> <p>SG2</p> <p>SG3</p>
T&LG1	<p>T&L Strategy 2: To have implemented SEQTA Learn and SEQTA Engage as the student and parent learning platform to replace Edmodo.</p>	2021	Deputy Principal & DOT&L	<p>SG2</p> <p>CG1</p>
T&LG2	<p>T&L Strategy 3: To explore and develop opportunities for students to extend their learning to help support them in achieving their potential.</p>	2022	DOT&L & Principal	<p>SG2</p> <p>SG3</p>

KEY AREA – Teaching and Learning

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
T&LG2	T&L Strategy 4: Review the current reporting structure Objective (questions to consider): <ul style="list-style-type: none"> Is it meeting the needs of the Community? Are CENT and legislative requirements been met? How is report data to support students learning? 	2022	DOT&L	SG2 SG3 CG1
T&LG3	T&L Strategy 5: Enhance and develop further opportunities for parents/guardians to engage in student learning: <ul style="list-style-type: none"> SEQTA. Communication with Teachers. Resources. Parent Information evenings. 	2023	Deputy Principal, DOT&L, Head of Middle School (HOMS) and HOSS	SG2 CG1
T&LG3	T&L Strategy 6: Establish meeting structure within each faculty that focuses on collaboration and planning based on the use of data.	2021	DOT&L & Deputy Principal	TG3 SG2
T&LG3	T&L strategy 7: Through the use of the Inclusion support team, staff will be given support and development in differentiation of assesment task and classroom room activities for students.	2022	DOP&C	TG3 SG2

KEY AREA – Pastoral Care and Wellbeing

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
PC&WG1	PC&W Strategy 1: Establish a PC&W lessons sequence for each year level, based upon data collected and best practice.	2020	HOMS & HOSS	SG1 SG2
PC&WG1	PC&W Strategy 2: Investigate the opportunity to establish a partnership with the Resilience Project, due to the need to enhance and support students' resilience based upon data collected through 2019 'Tell Them From Me' survey. Considerations about the project are: <ul style="list-style-type: none"> • Student outcomes. • Parent/Guardian engagement. • Longevity. • Costing. 	2021	HOMS & HOSS	SG2 CG1
PC&WG1	PC&W Strategy 3: Implement the 'Tell Them From Me' survey on an annual basis to support and enhance our Pastoral Care and Wellbeing program underpinned by the Australian Student Wellbeing Framework.	2023	HOMS & HOSS	SG1
PC&WG2	PC&W Strategy 4: To ensure all staff have engaged in PD that focuses upon mental health and building positive relationships.	2024	HOMS & HOSS	TG2 TG3 SG1
PC&WG2	PC&W Strategy 5: Review the current horizontal PC&W structure to ensure that it is meeting the needs of the College community.	2022	HOMS & HOSS	SG1 SG2 CG1
PC&WG2	PC&W Strategy 6: Establish space within the College and through social media that promotes and shares resources with the College Community from organisations that focus upon Wellbeing.	2021	HOMS & HOSS	SG1 CG1

KEY AREA – Pastoral Care and Wellbeing

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
PC&WG2	<p>PC&W Strategy 7: Audit/review and restructure, if required, the Student Leadership Team and Student Representative Council.</p> <p>Objective:</p> <ul style="list-style-type: none"> To ensure students are able to have an active voice and contribute to College decisions. Students have an understanding of their roles and responsibilities. Staff supporting students are given adequate time and formation to best support the students. 	2021	HOMS & HOSS	SG2
PC&WG3	<p>PC&W Strategy 8: Review and modify (if necessary) current practices used for the Responsible Thinking Practice (RTP).</p> <p>Objective:</p> <ul style="list-style-type: none"> To ensure clear process. Are current practices meeting the desired outcomes. Is the current staffing process financially viable long term. 	2020	HOMS, HOSS & Deputy Principal	TG2 SG1 SG2
PC&WG3	<p>PC&W Strategy 9: Establish opportunities and practices that ensure all students are able to experience the full life of the College .</p>	2022	HOMS, HOSS & Deputy Principal	SG1 SG2

KEY AREA – Community and Culture

CENT Goals	Key Strategies	SAIP Completion Year	Executive Accountability	OCC Goals
C&CG1 C&CG2	C&C Strategy 1: Establish and implement a Reconciliation Action Plan, in consultation with key stakeholders and the College community.	2021	Deputy Principal	CG1 CG2
C&CG1 C&CG2 C&CG3	C&C Strategy 2: Review the current O'Loughlin Day structure to ensure that students get the most out of the day and are engaging with the wider community through service, in view of the College's Catholic Identity.	2021	APRE& HOSS	CG1 CG3
C&CG1 C&CG2	C&C Strategy 3: To engage and establish relationships with other schools, both urban and remote, to foster and promote sharing of ideas, student activities and other programs.	2024	Principal	SG2 CG1 CG2
C&CG2	C&C Strategy 4: Review current communication practices to parents including: <ul style="list-style-type: none"> • Parent Teacher Interviews. • College Newsletter. • Website. • Social Media. Objective: <ul style="list-style-type: none"> • To ensure parents/guardians are engaged with the College. 	2022	Deputy Principal	CG1
C&CG2	C&C Strategy 5: Promote and develop events and College activities that celebrate and highlight the cultural diversity of the College.	2023	APRE, HOMS & HOSS	CG2
C&CG1 C&CG2 C&CG3	C&C Strategy 6: Develop and support the College Board in facilitating College Community events that engage members of the College community.	2021	Principal	CG1 CG2 CG3

O'Loughlin Catholic College

2020 to 2024

Strategic Plan

Endorsed By: O'Loughlin Catholic College Executive

Approved By: 

Rhett Bowden

College Principal



Zane Dolbel

Chair of the College Board

Approval Date: 3/12/2020

Review Dates 1/12/2021

1/12/2022

1/12/2023

1/12/2024