



NOTRE DAME
CATHOLIC PRIMARY SCHOOL

Creating Space to Thrive: Strategic Plan 2021 - 2024

A MESSAGE FROM THE PRINCIPAL

It is with pleasure that I present *Creating Space to Thrive: Strategic Plan 2021 – 2024* which outlines our priorities for the next stage of our journey.

Notre Dame was established in 2010 through the amalgamation of Holy Name School in Carlisle and Notre Dame School in Cloverdale. Whilst relatively young, Notre Dame is fortunate to have the strength and history of its foundations. It has well-established roots in the Mercy and Presentation traditions and a strong culture of faith, learning and continuous improvement.

At Notre Dame, we are committed to creating a school where every child can thrive and reach their full potential. This Strategic Plan formalises the priorities that will help bring this about. In reflecting on our journey to date, we are heartened by the positive feedback from our community suggesting we are making very good progress. We are also conscious that the past six months has presented many challenges to schools and communities more broadly and that changes in society will be with us for the future. The emerging challenges and trends likely to be faced by schools have therefore been considered in our planning.

Our learning program attempts to address the diversity within our school community and the needs of all students. Our aim is to provide a broad range of educational experiences so that every child has the 'space to thrive'. Our experienced and dedicated staff are known for their integration of technology into the learning program and ensuring that a contemporary approach to teaching and learning enables academic progression. This will continue to be a focus.

This Strategic Plan is based on the Catholic Education Commission of Western Australia (CECWA) *Strategic Directions* which calls upon all schools to be:

- places that inspire Christ-centred leaders;
- Catholic schools of excellence;
- Catholic pastoral communities; and
- affordable, accessible and sustainable.



The priorities outlined in this plan capture our aspirations and are intended to:

- clearly articulate to all in our community the goals being pursued
- build on our strong foundations and the progress we have made since amalgamation
- reinforce the actions required to advance our Mission and our Core Values

This plan does not outline everything that we do. There are many successful programs and initiatives which are not referred to that will continue to operate. It simply articulates those areas in which we will provide additional focus as we meet the context within our community and the challenges to be faced by all schools over the next few years.

I am confident that the actions we have developed under each of the four areas will ensure that Notre Dame continues to 'create our space to thrive'.

I look forward to maintaining our strong partnership with parents and the broader community as we embark on this plan.

Darryl Winsor
Principal



OUR MISSION

The Notre Dame mission declares our core purpose as a school. As a Catholic primary school *Founded on Faith* we are guided by the example of Our Lady and our founders, the Sisters of Mercy and the Presentation Sisters. We are committed to being known as a welcoming faith community based on Gospel values. In partnership with parents we strive to ...

Develop life-long learners with an optimistic faith who actively contribute to society.

OUR CORE VALUES

The way that we go about our business at Notre Dame is underpinned by six core values. We strive for:

- **INTEGRITY** and **COURAGE** – our personal challenge
- **EXCELLENCE** and **INNOVATION** - our learning challenge
- **JUSTICE** and **COMPASSION** – our challenge in dealing with others

INSPIRING CHRIST-CENTRED LEADERS

My time at Notre Dame has encouraged me to treat and serve others just like Jesus did.

Keisha - Year 6

I feel strong when I stand up for one of my amazing friends.

Aria - Year 2

STRATEGIC INTENT 1

As a school Founded on Faith, our intent is **to promote a deeper and optimistic understanding of our Catholic faith and to inspire more in our community to be Christ-centred leaders.** In doing so, we recognise that knowledge of the Catholic faith and the school's core values plus opportunities to live these out, will be required.

ACTIONS

The key actions we will take to inspire Christ-centred leadership include:

1. Provide opportunities for students, staff and parents to understand the school's core values of integrity, courage, excellence, innovation, justice and compassion.
2. Provide opportunities for students, staff and parents to develop an optimistic faith and Christian leadership skills and to live out the school's core values for the benefit of the school community.
3. Make the *Evangelisation Plan* alive in our school through:
 - developing resources for staff prayer;
 - a focus on classroom displays and prayer; and
 - overt references in the school newsletter.
4. Refine and develop the staff induction and orientation program for new staff to Notre Dame CPS.
5. Establish partnerships to support the role modelling of Christ-centred leadership.

KEY SUCCESS MEASURES

Strong understanding and living out of the school's core values across the community.

A SCHOOL OF EXCELLENCE

Some things I have enjoyed about school - Science is very interesting, maths is fun but a bit hard and I like running races.

Rylan - Year 4

Notre Dame has encouraged me to strive for excellence by valuing my many gifts and talents. My teachers are the reason I am so confident today.

Emma - Year 6

STRATEGIC INTENT 2

As a school community with an established reputation for excellence, our intent is **to maintain a strong learning culture marked by excellence, innovation and continuous improvement**. In doing so, we recognise that an openness to learning and new ideas, risk taking, collaboration, data analysis and staff who are contemporary in their knowledge and teaching pedagogy, will be required.

ACTIONS

The key actions we will take to be a school of excellence include:

1. Maintain a cycle of review, reflect, refine and act to ensure continuous improvement of teaching and learning practices.
2. Ensure professional conversations are focussed on innovative and new ideas whilst maintaining consistency in approach across the year levels.
3. Use information (performance data, observations and feedback) at regular meetings of staff sub-groups to continually update classroom focus.
4. Engage in a deeper analysis of the school's Bishop's Religious Literacy Assessment data.
5. Maintain a Professional Learning Program that supports the needs and aspirations of staff.

KEY SUCCESS MEASURES

Increased academic performance and individual student progress.

A CATHOLIC PASTORAL COMMUNITY

*I feel happy when I make good choices
at school. I feel strong when I am safe
and loved.*

Sophia - Year 2

*I love the positive environment and all
of my teachers I have had so far.*

Isla - Year 4



STRATEGIC INTENT 3

As a school community that draws students from a diversity of backgrounds our intent is **to maintain an openness to all and a strong school culture**. In doing so, we recognise that ensuring we are a welcoming community and that the wellbeing of students in our care and the staff, will continue to be required.

ACTIONS

The key actions we will take to ensure a Catholic pastoral community include:

1. Continue to create an environment where all children feel safe and supported.
2. Continue to provide a range of opportunities through the School Board and Parents & Friends Association that enable members of the school community to experience a sense of welcome and belonging.
3. Strengthen the resilience, mindfulness and ongoing sense of wellbeing of students and staff.
4. Establish a school managed Out of School Hours Care (OSHC) service for the school community.
5. Continue to foster a mutually beneficial relationship with the parish.

KEY SUCCESS MEASURES

Community feedback in surveys continues to reflect that the community are satisfied that the school is welcoming, safe and focussed on the wellbeing of staff and students.



ACCESSIBLE AND SUSTAINABLE

Our children have access to a well-resourced learning community that fosters excellence and provides an environment for children to flourish.

Parent

Our school provides an affordable Catholic education and offers fee collection practices that assist families with their financial planning.

Parent

STRATEGIC INTENT 4

As a Catholic school focussed on providing a breadth of opportunities for students, our intent is **to have a strong enrolment base and sustainable practices whilst maintaining affordability and accessibility**. In doing so, we recognise that a good reputation, a Marketing Plan, prioritised allocation of resources and fee levels that reflect the capacity to pay in the broader community, will continue to be required.

ACTIONS

The key actions we will take to advance accessibility and sustainability include:

1. Review and refine the Marketing Plan to ensure that:
 - the school's reputation and unique value proposition are well known;
 - the School Board has a strong understanding of financial pressures in the surrounding community; and
 - enrolments are maintained at sustainable levels.
2. Maintain the standard of classrooms, grounds and staff facilities.
3. Maintain a sustainable annual budget whilst prioritising resources to meet the specific needs of students.
4. Ensure appropriate resourcing to support the provision of Out of School Hours Care (OSHC) services.

KEY SUCCESS MEASURES

The school maintains a strong double stream enrolment pattern.

*"Dear Young People, do not bury your talents, the gifts that God has given you!
Do not be afraid to dream of great things."*

Pope Francis



OUR GRADUATE ATTRIBUTES

There are a number of attributes that a student from Notre Dame will have by the time they end this chapter of their journey with us. In many respects, this is our mark of success and the best advertisement we could ask for. We assist our students to become:

- Living examples of their faith
- Resilient, self-motivated learners
- Critical and creative thinkers
- Sensitive, culturally aware members of their community
- Environmentally responsible citizens
- Life-long learners

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