



## Continual Renewal Improvement Culture

We will:

- Continue to develop the leadership and teaching capabilities of all staff based on national professional standards.
- Embed goal setting, review processes for all staff and support continued professional growth through coaching and mentoring and provision of relevant focused professional development.
- Introduce goal setting and review processes for school leaders to develop leadership capabilities of our final year students.
- Continue to promote partnerships with community organization's and health services to promote student wellbeing and achievement.
- Collaborate with students, staff and parents through review and planning processes to continue to enhance the school's profile in the community as a place of learning.

## Sustainable Resourcing and Stewardship Maximizing Outcomes

*Resources, facilities and the Learning Environment*

We will

- Collaboratively develop a Master Plan that promotes the provision and upgrading of learning spaces, buildings and equipment.
- Review and refine the ICT and Technology and eLearning Plan to incorporate online learning and collaboration platforms for student learning in the 21<sup>st</sup> Century.

*Staff development and wellbeing*

We will:

- Support staff wellbeing strategies including the Wellbeing Champion, Employee Assistance Program and Mental Health First Aid.
- Review the induction and orientation programs for new staff to include Cultural Awareness, and local Indigenous and non-Indigenous history.
- Continue the implementation of staff goal setting processes and provision of professional development to support quality teaching practices.

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**Diocese of Toowoomba  
Catholic Schools**



# ST FINBARR'S SCHOOL

Living in PEACE | Guided by TRUTH | Growing in WISDOM

## STRATEGIC PLAN 2021-2024





## OUR VISION

*Living in Peace*

*Guided by Truth*

*Growing in wisdom*

## OUR MISSION

We the members of the St Finbarr's school community aim to create a **safe, inclusive and supportive learning environment** in which **Gospel values are lived daily**.

Through **excellence in teaching and learning** and exposure to a wide range of educational and cultural experiences we aim to instil in our students a **love and enthusiasm for learning**.

We aim to support each child's learning pathway and encourage self-knowledge and self-discipline to develop a **positive attitude and a resilience of mind and heart**.

## OUR VALUES

St Finbarr's Parish School, Quilpie has been a school in the Mary MacKillop tradition since 1950, valuing the dignity of each person, teaching the Gospel of Jesus for our contemporary world and providing educational opportunities for children in a remote, rural area.

## FOREWARD

St Finbarr's School is part of the Diocese of Toowoomba Catholic Schools whose mission is to deliver *'Academic success for all students within a distinctive Catholic Environment'*.

This strategic plan is central to the leadership and management at St Finbarr's. It brings to life our own mission and vision and reflects that of Toowoomba Catholic Schools. It establishes clear direction for the school in the next 5 years and provides a reference point against which future progress and effectiveness can be measured.

This plan has been the result of collaboration of all within the school community and has been informed by feedback gathered from the 2020 Quadrennial School Review and RADII Surveys. It builds on the considerable achievements of the past to enhance the ongoing performance and development of our school into the future.



## Formation and Identity

*Inclusive and life-giving community*

We will:

- Promote understanding of Catholic social teaching within the school community through outreach and social justice activities.
- Further strengthen the tradition of Mary Mackillop within the school and community.
- Continue to promote our school motto, vision and mission statements as our guiding principles.
- Continue to celebrate cultural diversity through a greater understanding of our multicultural heritage and the support of the Aboriginal and Torres Strait Islander Working Party.
- Continue to promote class and communal prayer, liturgy and rituals that express and reinforce the ethos and charism of St Finbarr's.
- Engage in the Tier 1 Religious Education Project to support the delivery of the RE Curriculum that is recontextualized, a curriculum that enables students to engage in open dialogue to deepen their own spiritualism and reach their full potential as compassionate, contributing and life-giving members of society.

## Teaching and Learning

*Successful lifelong learners*

We will:

- Engage with staff, students and parents to support the delivery of quality teaching and learning and promote a culture of high expectations for all.
- Provide focused and responsive coaching and mentoring for staff to consolidate exemplary teaching practices
- Provide ongoing support for Planning for Personalized Learning including data informed decision making and adjustments for diverse learners.
- Support students to achieve at or above the Australian average with increased numbers of students in Upper 2 Bands in all NAPLAN domains.
- Continue to support the Reading Improvement Strategy and Math Lighthouse Project to further enhance academic achievement in these core areas.
- Further develop the Arts, Science, Sports and Technology programs to enhance the interests of all students and promote skills in critical and creative thinking.
- Continue to stimulate student wellbeing in resilience, growth mindsets to learning and positive behaviors.