



ACHIEVEMENT AGAINST GOALS 2015





MISSION AND RELIGIOUS EDUCATION

POLICY STATEMENT

At Xavier Catholic College we will develop a dynamic faith community with a shared vision, striving to be responsive to the needs of all our members in our changing and complex educational and social context.

This dynamic faith community will be clearly identified as a Catholic Christian Community within an Ignatian tradition.

As a response to Catholic Social Teaching, we will actively work to build community, acknowledging the dignity of each person, displaying tolerance and respect to all, promoting a "Faith that does Justice" and the need for love and compassion to be the basis of all endeavours.

At Xavier there will be a cohesive and integrated approach for the spiritual formation of all in our community (students, parents and staff) and for the professional learning of staff in religious education and theology.

MISSION AND RELIGIOUS EDUCATION STRATEGIC INTENTS

Policies, programmes and practices which explicitly articulate the nature and purpose of Catholic schooling within the broader evangelising mission of the Church.

A religious education curriculum that promotes knowledge, deep understanding and skills about the Catholic and broader Christian tradition.

A cohesive and integrated approach to nurturing and promoting the religious life of the school, the faith formation of students and participation in the worshipping community.

A cohesive and integrated approach for the spiritual formation of staff.

A cohesive and integrated approach for the professional learning of staff in religious education and theology.

A shared understanding of and practical responses to Catholic Social Teaching.

MISSION AND RELIGIOUS EDUCATION ACHIEVEMENTS

- The College engaged external facilitators to provide professional development to all College teaching staff and relief staff in the areas of church history, and the place of the Catholic Church in the modern world.
- Junior school teachers allocated one session per term to plan with the Assistant Principal Religious Education to modify programs and design assessment tasks.
- 15 College staff participated in the REAP program to ensure Religious Education teachers have updated qualification to teach the new program.
- REAP was offered to Religious Education teachers to gain professional development around the new curriculum, as well as providing accreditation to teach Religious Education.
- Religious Education Validation Team continued the implementation of the new BCE RE curriculum and began to prepare the College for validation of the RE work programs in 2016.
- \$1900 was spent on the purchasing of resources to support the teaching of the new RE curriculum.
- Students were provided opportunities to practice Mass responses and hymns for opening Mass, Catholic Education Week Mass and various liturgies.
- Parish Priest has visited College Junior classes and engaged with them during break times.
- Visiting Priest Fr Rob Galea engaged with students in musical workshops and P-12 Mass in Catholic Education Week.
- Diocesan Priests Father Morgan Batt and Father Marty Larsen visited Xavier and met with various student groups from P-12 promoting the religious life of the school and general Catholic teachings.
- The College has introduced an annual College motto determined by the Senior class for their final year which aligns with Ignatian spirituality. The inaugural moto was "Courage to Challenge".
- The Assistant Principals Religious Education and Director of Ignatian Spirituality attended Ignatian Middle Leaders Conference focusing on Religious Leadership of Catholic schools.
- External facilitator Trish Giles provided staff with Ignatian formation.
- Jesuit Father Gerry Healy attended Xavier for one week conducting class visits and celebrating year level masses. Father Gerry, an Environmental Scientist, also discussed his work in this important field.



LEARNING AND TEACHING

POLICY STATEMENT

The curriculum at Xavier will meet BCE and Government requirements and be responsive to the changing needs of students and the community. It will be holistic in approach, providing comprehensive whole school response to the individual academic, vocational and pastoral needs of all students.

Improved outcomes for all students will be achieved through pedagogical practices that are data informed and evidence-based with targeted strategies for specific diverse student populations. Information, communication and learning technologies will be deployed to improve teaching and learning.

LEARNING AND TEACHING STRATEGIC INTENTS

Enhanced pedagogical practice that is data-informed and evidence-based.

Implementation of the Australian Curriculum within the context of the BCE Learning Framework as a means of realising equity and excellence.

Improved literacy and numeracy standards.

Learning and teaching environments are adaptive and responsive to the changing structure of schooling e.g. school based kindergarten and year 7 to secondary.

Comprehensive whole-school approaches provide pastoral care, protection of students, student behaviour support and foster social and emotional well-being.

Targeted strategies that ensure the identification, monitoring and improved education outcomes for specific diverse student populations.

Career education and creative curriculum planning that improves student access to pathways and maximises school and post school options.

School leadership teams and classroom teachers have well developed capacities to utilise information, communication and learning technologies to improve learning and teaching.

LEARNING AND TEACHING ACHIEVEMENTS

- The College's Teacher Performance and Development Goal Setting Program was enhanced with the Growth Coaching model. Senior and Middle Leaders were trained as coaches to facilitate this model.
- Phases 2 and 3 of the Australia Curriculum have been implemented.
- Junior School professional learning provided for the spelling program "Words Their Way".
- Developed consistency in the teaching and assessment of spelling across Prep – 5 through "Words Their Way".
- Developed consistency in the teaching of mathematics across Prep -5 through a more focussed implementation of "Stepping Stones" program.
- "Stepping Stones" program implemented in Year 6 to facilitated alignment.
- Continue the implementation of mathematics extension program in Years 3 – 7.
- Brisbane Catholic Education's learning collaborative literacy funding used to focus on reading P-2 and writing in Year 8.
- Utilised interactive software as a mathematical teaching tool within "Stepping Stones" program.
- Writing analysis data collected in Years 3-6 and Year 8 using BCE writing analysis tool.
- Aligned Years 3-5 mathematics assessment tasks to Middle School and QCAA standards.
- Streamlined the process for Naplan preparation for Years 3 – 5 with implementation of practice materials.
- Prep-5 year level unit planning incorporated explicit planning for teaching reading comprehension strategies based on the Sheena Cameron model.
- Teachers provided with professional development in the areas of writing analysis and PM benchmarking.
- Provided teachers with professional development through professional learning teams and twilight opportunities.
- Focus has been on practical classroom strategies to improve literacy pedagogy.
- Conducted Pat M and Pat R testing across Years 2 -9 using online format to enable data to be uploaded to the BI Tool for ease of interpretation.
- Introduced Year 7 core teachers to assist in student transition to Middle/Senior school.



PROFESSIONAL PRACTICE AND COLLABORATIVE RELATIONSHIPS

POLICY STATEMENT

At Xavier Catholic College we will actively work to build community through collaboration and building of partnerships with students, families, parish, Brisbane Catholic Education and the wider community.

Our staff will be committed to the development of a learning community through high professional standards and ongoing and effective professional learning

We will provide a comprehensive approach to staff well-being and pastoral care. We are committed to developing a safe, healthy and productive school environment for all.

As the prime educators of their children, parents are called upon to play an integral part in this learning community.

PROFESSIONAL PRACTICE AND COLLABORATIVE RELATIONSHIPS STRATEGIC INTENTS

Structures, processes and collaboration with clergy and parish bodies to strengthen the shared mission of parish and school.

Partnerships that provide for consultation and engagement with parents as the primary educators of their children in the mission of the Catholic school.

A comprehensive approach to staff well-being and development including professional learning, professional standards, performance management and pastoral care.

Leadership development and succession planning informed by the mission and purpose of Catholic Education.

Development of effective professional learning communities both within schools and across the wider BCEO community.

Productive links are forged with professional bodies and institutions, the broader community and government agencies.

A safe, healthy and productive school environment for students, staff and community.

Consultative and collaborative partnerships are evident among schools and between schools and BCEO.

PROFESSIONAL PRACTICE AND COLLABORATIVE RELATIONSHIPS ACHIEVEMENTS

- Parents provided with professional learning opportunities to implement eDairy for parents and students in Years 7 – 12.
- Senior and Middle leaders trained to use the Growth model for work across allocated teachers during 2015.
- Maintained involvement with Chamber of Commerce.
- Workplace Health and Safety Audit used to update school procedures and guidelines.
- College Principal member of the Executive of Catholic Secondary Principals Association of Queensland
- College active member of Fraser Coast Educational alliance and Principal a member of Executive.
- College Active member of Hervey Bay City Catholic Parish Catholic Education Committee – Schools and Pastoral Council.
- Continue to collaborate with Star of the Sea via combined program development and joint Board Meetings.



STRATEGIC RESOURCING

POLICY STATEMENT

Xavier Catholic College is committed to the provision of high quality, affordable, inclusive Catholic education through a responsible, accountable and equitable distribution of resources. In doing so we recognize the complex individual needs of our families, particularly the marginalized, and the importance of the College being an active participant in our local community.

Strategic resourcing will align with our College's Mission and Vision. Decisions will be made via transparent planning and renewal processes that are appropriate and accountable and include input from all stakeholders.

STRATEGIC RESOURCING STRATEGIC INTENTS

The strategic renewal plan informed by the principle of stewardship directs the allocation of school resources.

Collaborative processes are in place to develop the budget and to allocate resources.

The formation and professional learning of staff is clearly evident in budget priorities.

Resourcing decisions and priorities support financial accessibility for families.

Information and learning management systems enhance student and staff engagement with learning, teaching and school operations.

Sustainable environmental practices are embedded into the organisational structure and processes of schools.

Contemporary learning approaches inform the planning, design and use of facilities.

STRATEGIC RESOURCING ACHIEVEMENTS

- Upper Junior school provided with additional newly turfed playground.
- Outdoor Master Plan revisited to assign priorities and seek costings for implementation 2016.
- Artificial turf laid in Junior School..
- Upgraded backup infrastructure for College Servers.
- Commenced Classroom AV rollover plan
- Deployed staff iPads - Phase 1
- Replaced staff devices as per hardware replacement plan
- Upgraded Internet Bandwidth to 200Mbps (NBN*2)
- Small group of staff in trial use of MySite for Teacher-Student document sharing & collaboration
- Deployed Apple TV to Yr 7-12 classrooms and AirParrot to staff for wireless projection
- Worked with curriculum team to audit & map ICT general capabilities.