



ST MICHAEL'S COLLEGE – STRATEGIC PLAN

COLLEGE OVERVIEW

2016 – 2020

ST. MICHAEL'S COLLEGE – WISDOM THROUGH GROWTH				
St. Michael's College is a school community, built on Christian values, that nurtures individuals and inspires quality learning				
STATEMENT OF PURPOSE				
LIFELONG LEARNING FOR 21st CENTURY LEARNERS				
Literacy and Numeracy	Collaboration	Critical thinking	Digital literacy	Communication
Valuing effort and achievement				
VALUES				
Respect	Responsibility	Care and Compassion	Co-operation	Honesty and Trustworthiness
RULES				
Safety		Manners		Caring
FOUR PILLARS				
ACADEMIC	SPIRITUAL	CULTURAL	PHYSICAL	

St. Michael's College believes that growth for students occurs through four pillars of learning

- Academic** – academic growth prepares students for successful lifelong learning in a society undergoing rapid growth and change.
- Spiritual** – spiritual growth prepares students for participation in society as responsible, empathetic community members
- Cultural** – cultural growth prepares students for a lifetime appreciation and participation in the Arts
- Physical** – physical growth prepares students to develop skills and value a healthy lifestyle with physical fitness, agility and dexterity.



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STRATEGIC PRIORITIES

2016 – 2020

STRATEGIC AREAS			
Leadership and Management	Teaching and Learning		Community
CORE PRIORITIES			
Curriculum	Analysis of Student Learning Data	High Quality Teaching Practices	Productive partnerships with SMC community

- Curriculum**
Ensuring systematic curriculum delivery through alignment with Australian Curriculum
Focus on the core priorities of – Reading, Writing, Numeracy & Science
- Analysis of student learning data**
Analyse data to identify improvement strategies - whole-college and individual student
Use data to inform, monitor and review classroom teaching practices
Analyse whole- college strategies to identify and address student learning needs
Use data to establish and monitor improvement strategies and targets
- High quality teaching practices**
Establish high expectations of all students
Develop deep knowledge of learning areas and pedagogical practices
Use targeted teaching in response to students' specific needs and context
Establish a safe, supportive, inclusive and disciplined learning environment
- Productive partnerships with SMC community**
Support improved student learning opportunities
Deliver high achievement
Promote community confidence and pride in SMC's ability to meet the needs of all students and enhance performance



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STRATEGIC TARGETS

2016 – 2020

TARGETS - 2020		
SMC INTERNAL MEASURES		
Reading	100% at or above minimum standards	75% at/above aspirational standards
Writing	100% at or above minimum standards	75% at/above aspirational standards
Spelling	100% at or above minimum standards	75% at/above aspirational standards
Numeracy	100% at or above minimum standards	75% at/above aspirational standards
Science	100% at or above minimum standards	75% at/above aspirational standards
ICT	100% at or above minimum standards	75% at/above aspirational standards
EXTERNAL MEASURES – NAPLAN		
Reading	100% @ National Minimum Standard	50% in the Upper 2 Bands
Writing	100% @ National Minimum Standard	50% in the Upper 2 Bands
Spelling	100% @ National Minimum Standard	50% in the Upper 2 Bands
Numeracy	100% @ National Minimum Standard	50% in the Upper 2 Bands
STUDENT POPULATION		
College (Prep – Year 6)		360
FINANCIAL		
Pupil/Teacher Ratio and Pupil/Aide Ratio		20 and 25
Debt per Student		\$3000
Net Operating Margin (EBIDA/Gross operating income)		15%
Interest Cover (EBIDA/Interest expense)		10
Debt Cover		10
Salaries as % of Income		70%
Fee Concessions		13%
Reinvestment Ratio		75%
PARENT OPINION SURVEYS		
Response rate		75%
Teachers at this school expect my child to do his or her best.		100%
Teachers at this school provide my child with useful feedback about his or her school work.		100%
Teachers at this school treat students fairly.		100%
This school is well maintained.		100%
My child feels safe at this school.		100%
I can talk to my child's teachers about my concerns.		100%
Student behaviour is well managed at this school.		100%
My child likes being at this school.		100%
This school looks for ways to improve.		100%
This school takes parents' opinions seriously.		100%
Teachers at this school motivate my child to learn.		100%
My child is making good progress at this school.		100%
My child's learning needs are being met at this school.		100%
This school works with me to support my child's learning.		100%



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STUDENT OPINION SURVEYS	
My teachers expect me to do my best.	100%
My teachers provide me with useful feedback about my school work.	100%
Teachers at my school treat students fairly.	100%
My school is well maintained.	100%
I feel safe at my school.	100%
I can talk to my teachers about my concerns.	100%
Student behaviour is well managed at my school.	100%
I like being at my school.	100%
My school looks for ways to improve.	100%
My school takes students' opinions seriously	100%
My teachers motivate me to learn.	100%
My school gives me opportunities to do interesting things.	100%
STAFF OPINION SURVEYS	
I receive useful feedback about my work at this school.	100%
I feel I have the necessary skills to do my job effectively at this school.	100%
I feel the Developing Performance process helps me to improve my work at this school.	100%
I have access to quality professional development.	100%
This school encourages me to provide constructive feedback.	100%
This school encourages me to participate in professional development activities.	100%
This school encourages me to take responsibility for my work.	100%
This school makes reasonable demands of me in my job.	100%
This school encourages coaching and mentoring activities.	100%
This school encourages me to undertake leadership roles.	100%
This school celebrates staff achievements.	100%
I feel well prepared for the different aspects of my job at this school.	100%
I enjoy working at this school.	100%
I feel this school is a safe place in which to work.	100%
I feel I have a good work-life balance.	100%
I feel that staff morale is positive at this school.	100%
Staff at this school are interested in my wellbeing.	100%
Staff at this school have good team spirit.	100%
Overall, I feel that working at this school is rewarding.	100%
BOARD	
Directors attend school governance professional development Accreditation Completion of compliance checklist	100% Maintains accreditation Annually