These goals reflect the Strategic Renewal Framework for Catholic Schools 2012 – 2016 which details collaboratively developed Archdiocesan educational priorities and strategic intents that provide direction to the school renewal process.

St. Thomas’ School operates in a complex and ever-changing environment. We engage in visioning and planning knowing that the changing external environment requires us to be both focused on the outcomes we wish for our school as well as being flexible and responsive to change. These goals will support St. Thomas’ growth as a community of spirit, learning, teaching, faith and mission.

This report is summarised under the four Priorities of the renewal process.

### Mission and Religious Education

#### 2014 Goals and Actions

By 2016 St. Thomas’ will be a community where all staff are encouraged and have the opportunity to engage in spiritual formation on a regular basis so they can engage with students as authentic witnesses to the Christian story.

- Select staff to be involved in the Catching Fire Framework during 2014.
- Continue to support those involved in 2014 and select additional staff to join the Catching Fire program in 2015.
- Make use of Archdiocesan Lenten Resource for a Lenten staff reflection group.
- Provide regular articles, reflections and online resources for staff to support their spiritual formation, capacity as teachers of RE and enhance the religious life of the school.

**Implement the RE Curriculum**

- Investigate integration of aspects of RE with History and Geography
- Professional development to increase teacher knowledge of background essential in the teaching of RE.
- Engage in review of Component 1.5 Learning and Teaching of Religion.
- In supporting the implementation of this curriculum, work with Education Officer RE to assess current resources for relevancy and acquire further resources to support teachers in their capacity as religious educators.

March 2014
### Learning and Teaching

#### 2014 Goals and Actions

**Enhance teachers' understanding of pedagogy and best practice.**

- Formal feedback by staff members following attendance at professional development.

**Engagement in Visible Learning program.**

- Organise in service for staff on effective use of the Business Intelligence tool to generate discussion on how the data provides evidence of the impact of teaching on students’ learning.
- Review Component 2.3 Pedagogical Practice.
- The Visible Learning Team engage in next stage of the process and commence school action project.

#### Professional Practice and Collaborative Relationships

#### 2014 Goals and Actions

**External School Review and Compliance Audit**

- Prepare relevant documentation for Audit of Regulatory Compliance.

**Continue to develop Parish/School relationship**

**Commence the development of a strategic approach to furthering professional capacity of staff.**

- BCE consultant to present to staff (4th February) on goal setting.
- Teachers establish goals and participate in the school model of peer feedback.

#### Strategic Resourcing

#### 2014 Goals and Actions

**Support of initiatives associated with Year 7 to Secondary.**

- Uniform approach to developing leadership skills.
- Leadership development day for Years 6 and 7.
- Plan for student involvement in school leaders’ activities.

**External School Review**


March 2014