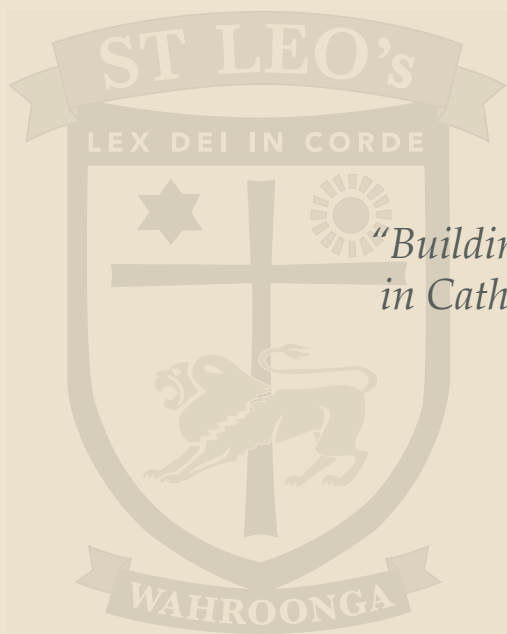




St Leo's CATHOLIC COLLEGE
CO-EDUCATION IN THE HEART OF WAHROONGA

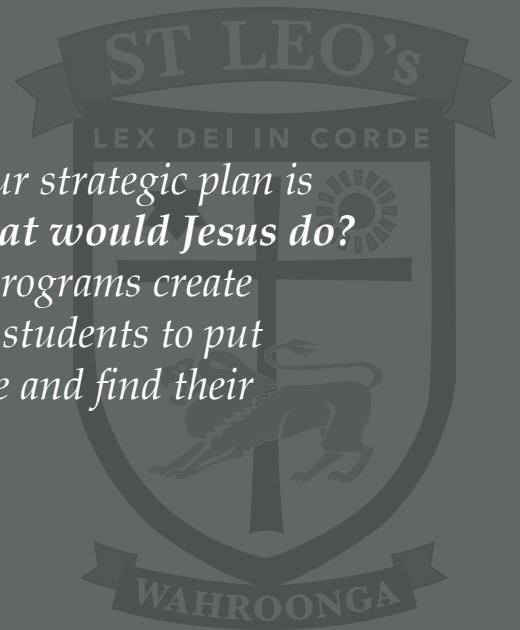


*"Building on 60 years of excellence
in Catholic education."*

STRATEGIC IMPROVEMENT PLAN
2016 – 2018

2017 INTERIM REPORT

*“At the heart of our strategic plan is the question: **What would Jesus do?** Our innovative programs create opportunities for students to put Jesus at the centre and find their own greatness.”*



From the Principal

We are now into the second year of our *Strategic Improvement Plan 2016–2018*. The principal objectives imbedded in the plan focus on mission, teaching and learning, together with pastoral care and wellbeing. They are:

- To empower all members of the College community to put their faith into action to make a positive difference
- To develop students who are critical, creative and confident problem solvers
- To foster student personal growth in a nurturing environment.

In 2017 our Strategic Improvement Agenda is drawn from these principles. Our theme for the year, *Jesus be the Centre: Find your greatness*, will challenge and motivate us to ensure that Jesus is the core of all of our planning and decisions. As always, our core focus is to nurture, develop and maximise the God given gifts of all in our community.

As we reflect on the achievements over the last year, I am buoyed by the success of our strategic agenda in 2016 in bringing about improved outcomes for all our students. I am very enthusiastic about the year ahead and I invite all members of the St Leo's community to join in this agenda as we work together to develop confident, competent, Catholic young men and women of conscience.

A handwritten signature in black ink, appearing to read 'A. Gleeson'.

Anthony Gleeson
Principal

CATHOLIC LIFE AND MISSION



2016 Strategic Improvements

The College completed a *Faith in Action* survey in 2016, which measured the effectiveness of each of the current Social Justice and Faith Formation opportunities. The survey highlighted that our current initiatives were influential and empowering for students. It also revealed that further opportunities would enable comprehensive access to *Faith in Action* programs across the cohorts.

As a result, the Catholic Life and Mission team has increased the *Faith in Action* opportunities for our students to include 17 dynamic programs across all year groups. The 'St Leo's Faith in Action Suite' publication has been developed to clearly articulate such opportunities to staff, students and parents.

Examples of these programs include volunteering and engaging with the 'Street Retreat Program', where students in Year 10 participate in an

immersion that explores the raw reality of homelessness and the services that make a significant difference to the lives of the homeless.

Students and staff have the opportunity to take their faith and live the Gospels at the hands and feet of Christ locally, nationally as far as the Northern Territory and internationally as far as the island nation of Kiribati.

The College network of partnerships through the *Faith in Action* suite has now reached a stage where putting faith into action is comprehensive in its provision of opportunity and access.

In order to create a clear understanding of the connection between our Catholic faith and social justice initiatives at the College, a comprehensive redesign of the

Religious Education curriculum began in Term 4, 2016. This will continue into 2017 to maximise evangelisation, as well as explicitly teach the connectivity between Catholic belief and Catholic practice.

To continue the development of resources and opportunities for members of the College community to regularly engage in prayer and reflection, a consolidation of current practices has occurred and an ambitious range of new opportunities and strategies has been designed to deepen prayer and reflection at the College. These resources and opportunities include the addition in 2016 of a major liturgical experience known as the 'Road to Bethlehem', which involves a live retelling of the Nativity. In 2017 regular prayer will be woven into the daily timetable in addition to the whole College call to prayer through the *Examen* at midday and weekly Mass.

TEACHING AND LEARNING

2016 Strategic Improvements

In 2016 the College developed a set of guiding learning principles that embody our core beliefs about how students learn. The principles encapsulated in the acronym, CREATE, will be launched in 2017 and will shape the learning experiences of our students.

*The collaborative staff professional learning program, **Promoting Excellence**, has led to increased opportunities for student engagement, critical thinking, creativity and problem solving.*

Students engaged in 21st century problem and project based learning in Math, Science, PDHPE, Languages, TAS and Visual Arts, putting them in the driver's seat of their learning.

The College continued to implement its whole-school Literacy focus on improving student writing. Teachers specifically focused on improving the structure and sequencing of student writing, enhancing student vocabulary choices and improving students' ability to incorporate challenging ideas. A growth in the number of volunteer community tutors has been instrumental in the enhanced literacy support for our students.

In 2016 the College increased its focus on the use of data to inform teaching practice. Teachers used data from HSC results, NAPLAN, and a range of internal and external assessments to know their students better and adjust their teaching to improve outcomes.

The Leaders of Learning conducted an extensive collaborative review of assessment and reporting. As such, a new system of reporting will be introduced in 2017 that reports on 21st century learning skills, affording parents increased feedback about their child's performance against national standards.

The College has reviewed and changed class structure to maximise learning opportunities for students and promote development of a growth mindset in students. The review was informed and supported by current research on improved student outcomes.

The College developed a clear, coherent and well-researched eLearning Plan through extensive consultation with key stakeholders. This collaborative plan is the blueprint for the College's future directions in eLearning. The key focus areas of the eLearning plan are:

- Supporting students in the responsible, safe and moral use of technology aligned with our Catholic values
- Using Information Communication Learning Technologies (ICLT) to enhance student critical thinking, collaboration and creativity
- Enhancing College communication through technology
- Enhancing opportunities for ICLT learning and enrichment for both staff and students.



PASTORAL CARE AND WELLBEING



2016 Strategic Improvements

*The Pastoral team utilised data to assist in the College's strategic goal, **Know Our Students**. This data directed the pastoral care focus throughout the year.*

Bullying surveys enabled us to tailor whole-school initiatives such as the Positive Bystander program and year group pastoral days centred around resilience and building positive relationships. Glen Gerreyn presented to Year 10 boys on being *Men of Honour*, Mel Thomas ran a KYUP! workshop with the Year 10 girls around self-defence and having a voice; *Your Choicez* guided Year 9 through strategies to assist them with developing positive and healthy relationships and sexual decision making from a Christian perspective. Years 7 and 8 explored appropriate use of technology, with the College's Police Youth Liaison Officer alerting them to the dangers of sexting, sending inappropriate images and bullying on social media.

A series of very well received *Girls' Talks* were initiated, aimed at empowering girls by providing strong role models. The speakers included high-achieving former students as well as presenters from a variety of industries including Wendy Mackay, Senior Executive with *Boston Consulting Group*; Kristy Best, presenter with *Nickelodeon*; and our own Portia Beatty, Teacher and Leader of VET and TAS at the College.

All staff engaged with professional learning in student mental health and wellbeing using the *MindMatters* framework.

Workshops were held on *Positive School Community*, preparing staff to implement research-based strategies for developing positive communication, relationships, belonging and inclusion in the whole-school community.

Year Leaders enhanced parental engagement with their sons and daughters' learning and wellbeing through pastoral newsletters that outlined year-specific activities, pastoral initiatives, technology news, and student achievements and concerns.

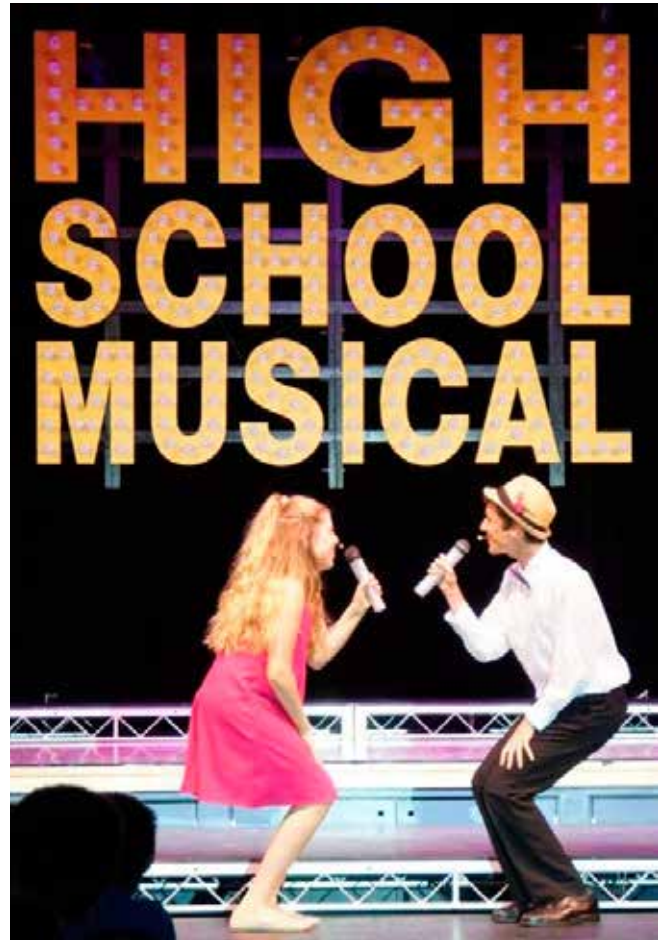
Parent Involvement Evenings were held each term with a clear focus on the mental health and wellbeing of students. Speakers included:

- Glen Gerreyn: *Positive Parenting*
- Dr Josephine Kearney, a specialist in child and adolescent mental health: *Dealing with Stress and Anxiety in Adolescents*
- Past students of the College: *Transition into Secondary School*.

Opportunities enabling students to have a greater voice within the College were realised through the enhanced involvement of our Student Leadership Team in College activities. This included student leaders running whole-school assemblies, the RUOK Day program, Mental Health Awareness Month initiatives, the Year 7 Jersey Day initiative and Student Representative Council (SRC) reporting to College Leadership. A new Peer Mentoring program was implemented to focus on improving student personal growth, with the Year 11 Fusion Mentoring team working with students in Year 8. A Leadership Workshop was conducted for all Year 10 students to enable them to facilitate wellbeing sessions in 2017.

The Outdoor Recreation Program was reviewed, resulting in a change of focus to an Urban Challenge for Year 10. This experience was aimed at developing their skills in self-sufficiency, resilience, creativity, problem solving, leadership and teamwork whilst building their self-confidence and social awareness.

2016 SNAPSHOT



2017 STRATEGIC INITIATIVES



Mission

To empower all members of the College community to put their faith into action to make a positive difference

By the end of 2017, we will have:

- Published a digital faith-space website that provides a portal to accessing the *Faith in Action* suite of opportunities, prayers, formation programs and social networking capabilities
- Implemented a whole College call to prayer via the *Examen* each day, as well as class prayer
- Enhanced the capabilities of teaching staff to sustain a meaningful prayer life in the classroom via professional development and training
- Implemented a tailored formation program for staff aimed at meeting the spiritual needs of the individual
- Commenced a Right of Christian Initiation of Adults (RCIA) program at the College for students wishing to be baptised or receive their First Holy Communion
- Completed and refined the *Oikos Program* for students entering a Catholic school from a public school context.

Teaching and Learning

To develop students who are critical, creative and confident problem solvers

By the end of 2017, we will have:

- Launched our College Learning Principles, CREATE, that embody our core beliefs about learning
- Implemented a faculty-based professional learning program focused on increasing feedback through formative assessment
- Implemented our collaborative cross-curricular professional learning groups with a focus on promoting excellence for all students and teachers
- Continued the implementation of our whole College literacy approach focused on improving student writing skills
- Implemented our new assessment and reporting system to improve feedback on student learning and foster a growth mindset in our students
- Launched Year 7 Learning Portfolios, designed to document and showcase student growth and increase student ownership of learning
- Implemented eLearning classes in Years 7 and 8, affording students the skills to use technology to collaborate, connect and problem solve in a moral, safe and ethical manner.

Pastoral Care and Wellbeing

To foster student personal growth in a nurturing environment

By the end of 2017, we will have:

- Enhanced the suite of programs that focus on health and wellbeing to better support student personal growth
- Expanded opportunities for students to be involved in sporting endeavours which promote healthy lifestyles
- Continued professional learning in student mental health and wellbeing using the *MindMatters* framework
- Implemented improved systems for communicating with parents
- Continued with programs that provide strong, positive role models and empower girls
- Broadened boys' programs that focus on developing *Men of Honour*.



Please refer to the College website for further information.
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