



**ST BERNARD'S CATHOLIC PRIMARY SCHOOL  
KOJONUP**

*STRATEGIC PLAN 2020 - 2023*

## MESSAGE FROM THE PRINCIPAL

It is my pleasure to present to you the school's new *Strategic Plan 2020 - 2023*. Developing a new Strategic Plan is an important event in any organisation's life. In the case of St Bernard's Catholic Primary School, it has allowed the Leadership Team, the staff and the School Board, time to reflect on our progress and the challenges and trends likely to be faced in the future. This Strategic Plan is the result of our reflection and outlines our ambition for the next four years.

As a small school in a regional town, the prosperity of the region and its people directly impact the school. The steady decline in population in rural WA is obviously a major challenge for rural schools. The focus of St Bernard's will be to continually work at attracting, developing and retaining outstanding teachers, further increase the breadth of learning opportunities for students, as well as getting the good news out in the community about the real opportunities available at the school.

Our Strategic Plan sits within the *Strategic Directions 2019-2021* statement of the Catholic Education Commission of WA (CECWA). In that document, established for all Catholic schools in WA, the call is for schools to develop Christ-centred leaders, be a Catholic school of excellence, maintain a Pastoral Catholic community and finally be an accessible, affordable and sustainable school. These four priorities form the focus areas for our own Strategic Plan.

Through this plan we look forward to providing outstanding care and opportunities for our students to ultimately be a Catholic school of excellence. We recognise the need to help our community see St Bernard's as the best school in the area and work in partnership with parents to bring this to life.

Mrs Sharon Marino, School Principal

## OUR STRATEGIC CONTEXT

The table below summarises the feedback on the strengths of the school that must be maintained, and some likely challenges to be faced over the period of this Strategic Plan.

STRENGTHS	CHALLENGES
<ul style="list-style-type: none"><li>• Small class sizes support learning</li><li>• Our school environment is inclusive, supportive and 'family friendly'</li><li>• Excellent intervention for students that are struggling</li><li>• Well-established partnerships with parents, the community and the parish</li><li>• Learning resources are excellent and well-targeted</li><li>• Inviting play spaces and one on one technology is outstanding</li></ul>	<ul style="list-style-type: none"><li>• Population decline and enrolment numbers</li><li>• Lack of understanding that the school is open to everyone, not just Catholics</li><li>• Expanding curriculum opportunities for Gifted and Talented students</li><li>• Isolation and the accessibility of curriculum enhancements</li><li>• Attracting and developing outstanding, teachers and avoiding professional isolation</li><li>• Maintaining financial accessibility to a broad demographic</li></ul>

## OUR VISION

*Through the community of students, staff, parents and parish, we strive to provide each child with the desire and opportunity to reach his/her highest potential: spiritually, emotionally, intellectually and physically, in an environment which reflects strong Christian values.*



## OUR GOALS AND TARGETS

GOALS – VISION OF SUCCESS	TARGET
1. Students and staff are provided a breadth of opportunities to develop their knowledge of Christ and their personal leadership.	1. Professional Learning and leadership opportunities have been provided.
2. Students demonstrate excellent growth in their individual academic performance.	2. Continually improving results on both formal and informal assessment measures.
3. Our school is welcoming, inclusive, safe and provides the best Early Years learning and intervention focus in the region.	3. High approval feedback (> 75%) in parent and staff surveys.
4. A strong and sustainable future focus is evident through – quality curricula, resources and facilities that support learning and growth in enrolments.	4. Increased breadth of learning opportunities and the resourcing to support it. 5. Enrolment numbers in excess of 85 students from Kindergarten to Year 6.

## ACTIONS WE WILL TAKE TO ACHIEVE OUR GOALS

The following are some of the ways that we will pursue our strategic priorities.

### GOAL 1 - Inspiring Christ-centred leaders

1. Provide additional opportunities for staff and student faith and leadership development.
2. Provide opportunities for the school community to celebrate multiculturalism and the diversity of cultures and religions in the school.

### GOAL 2 - A Catholic school of excellence

3. Attract, develop and retain talented and committed teaching and non-teaching staff.
4. Strengthen staff collegiality, collaboration and voice on a future focussed curriculum with enhanced learning opportunities.
5. Maintain strong relationships with Catholic Education WA, the University sector and surrounding schools, to broaden the learning opportunities for all students and staff.
6. Identify and develop an Early Years and early intervention specialisation, meeting the needs of students in the region with a particular focus on - speech, language and allied health.

### GOAL 3 - A Catholic Pastoral community

7. Engage with families from within the community with young 'pre-school' age children.
8. Implement a targeted Marketing Plan to publicise the breadth of opportunities and performance at the school.

### GOAL 4 - An accessible, affordable and sustainable school

9. Review school fees and bursaries, particularly those in the Early Years, to ensure access and affordability for a broad community demographic.
10. Develop plans to ensure that Early Learning facilities, play spaces and intervention strategies are well resourced and demonstrate a strong focus on learning, collaboration and the future.





*ST BERNARD'S CATHOLIC PRIMARY SCHOOL, KOJONUP*

11 Katanning Road, Kojonup, WA 6395

Ph: (08) 9831 3500

Email: [admin@stbernards.wa.edu.au](mailto:admin@stbernards.wa.edu.au)

Web: <http://stbernards.wa.edu.au>

Prepared with the assistance of

**THORNE CONSULTING**

