



St Joseph's Catholic School,
New Plymouth

STRATEGIC PLAN 2022-2024

Strategic Goal 1: To nurture our Catholic Special Character.

To facilitate a genuine and ongoing encounter with Christ; progressing from encounter, to growth in knowledge and to Christian witness.

(The Catholic Education of School-Age Children, 2014, NZ Catholic Bishops Conference.)

Statutory Requirements

The Proprietor of an Integrated school shall:

- Continue to have the responsibility to supervise the maintenance of the education with a Special Character provided by the school.
- Continue to have the right to determine from time-to-time what is necessary to preserve and safeguard the Special Character of the education provided by the school and described in the Integration Agreement.
- Schools are required to meet their legal obligations in respect of the Catholic Special Character.

Outcomes	Strategies
<p>Encounter with Christ.</p> <ul style="list-style-type: none"> ● The school encourages and facilitates the development of a personal relationship with Jesus Christ. 	<p>Spiritual Formation</p> <ul style="list-style-type: none"> ● Provide ongoing Catholic spiritual formation to assist individuals to deepen their personal relationship with Christ. <p>Evangelisation</p> <ul style="list-style-type: none"> ● Through our practices and communication, facilitate an encounter with Christ which endeavours to spread the Good News. <p>Faith Based Leadership</p> <ul style="list-style-type: none"> ● Leadership which effectively shapes the school's vision and direction, so as to ensure a genuine and ongoing encounter with Christ.
<p>Growth in Knowledge.</p> <ul style="list-style-type: none"> ● The school will assist all members of our community to grow in the knowledge and understanding of Jesus Christ, his teachings and the Catholic Church. The process of learning will be based on the concept of 'ako' where all of the community learn together and from one another. 	<p>Leadership</p> <ul style="list-style-type: none"> ● Effective leadership in the school enables growth in knowledge and understanding. <p>Religious Education</p> <ul style="list-style-type: none"> ● The Religious Education programme is given high status, is soundly managed, appropriately resourced, and well taught. <p>Catholic Curriculum</p> <ul style="list-style-type: none"> ● The 'Catholic Worldview' is integrated into the daily practices of the school and into all curriculum areas.
<p>Christian Witness.</p> <ul style="list-style-type: none"> ● The school provides a hope-filled Catholic Christian witness which empowers our community members to integrate their faith and their life. 	<p>Catholic School Community</p> <ul style="list-style-type: none"> ● The school is an authentic Catholic Community which promotes and supports active Catholic witness and practice in the school and in the parish community. <p>Partnership and Collaboration</p>

	<ul style="list-style-type: none"> Education is a collaborative responsibility; the school has strong commitments to all groups it relates to. <p>Pastoral Care</p> <ul style="list-style-type: none"> The school provides a nurturing environment that ensures each member of the community is known, respected, cared for and loved unconditionally by God. This includes the concepts of manaakitanga and Whānaungatanga.
<p>Safeguarding and Strengthening Catholic Character.</p> <ul style="list-style-type: none"> Through compliance with statutory requirements the school strengthens and sustains its Catholic identity. 	<p>Stewardship</p> <ul style="list-style-type: none"> The Board of Trustees and the Leadership Team safeguard and strengthen the Catholic Character of the School.

Goal 2: To integrate the school Vision; the 8 Competencies (8 C's) and Gospel Values into the vocab and culture of the school. (NAG 1,2)

OUTCOMES

- The school community will be aware of the Eight Competencies (8 C's) and Gospel Values (GV's). Students will be able to define and witness each Competency and Gospel Value.
- The 8 C's and GV's will be visible in all classrooms and in planning and reporting.
- The 8 C's and GV's will be 'witnessed' and identified in the everyday happenings and adventures at St Joseph's.
- The 8 C's and GV's will be 'alive' in homes through newsletter and resource material.
- The 8 C's and Gospel Values are a component of assemblies and school prayer reflections.
- The Localised Curriculum at St Joseph's NP will bring the 8 C's and Gospel Values 'alive'.

Goal 3: To develop and implement teaching and learning programmes that give emphasis to the core learning areas of Literacy and Numeracy with opportunities for all students to achieve for success in all areas of the National Curriculum.
(NAG 1, 2a, 8)

OUTCOMES

- A reciprocal teaching and learning relationship (Ako) exists where the community all learn from one another.
- Focused and well-planned classroom programmes will cater for differentiated learners.
- Formative assessment practises will guide planning and teaching.
- An aspiration for excellence and equity exists for all learners.
- Confident use of assessment tools to enhance learning.
- Rich learning opportunities and experiences are created.
- Opportunities are provided across the curriculum for students to learn and to be creative in using Digital Technologies.

- School Benchmarks are used effectively to support improvement in student outcomes.
- Quality reporting of student achievement and progress occurs twice a year.
- Students are aware of their learning and achievement progress and can articulate their next learning steps.
- Opportunities exist for student agency in classrooms through a project / problem based localised curriculum.
- Regular quality physical activity that develops movement skills for all students, is a key component of the curriculum.

Māori and Pasifika:

- In consultation with Whānau / parents of Māori and Pasifika students, develop and resource programmes to meet their educational needs.
- Pasifika and Māori students make expected achievement progress which mirrors or exceeds the national picture of achievement.
- Manaakitanga and Whānaungatanga are alive within the school context through pastoral care, relationships and a commitment to the Charter Principles when honouring the Treaty of Waitangi.
- Opportunities are abundant for developing Te Reo Māori and Te Kōwhiri in Te Ao Māori, in both formal and informal settings to the point where this is natural in the school.

Goal 4: To implement Strategic Planning and maintain an ongoing self-review system and develop policies and procedural frameworks to promote high levels of staff performance. (NAG 2,3,7,8)

OUTCOMES

- The Charter and Strategic Planning matches National Administrative Guidelines (NAG's) which enables the school to strive towards the National Educational Goals.(NEG's) (To be replaced by National Education and Learning Priorities)
- Strategic Goals and our Vision is communicated to the school community.
- An achievable process of reviewing policies and procedures is continued.
- Professional Development is sought for the BOT, Staff and community in line with the strategic goals of the school.
- Regularly review all reporting and achievement communication methods.
- A robust system for self-review is created – including a system for feeding back to the BOT and community.
- A professional growth cycle system is in place for all staff.
- Through collaborative Teaching as Inquiry and a Professional Growth Cycle system, staff reflect and set realistic and achievable goals which clearly relate to the Standards for the Profession and the Professional Standards.
- BOT to work within the EEO guidelines when appointing staff.
- Complete an annual analysis of variance of the school's performance.

Goal 5: To effectively manage the financial and property resources of the school and provide a safe physical / emotional environment for the school community by complying with all general legislation (NAG 4,5,6)

OUTCOMES

- Realistic budgets are set which ensure teaching and learning targets can be met.
- School expenditure is monitored; annual accounts are prepared and audited.
- Maintain a close and supportive relationship with FOSJ to develop ongoing strategies for supplementing school finances.
- Create and maintain an environment which is physically and emotionally safe.
- Maintain the environment to ensure health and safety standards are adhered to.
- Implement a maintenance programme to ensure the buildings are kept to a high standard – in appearance and safety.
- Carry out building development programmes to enhance the existing campus.

