Catholic schools in the Diocese of Maitland-Newcastle aspire to:

- Be centred on the person of Jesus Christ and grounded in the Scriptures, in the teachings, traditions of faith and prayer in the Catholic Church and the witness of its past and present saints and scholars
- Be an integral part of the evangelising mission of the Church, and reflect Gospel values of justice, truth, peace, forgiveness, love, reconciliation and service of one another
- Promote the active partnership of home, parish and school and recognise the family as the primary focus of the educational process
- Recognise the individuality and dignity of each young person, and foster the development of each one’s unique potential and spirituality
- Develop a challenging, authentic and inclusive educational environment that encourages lifelong learning
- Be enlivened by staff, both teaching and non-teaching, who are dedicated, committed and generous in their efforts on behalf of young people
- Acknowledge our responsibility to be stewards of our earth and all of God’s creation

St Peter’s Maitland reflects the Diocesan Vision Statement for Catholic Schools.

At St Peter’s, we seek the development of community through open and honest, Christ centred relationships. We are dedicated to the development of the whole person within a structured and nurturing community. We respect the uniqueness of all members and instil hope for the future.

The Vision Statement is lived out by our commitment to shared core values-

- Respect
- Truth
- Honesty
- Self-Discipline
- Justice
- Compassion
- Integrity

St Peter's is a Year’s 7-10 campus of All Saints College. In the Maitland region, the college educates over 2200 students at three campuses: St Mary's (Years 11-12), St Peter's and St Joseph's (each Year’s 7-10). St Peter's currently has 900 students comprising 210 students in Year 7 and Year 8 and 240 students in Year 9 & 10.

St Peter’s traces its heritage back to 1838 when a school for boys was established in Hunter St Maitland. The school moved to the present site in Free Church St in 1874 and developed a strong Marist tradition with the Marist Brothers running the school from 1898 to 1984. In 1985 the school was handed to lay leadership under the auspice of the Diocese of Maitland Newcastle. Today the school continues to work with both the Marist Brothers and the diocese.

With a focus on Catholic Identity, Quality Education, Cultural, Sporting and Social Justice Programs the school is dedicated to the development of the whole person within a structured and nurturing community.
Strategic Intent Summary 2016–2017

**KEY AREA 1 CATHOLIC IDENTITY**

1.1 Dynamic and harmonious relationships among Catholic schools, parishes and pastoral regions
1.2 High quality delivery of a contemporary and relevant Religion Curriculum
1.3 Authentic and informed Eucharistic communities in our St Peter’s community
1.4 Commitment to the nature and purpose of Catholic schools
1.5 Cohesive and integrated approach to staff spiritual and theological formation
1.6 An enhanced sense of community and belonging for school staff

**KEY AREA 2 QUALITY LEARNING**

2.1 Proactive approach to raising student levels of achievement
2.2 Improved student achievement in literacy and numeracy
2.3 Contemporary and high quality teaching and learning
2.4 Effective implementation of National Education Agenda

**KEY AREA 3 QUALITY TEACHING**

3.1 High quality staff to deliver identified strategic priorities
3.2 Contemporary and consistent approach to strategic recruitment and performance review
3.3 Professional learning initiatives aligned with a shared vision for student learning and school improvement

**KEY AREA 4 EMPOWERED SCHOOL LEADERSHIP**

4.1 A Contemporary framework for leadership that builds capacity
4.2 Effective Strategic Thinking, Planning and Acting
4.3 Partnerships that provide for consultation and engagement with parents and families
4.4 Effective engagement and alliances with community and professional organisations and sectors.

**KEY AREA 5 MEETING STUDENT NEEDS**

5.1 Contemporary high quality teaching & learning
5.2 Student support mechanisms that promote wellbeing and mental health
5.3 Increased options for student learning through partnering with business and the wider community

**KEY AREA 6 TRANSPARENCY & ACCOUNTABILITY**

6.1 A school focused on effectiveness, performance and improvement
6.2 Contemporary and integrated approach to risk management and compliance
6.3 Planning for school growth and organisation
6.4 Equitable, effective, and efficient financial systems and practices
6.5 Stewardship of the natural and built environment
6.6 IT architecture, systems and services that enhance operational effectiveness
Key Strategic Areas

The six Key Strategic Areas of Catholic Schools in the Diocese of Maitland Newcastle reflect the strategic priorities to be addressed over the next 2 years.

Key areas define the framework for the Plan and are:

- Priority areas for Action
- The ‘Core Business’ of the school
- Strategic to the school and critical to success, effectiveness and accountability
Strategic Intent Statements

Strategic Intent statements are aspirational. They define what outcomes the school is striving to achieve in the seven key areas

Strategic Intent will evolve from a range of sources including:

- the school’s vision, values and environmental context
- the Catholic Schools Forming Catholic Minds and Hearts 2013-2015 Strategic Plan and CSO system priorities identified for the year
- analysis of student outcomes from the school self evaluation and school review or COSI outcomes
- information from Annual Audit
- the strategic planning community consultation process
- discussion with other schools, networks and other providers
- the government’s priorities for education and early childhood development.

Schools have the flexibility to define their strategic intent according to the needs of their school however they must be within one of the seven key areas.

Key Performance Indicators (KPIs)

Key Performance Indicators are statements of outcome.

KPIs bring sharp focus to where the school intends to be by the end of the year. As such, they state the school’s clear intentions for the strategic intent.

**KEY QUESTION:**
If you were successful in implementing this particular strategic intent, what would success look like?

**KEY PERFORMANCE INDICATORS ARE:**

- Reflective of the school’s Mission
- High impact, whole school (ie, are for whole school improvement)
- Fundamental to the school’s achievements and success
- Are written explicitly for Key Areas and Strategic Intent Statements
- Achievable and measurable
- Able to be validated with evidence
- May include targets
- Reviewed and revised annually
- Generally written in the past tense as if already achieved
CATHOLIC IDENTITY

1.1 Dynamic and harmonious relationships between school, parishes and pastoral region

We will

1.1.1 Promote a sense of invitation, welcome and inclusivity between school and parish

1.1.2 Identify and support opportunities for developing ongoing partnerships between parishes and schools

1.1.3 Respond to recommendations in relation to the building of community links between home, school and parish.

1.2 High quality delivery of a contemporary and relevant Religion Curriculum

We will

1.2.1 Select and develop teachers of religion who are committed, informed and qualified

1.2.2 Implement the revised 7-10 curriculum framework, supported by appropriate resources and professional development

1.2.3 Implement the recommendations of the review into the teaching of Religion in secondary schools

1.3 Authentic and informed Eucharistic communities in our St Peter’s community

We will

1.3.1 Promote access to Eucharistic celebrations in school, parish and regional settings

1.3.2 Provide opportunities for PD in the delivery of appropriate, creative and meaningful liturgical experiences

1.3.3 Support and resource active and meaningful daily prayer in schools.

1.4 Commitment to the nature and purpose of Catholic schools

We will

1.4.1 Collaboratively develop a clear statement of staff commitment to teaching in a Catholic context

1.4.2 Ensure Catholic perspectives are embedded across the curriculum

1.4.3 Ensure social justice awareness and charitable works programs reflective of Catholic social teaching are in place.

1.4.3 Ensure visibility of religious symbols and art in the school

1.4.4 Live and strengthen Marist tradition in the school

1.5 Cohesive and integrated approach to staff spiritual and theological formation

We will

1.5.1 Form and support school and CSO staff in their faith development and spiritual growth; inviting them into a personal encounter with the person of Jesus Christ

1.5.2 Develop and implement a program of retreat and formation experiences for staff

1.5.3 Support teacher engagement in opportunities for model and witness such as pilgrimages, conferences and World Youth Day

1.6 An enhanced sense of community and belonging for school staff

We will

1.6.1 Prioritise opportunities to develop and form staff in their faith life

1.6.2 Explore and deepen our understanding of our identity

1.6.3 Provide regular opportunities for social and collegial interaction
QUALITY LEARNING

2.1 Proactive approach to raising student levels of achievement
WE WILL

2.1.1 Identify and implement successful strategies for targeted students
2.1.2 Enunciate higher expectations for the improvement of the academic standards of all students

2.2 Improved student achievement in literacy and numeracy
WE WILL

2.2.1 Set explicit goals for literacy and numeracy
2.2.2 Professional learning for staff to set explicit targets for student achievement in the higher bands of NAPLAN

2.3 Contemporary and high quality teaching and learning
WE WILL

2.3.1 Investigate and promote contemporary, pedagogical and ICT approaches to support excellence in learning and teaching
2.3.2 Develop policies, provide resources and deliver professional learning to strengthen teaching and learning

2.4 Effective implementation of National Education Agenda
WE WILL

2.4.1 Provide ongoing, timely professional learning to support the implementation of the new BOS syllabuses incorporating the Australian curriculum
2.4.2 Ensure flexibility in resources, personnel and structures within the school to enable the incorporation of emerging educational agendas
QUALITY TEACHING

3.1 High quality staff to deliver identified strategic priorities
WE WILL
   3.1.1 Identify and prioritise key areas for targeted intervention in response to the Australian Curriculum and the National Education Agenda
   3.1.2 Allocate appropriate resources to respond to key areas

3.2 Contemporary and consistent approach to strategic recruitment and performance review
WE WILL
   3.2.1 Improve efficiency and effectiveness by refining human resource practices and procedures
   3.2.3 Explore, develop and implement contemporary and consistent approaches to performance appraisal for school staff
   3.2.4 Integrate performance management processes with annual goal setting and review

3.3 Professional learning initiatives aligned with a shared vision for student learning and school improvement
WE WILL
   3.3.1 Develop a Professional Learning Framework, based on the AITSL Framework, that sets a clear direction suited to the needs of the St Peter’s Professional Learning Community
EMPOWERED SCHOOL LEADERSHIP

4.1 A Contemporary framework for leadership that builds capacity

**WE WILL**

4.1.1 Develop teaching and leadership framework to ensure alignment with system priorities and AITSL requirements

4.1.2 Explore, identify and develop mentoring programs and structures aimed at providing opportunities for newly appointed and aspiring leaders

4.2 Effective Strategic Thinking, Planning and Acting

**WE WILL**

4.2.1 School and CSO planning frameworks aligned

4.2.2 Effective annual reporting by the school against Key Performance Indicators of the Strategic Plan

4.2.3 Effective management of knowledge, data and information to support strategic planning

4.3 Partnerships that provide for consultation and engagement with parents and families

**WE WILL**

4.3.1 Explore opportunities for increased engagement with parents in the life of the school

4.3.2 Optimise opportunities for communication and dialogue with parents on educational matters

4.4 Effective engagement and alliances with community and professional organisations and sectors.

**WE WILL**

4.5.1 Strengthen system relationship with University of Newcastle, Australian Catholic University and other regional universities

4.5.2 Promote contact with Local, State and Commonwealth Government members

4.5.3 Engage with aboriginal communities locally and through immersion experiences with Catholic mission
MEETING STUDENT NEEDS

5.1 Contemporary high quality teaching & learning

WE WILL

5.1.1 Ensure access to a broad and differentiated curriculum for all students

5.1.2 Identify and ensure a focus on quality practice and intervention strategies at key transition periods particularly in Year 7 and 10

5.1.3 Develop and implement a school approach to gifted and talented education based on the system framework.

5.2 Student support mechanisms that promote wellbeing and mental health

WE WILL

5.2.1 Provide support structures for schools to facilitate “whole of school” approaches to pastoral care, academic care, behaviour support and student wellbeing

5.3 Increased options for student learning through partnering with business and the wider community

WE WILL

5.3.1 Review arrangements and develop policy to encourage partnership with local business and industry

5.3.2 Explore expanded opportunities to engage with industry programs
TRANSPARENCY & ACCOUNTABILITY

6.1 A school focused on effectiveness, performance and improvement

WE WILL

6.1.1 Develop processes to review functions, structures and roles within the school
6.1.2 Continue to develop enhanced and consistent communication systems within the school
6.1.3 Review school core values, mission and vision statements to ensure alignment with the Nature and Purpose of Catholic Schools statement

6.2 Contemporary and integrated approach to risk management and compliance

WE WILL

6.2.1 Prioritise an integrated plan for risk management and compliance
6.2.2 Develop and implement a school and CSO WHS system

6.3 Planning for school growth and organisation

WE WILL

6.3.1 Develop a strategic roadmap for the growth and development of our school that addresses enrolment demand, appropriate school structures, access and participation for all students
6.3.2 Integrate facility and infrastructure master planning for the creation of sustainable learning spaces

6.4 Equitable, effective, and efficient financial systems and practices

WE WILL

6.6.1 Implement a sustainable and equitable fee structure
6.6.2 Review structures and processes for financial and management support

6.5 Stewardship of the natural and built environment

WE WILL

6.5.1 Facilities management and planning that addresses statutory and environmental issues, maintenance, safety, disability access, upgrades and new facilities.

6.6 IT architecture, systems and services that enhance operational effectiveness

WE WILL

6.6.1 Renew the ICT strategic plan, aligned to a contemporary approach for architecture, shared and local services
6.6.2 Review, evaluate and update digital learning tools and supporting software applications.