

STRATEGIC DIRECTION



2017 - 2020



EDMUND RICE EDUCATION
AUSTRALIA

ADVICE ON STRATEGIC INTENT: Matters which might be included in the statement include: Improving student learning outcomes; Extending the professional learning of staff; Further developing understanding of what it means to be a Catholic school in the Edmund Rice tradition; To keep on learning about our boys; Enhancing partnerships with parishes and the community.

SPHERE OF SCHOOLING	ADVICE ON BROAD GOALS	INTENDED IMPROVEMENT OUTCOMES	KEY IMPROVEMENT STRATEGIES
Education in Faith	To cultivate a community of faith where students, staff and families grow in knowledge, engagement and understanding of the mission and vision of Parade College.	<p>*That Catholic values and beliefs will be internalised within all members of our school community.</p> <p>*The connection between Gospels and social justice action be more tangible in our community.</p>	<p>*Enhance the capacity of teachers to clearly and effectively communicate the <i>Recontextualised</i> Catholic tradition and the skills for how to interpret it.</p> <p>*Focus our energy on the four EREA Touchstones.</p> <p>*Deepen student understanding of the relationship between social justice action and Catholic Christian identity.</p>
Learning and Teaching	To equip all students with the learning habits and the skills to thrive in the 21 st century, independently of their starting point.	<p>*That student learning outcomes (benchmark and growth) are improved and are reflected in teacher assessment and external testing including NAPLAN and VCAL/VCE.</p> <p>*That students are more engaged, independent, self-reliant and confident learners.</p>	Further embed a learning and teaching vision by building the capacity of all teaching staff in implementing innovative pedagogy that embraces high expectations for all students, personalises their learning and uses data to drive student learning.
Student Wellbeing	<p>*To provide a safe and consistent learning environment that maximises the learning and wellbeing of each student.</p> <p>*To develop considerate, compassionate young men who value right relationships, are socially aware, and contribute significantly to the global community.</p>	<p>*That each student grows in resilience, self-confidence and self-efficacy.</p> <p>*That each student develops a sense of agency and capacity to shape the world.</p>	<p>*Enhance staff capacity around the factors which contribute to good learning and teaching and student wellbeing.</p> <p>*Enhance student voice and leadership.</p>
Leadership and Management	To build a vibrant learning community where staff are valued servant-leaders and their professional wellbeing is a priority.	<p>*That the <i>Organisational Climate Aggregate Index</i> is improved, for each campus and for the college as a whole.</p> <p>*That there will be growth in the leadership capacity of all staff.</p>	Continue to cultivate a professional learning community which is characterised by a shared vision, a strong commitment to teamwork and is focussed on the continuous improvement of boys' learning.
School Community	To improve student learning outcomes and connectedness through family, parish and community engagement.	<p>*That family, school and parish connections be strengthened.</p> <p>*That student connectedness with their local communities is strengthened.</p>	<p>Deepen the understanding of the dimensions of family-school partnerships.</p> <p>*Strengthen student learning through enhanced relationships with family, parish, local and the global community.</p>



EDUCATION IN FAITH

MISSION AND VISION

To cultivate a community of faith where students, staff and families grow in knowledge, engagement and understanding of the mission and vision of Parade College.

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1. Encourage each member of staff to take ownership of the identity of Parade College, so that it will continue to be an authentic Catholic school in the Edmund Rice Tradition;
2. Continue to support staff in obtaining **Accreditation to Teach in a Catholic School** and **Accreditation to Teach Religious Education in a Catholic School**; Parade will also continue to support staff in further studies in Religious Education, theology and spirituality;
3. Continue to celebrate the Eucharist on a regular basis at both campuses;
4. Continue to foster and develop a deep and genuine connection with, and celebration of, the culture and spirituality of Australia's First Peoples;
5. Sustain the commitment to fostering strong advocacy in order to work for justice and peace in our local and global communities; this entails an ongoing commitment to our extensive social awareness, social action and advocacy programs;
6. Make an intentional effort as the Parade community to understand the links between social action and faith and come to appreciate that faith and action are mutually interdependent;
7. Make an intentional effort to interpret the implications of Pope Francis's encyclical **Laudato Si** for our school community, and take appropriate action to implement its vision for humanity and its recommendations for action as we move into the future;
8. Continue to review the Religious Education Curriculum so that it is authentically Catholic but also engaging, relevant and meaningful to students;
9. Continue to provide students and staff with immersion opportunities within and beyond Australia;
10. Develop an intentional plan for foster the spirituality and prayer life of students. As part of this plan, a particular focus will be to spread the practice of Christian meditation across the school community;
11. Endeavour to form a college choir as part of our effort to foster active student involvement in liturgy;
12. Continue to foster links with our local community, particularly through our local parish and deanery connections



TEACHING AND LEARNING

MISSION AND VISION

To engage all students in dynamic education so that they are empowered to be independent and confident, pursuing excellence in their learning.

STRATEGIC DIRECTION

1. Continue to support the Teaching and Learning Team and Executive to further develop the leadership capabilities of the Learning Area leaders
2. Explore the full potential of Subject Based Learning Teams (SBLTs) to ensure improvement in learning in each Learning Area.
3. Continue a commitment to strategies for the development of Secondary literacy.
4. Develop and improve subject selection processes to best advise students and parents on appropriate learning pathways.
5. Continue a key commitment to support students with learning challenges through programs and personnel.
6. Actively sustain and extend the 'Get Real' program to encourage best student academic outcomes.
7. Promote continued growth and opportunities in Pathways particularly in the senior years.
8. Promote expansion of Digital Technologies curriculum offerings, and sustain and further develop e-learning skills both for staff and students, especially with the ongoing commitment to one-to-one devices
9. Investigate web-based curriculum mapping options to support course development and improve curriculum documentation
10. Review and update curriculum learning areas to ensure alignment of pedagogy with the Victorian Curriculum
11. Continue a commitment to the learning spaces project and new approaches to the Teaching and Learning cycle, especially with the completion of the Nash Learning Centre
12. Foster greater connections with university and other key stakeholders in priority learning e.g. STEM.
13. Pay appropriate attention to performance data (NAPLAN, VCE etc.) at a whole school level to identify, support and monitor student achievement and to plan professional learning for teachers.
14. Review the advanced placement and enhancement opportunities throughout the College.
15. Explore the potential of continuous reporting to ensure that Parents are always kept informed of their son's progress.



STUDENT WELLBEING

MISSION AND VISION

To provide a safe and consistent learning environment that maximises the learning and wellbeing of each student.

To develop considerate, compassionate young men who value right relationships, are socially aware, and contribute significantly to the global community.

STRATEGIC DIRECTION

1. Continue to develop the capacity of the Tutor Teachers through appropriate professional learning at Tutor Team Meetings and in other forums;
2. Continue to develop and enhance staff knowledge in issues of student well-being;
3. Re-assign the Student Leadership models project and
 - a. conduct a review of practices and models in other schools
 - b. review the models
 - c. develop models that we think would work at Parade College
 - d. make recommendations to Leadership Team;
4. Strengthen students' sense of belonging, voice and connectedness;
5. Continue the final stages of the implementation phase of Restorative Practices in the College and move to the second phase of Restorative Practices at Parade College;
6. Continue to work on the logistics of a pilot plan for the Peer Support Program;
7. Develop and run an audit of the social and emotional learning programs available through the College;
8. Evaluate and review the ways in which Counselling Services are offered at Parade;
9. To investigate and develop an intranet which provides mental health and health resources, information and materials which is accessible to current students and Old Paradians;
10. Undertake a Review of the following programs:-
 - a. Advanced Placement Program,
 - b. English Intervention and Maths Intervention programs;
 - c. support programs for students with Autism Spectrum such as I CAN, social skills training, social gatherings, and the Autism Peer Support Model for Parents;
 - d. format of Personalised Learning Plans for students with additional needs
 - e. the deployment and appraisal of Student Support Officers
 - f. the efficacy of QuickSmart Literacy and Numeracy Programs
 - g. Homework Club in light of new Learning Centre
11. Develop the Kimberley Education Excellence Program (KEEP) through:
 - a. Strengthening partnerships with the Wunan Foundation and Mercy College;
 - b. Providing targeted support to the KEEP students;
12. Continue to enhance the knowledge and skills of teachers to effectively support students with diverse learning needs through resources such as a Student Support Services page on eWorkspace;
13. Implement the FIRE Carrier Program and continue to develop the termly cultural days for Indigenous students so as to enhance their sense of cultural identity, connectedness to each other and to Parade College.

LEADERSHIP AND MANAGEMENT



MISSION AND VISION

To build a vibrant learning community where staff are valued servant-leaders and their professional wellbeing is a priority.

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1. Continue to build leadership at all levels so that individuals and teams of staff feel empowered and are confident that they can make a positive impact on the life of the College.
2. Continue to foster strong leadership in the middle management sector.
3. Sustain the staff appraisal and review programs
4. Ensure staff are held duly accountable for their professional work.
5. Encourage involvement by staff in a range of focussed professional and personal development activities.
6. Sustain and refine the staff mentoring and coaching programs and extend the opportunities for peer observation and feedback.
7. Implement the new student laptop program over the next three years.
8. Promote best use of Information and Communications Technology as a teaching and learning resource.
9. Develop ways of ensuring staff are, and understand that they are, involved in the decision making processes.
10. Sustain a strong focus on the maintenance and development of the College's facilities and grounds.
11. Complete the construction of the Nash Learning Centre and encourage staff to make best use of the facility as a vibrant teaching and learning resource.
12. Foster the development of the College's Registered Training Organisation (RTO) to safeguard alternative and relevant pathways for the students.



SCHOOL COMMUNITY

MISSION AND VISION

To improve student learning outcomes and connectedness through family, parish and community engagement.

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1. Continue, in the tradition of Edmund Rice, to create an ethos of care, respect and fairness for all in our diverse community.
2. Continue to increase the general level of parent participation and their sense of belonging to the College community
3. Strengthen the integration between the Preston and Bundoora Campuses, including the Edmund Rice Trade Training Centre.
4. Continue to focus on being an outward facing school by way of our continued focus on building relationships within the wider community.
5. Continue the parent ICT Information Evenings.
6. Enhance the opportunities and engagement of Students in Sporting and co-curricular opportunities.
7. Continue to nurture our subject selection evenings, parent-tutor evenings, parent/student liturgies and dinners aiming to equip our parents with the confidence, knowledge and additional strategies to support their son's through secondary school.
8. Continue to support the development of the combined parents associations as "Parents of Parade" and assist them in facilitating opportunities for them to engage parents in Community activity.
9. Strengthen our relationships with neighbouring schools through joint programs.
10. Continue to build positive links with parish and primary schools and foster and develop more local celebrations.