

VISION

St John Bosco's is a community where a living Catholic faith underpins all we do.

Every person is nurtured, valued and respected as an individual.

Learning is meaningful and creative, empowering all to be active participants in a contemporary world.

MISSION

In order to achieve our vision we will:

- provide experiences to worship through prayer, sacrament and liturgy
- raise awareness, build compassion and actively support and engage in current social justice issues
- reflect gospel values in all relationships
- develop and enhance the spiritual and theological understanding of our community

- provide an environment in which all feel welcome, safe, respected and valued
- acknowledge and celebrate the individual emotionally, intellectually, physically and socially
- build self efficacy
- foster positive relationships through a restorative approach
- provide opportunities and build capacity to be leaders
- encourage every person to have a voice

- develop learning and teaching from data
- use a range of approaches to meet learning needs
- provide an environment that encourages shared responsibility for learning outcomes
- provide opportunities for students to show their learning in a creative manner
- support the development of critical thinking
- uphold the democratic principles of our Nation and develop knowledge, skills and dispositions which promote responsible and active citizens

ACTION

To live the Vision and Mission of the school, as **Leaders** we will:

*Think Clearly: is about the decisions we make and the actions that follow. The quality of our thinking will determine the quality of our delivery.

- keep up to date with current pedagogical practices and knowledge
- analyse school data to identify growth and trends
- have a big picture that is precise and clear to the point (Hattie's Model)

*Engage Others: is a critical element of a leader's role within Catholic schools. It is important to listen deeply, to staff, parents, students, the church and the community and build positive relationships that help create the best school possible.

- engage in effective dialogue where respect and empathy for the individual is paramount
- build and nurture professional relationships internally and externally, in order to help achieve school outcomes effectively
- effectively negotiate with others to achieve desired outcomes

*Lead and Inspire: is about influencing and assisting our people to have a clear and coherent purpose and direction, to understand what matters most and how we can collectively be inspired to surface our potential by growing and developing our professional capacity.

- convey and inspire a clear purpose and direction linked to the mission of the school and the values of the church
- inspire and strengthen the capacity of others to perform at their highest level
- create a culture of ongoing professional growth and thoughtful reflection by intellectually challenging, emotionally and spiritually supporting staff

*Deliver Outcomes: is about providing a living example of how great results and outcomes can be delivered in a way that enables us to live out the faith and work collaboratively and creatively to co-create successful outcomes for all.

- remain centred, positive and true to the Gospel value and Church social teaching.
- work collaboratively, offering support and involving others in the exchange of information and perspectives related to school direction in order to improve, whole-school development in a unified and integrated way.
- meet commitments and deliver on promises.

STATEMENTS

To live the Vision and Mission of the school, as **Teachers** we will:

• live the Vision and Mission of the School.

- use current student data as the starting point for planning Learning and Teaching.
- understand and utilise student additional reports and information.
- write, implement and evaluate student PLPs. Communicate and facilitate LSSs assistance with implementation.
- use learning intention and success criteria (differentiated, co-created, challenging).
- collaboratively identify and set student goals that challenges learning.
- In dialogue, reflect and evaluate your effectiveness as teacher.
(EVIDENCE: What do we want our students to learn? How do we know each student has learnt it? How do we respond when students do not learn it? Where to next?)
- monitor, track and enter data as required.
- provide ongoing, timely and meaningful feedback with students and staff and parents on progress around goals.
- adhere to SJB Staff Charter.
- adhere to the Planning Protocol.
- identify and set teacher professional learning goal
- use a range of best teaching practices designed and implemented comprehensive learning programs in an ongoing manner.
- challenge and extend own abilities
- develop a dialogical learning environment
- create positive relationships with your students and other staff members

To live the Vision and Mission of the school, as **Principal** I will:

Leading Teaching and Learning

- Create a positive christ-centred culture that supports and challenges, enabling effective teaching.

Developing self and others

- Work collaboratively, with and through others to build a professional learning community that is focused on continuous improvement of teaching and learning.
- Support all staff to achieve high standards and develop their leadership capacity by managing performance through the use of professional learning and feedback.

Leading improvement, innovation and change.

- Work with staff to produce and implement clear, evidence based improvement plans for the school community.
- Manage innovation and change to ensure the vision and strategic plan is put into action across the school and that its goals and intentions are communicated

Leading the management of the school.

- Ensure that the school's resources and staff are efficiently organised and managed to provide an effective and safe learning environment.
- Seek to build a successful school through effective collaboration with the school board, parents and friends, school and parish community and external organisations.

Engaging and working within the community.

- Create positive relationships with students, staff, parents and parish communities.
- Create an ethos of respect by supporting spiritual, moral, social and physical health and wellbeing

To live the Vision and Mission of the school, as **Learning Support Staff** we will:

Work in partnership with teachers to support and implement the following:

Learning and Teaching

Tier 1 Least support

General support to a group of students while the teacher is engaged in focused teaching

Assist students to complete tasks designed by the teacher

Provision of personalised support eg. mobility, communication etc

Preparation of support materials

Tier 2 General support, Tier 3 Most support

Lead small group instruction designed by the teacher

Adapt lessons for individual student, under the guidance of a teacher

Under the direction of a teacher work with the student to support the implementation of particular learning goals as identified in Personalised Learning Plan (PLP)

Data Collection

Collect data for analysis by the teacher –anecdotal notes on performance of task, work habits, behaviour, running records, PSG team as required etc. provided by the teacher. Review session data and observations with teacher/school-based leadership

Communication

Tier 1

Communicate with teacher on student's performance of task, work habits, behaviour etc.

Tier 2 & Tier 3

Provide general formative feedback to student on performance during the teacher session

Liase regularly with teacher to discuss specific strategies to be implemented by LLS as identified in the PLP

Provide feedback to teacher about performance related to learning goals in PLP

Communicate with teacher, parents and school-based leadership team about student goals as identified in PLP through the PSG meeting

Skills – Professional Learning

Skills, knowledge and traits as identified by the teacher required for:

- assisting the student to complete tasks designed by the teacher
 - personalised instruction, identified in the PLP
 - personalised/group implementation of intervention programs eg. LLI
- Access relevant professional learning