In 2010 the following components were reviewed by the staff with the subsequent recommendations proposed.

- **Priority 1.1 – Religious Identity and Culture [Rating 7]**
  **Recommendations:** School Song, further development of RE program and in-servicing of staff.
  **Strategy:** Revamp Mercy units, complete School song & implement, complete outdoor sacred space.

- **Priority 2.5 – Reporting [Rating 4]**
  **Recommendations:** translation of report cards, interview template in language of choice, user friendly language utilised, a deeper knowledge of our parental clientele.
  **Strategy:** to pay for speakers from various cultures, explore possibility of translating report cards, investigate a Vietnamese program for translation.

- **Priority 5.2 – Partnerships [Rating 6]**
  **Recommendations:** environmental sustainability – how to sustain the air-conditioning program, a push for environmental issues and initiatives to be shared across the whole school.
  **Strategy:** searching for appropriate environmental issues for each year level and a formation of a community of environmental sustainability.

- **Priority 6.3 – Resourcing [Rating 5]**
  **Recommendations:** continued up-skilling of staff on the latest technologies which support student learning; an increase in the provision of hardware to both staff and students.
  **Strategy:** re-look and update the budget; constant provision of PD for staff.

- **Priority 7.1 – Budgeting and Finance [Rating 6]**
  **Recommendations:** budgets for particular parts of the school and key teachers need to be explained in the staff handbook; use of S.W.D. funding to be developed and documented.
  **Strategy:** update of the staff handbook.

- **Priority 8.3 – Monitoring and Self Review Processes [Rating 6]**
  **Recommendations:** raised awareness of the process and plan for the school; feedback and awareness to the parents.
  **Strategy:** Review process to be reported back to the P&F association; reference to the five year plan to be made in staff handbook.
St Mark’s Primary

School Renewal Goals

2010
### Priority 1: The Religious and Evangelising Mission of Schools

<table>
<thead>
<tr>
<th>Goals</th>
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<tbody>
<tr>
<td>Provide faith development, formation and renewal opportunities for staff.</td>
<td>- Continue with ‘Catching Fire’ Framework, with focus on ‘Religious Life of the School’&lt;br&gt;- Staff Prayer/Masses (Lent)&lt;br&gt;- Professional Development Opportunities</td>
<td>Garry&lt;br&gt;Chris&lt;br&gt;Nikki&lt;br&gt;RLOS Committee</td>
<td>- Awaiting invitation from BCE to apply.&lt;br&gt;- Ongoing and successful.&lt;br&gt;- Mercy Heritage Centre and St Stephens &amp; 2 Twilight Sessions with Pat Lavecombe. (11.5 hours)&lt;br&gt;- RLOS committee established (plans for sacred space in school completed).</td>
</tr>
<tr>
<td>Further develop the quality and effectiveness of learning and teaching in the religious education classroom</td>
<td>- Professional Development&lt;br&gt;- Promote moderation practices within the school&lt;br&gt;- Implement class units of work – Adapt/Modify RE Modules to cater to needs of St Mark’s children.</td>
<td>Nikki</td>
<td>- Selected teachers attended PD sessions: see PD Log.&lt;br&gt;- Moderation practices to continue.&lt;br&gt;- Following a more focussed planning session with Learning Groups was more successful with set time and expectations.&lt;br&gt;- Explicit expectations communicated.</td>
</tr>
<tr>
<td>Continue to provide faith development and formation opportunities for students.</td>
<td>- Virtues Programme&lt;br&gt;- Class liturgies/masses&lt;br&gt;- Whole school masses&lt;br&gt;- Continue to review Sacramental Programme – Let’s Celebrate Activity Book.&lt;br&gt;- Response to launch of ‘Religious Life of the School’ Document / Policy</td>
<td>Nikki&lt;br&gt;Yr 3 Teachers&lt;br&gt;Pat Lavercombe</td>
<td>- Plans to celebrate Vietnamese/Samoan culturally significant days in 2010. (White Sunday, New Moon.) – Successful&lt;br&gt;- Further response to the RLOS document – in particular the practical use of the document – eg. outdoor scared space. – ongoing.&lt;br&gt;- Continue sacramental program review.</td>
</tr>
</tbody>
</table>
Continue to respond to the call for peace, justice and ecological sustainability through programs of social justice and outreach.

- Missions Projects: Caritas (Global) and Catholic Mission, (Local Diocesan) – guest speakers
- Mini Vinnies Programme (Winter & Xmas Appeal) Yr 7 Leaders to be elected/appointed
- Canossa aged care visits Term 2, 3 & 4
- 1.4 Social Action and Justice
  - Expand the action programmes into the lower school
  - Implement an excursion levy

Develop the St Mark’s identity recognising the Mercy tradition and promote a sense of belonging to the wider Catholic community.

- Celebrate Catholic Education Week
- Celebrate St. Mark’s Day
- Implementation and evaluation of a St Mark’s / Mercy Unit of work for Yr 5, 6 & 7.
- Visit the Mercy Centre with staff/ Cathedral
- Develop a school prayer and song

<table>
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<tr>
<th>Missions Projects: Caritas (Global) and Catholic Mission, (Local Diocesan) – guest speakers</th>
<th>Nikki Yr 6 &amp; 7 Teachers</th>
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<td>Mini Vinnies Programme (Winter &amp; Xmas Appeal) Yr 7 Leaders to be elected/appointed</td>
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<tr>
<td>Develop a school prayer and song</td>
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<tr>
<td>Garry, Nikki Yr 5, 6, 7 Teachers RLOS Committee</td>
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</table>

- Ongoing and successful.

- Carry over to 2011.
- Implemented and successful.

- Successfully recognised.
- Continuing.
- Completed.
- School Prayer completed, displayed and learnt.
- School Song in the process (aiming for launch at Opening Mass in 2011).
## Priority 2: Student Learning Outcomes

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<tr>
<th>Goals</th>
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</table>
| Strengthen the continuity of planning and best practice teaching to enhance the engagement of all students. | ➢ Promote PD, Yr level planning days (plan & review – more input from CST)  
➢ Planning with specialist teachers/ LNIT  
➢ Supporting classroom practice  
➢ Initiate Literacy blocks  
➢ Investigate Dance Fever programme  
➢ Continue/ expand music enrichment program ‘Creative Kidz on Stage’  
➢ Implementation of Learning Enrichment Programs (Patricia) eg. Tournament of Minds, Maths Olympiad, ACER Comps, Chess etc  
➢ Whole Staff PD with the CTC tool, atomic learning,  
➢ Continue with Yr 3,4,5 Art enhancement program - Thursdays  
➢ Poetry/ Art Festival | Chris Therese Patricia Eugene/ Garry Nikki Lina Annette Creative Kidz on Stage | • Banked time used for planning  
• Programmed outline for planning day introduced to be honed in 2011.  
• PD – refer to PD Log.  
• LNIT will start in Sem1 2011 due to start of NP.  
• Literacy Blocks implemented – continued development.  
• Dance Fever for all – except 5 & 7 – to be included in 2011. Very successful – Showcase Night especially.  
• Creative Kidz continuing – slightly down on numbers – but successful.  
• Enrichment Programs/Chess: to be revamped in 2011.  
• CTC tool introduced – but needs more encouragement in 2011.  
• Art Enhancement – on Thursdays – successful but limited. 2011 – 2 days available.  
• Poetry/Art Festival successful. |
| Develop inclusive, comprehensive and quality curriculum, assessment and reporting processes | ➢ Continue to develop Whole School Curriculum Plan in RE, English and Mathematics – Australian Curriculum (Science and History).  
➢ Review Report Cards in light of standards/ essentials  
➢ Improve assessment practices/ range of assessment tools – PM Benchmarking, Band scales  
➢ Implement consistency in planning, assessment and reporting documents throughout school. | Chris Nikki Early Years Teachers Curriculum Committee | • Whole School Curriculum postponed to 2011 due to late implementation of Australian Curriculum.  
• Action Plan 2010 – 2011 to be developed.  
• Review of report card not necessary.  
• PM Benchmarking successful.  
• Ongoing. |
2. Embedding ICLT and First Steps into the planning process
   - Parent reporting education – in light of the National Curriculum and MySchool website.
   - Further development of Intra and Inter school moderation practices (Sharing of reporting practices, KLA levels of achievement)
   - Promote and support CTJ Processes, including Inquiry based learning.

2.2 Curriculum
   Developing planning tools, practices and frameworks
   - Begin to develop School Numeracy Plan (investigate ACU Maths programme)

<table>
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<tr>
<th>Continue to enhance student literacy and numeracy outcomes</th>
<th>Ongoing</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Continue Early Years Oral Language Program and expand into Yrs 3, 4, 5</td>
<td>- Ongoing, Sharon Kennedy into Yr 4 and 5 for 2 terms.</td>
<td>- Successful. To be continued in 2011 with Sharon Kennedy.</td>
</tr>
<tr>
<td>- Literacy/Numeracy Program (Simon Everett Oral Lang Program Yr 6 &amp; 7)</td>
<td>- Successful. To be continued in 2011 with Sharon Kennedy.</td>
<td>- Ongoing.</td>
</tr>
<tr>
<td>- PD in Bandscales</td>
<td>- Ongoing.</td>
<td>- Completed.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Use data and evidence-based processes to inform learning and teaching, assessment and reporting.</th>
<th>Chris Garry Patricia Eugene Teachers</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Continue developing system for collecting, tracking and monitoring student outcomes (Files, Folios &amp; Folders, MP1 and Early Yrs Tracking Docs – ACU Maths)</td>
<td>- Completed twice yearly – successful.</td>
<td>- Revisit in 2011.</td>
</tr>
<tr>
<td>- Whole School PM Benchmarking</td>
<td>- Completed – under guidance of Cath Grealy.</td>
<td>- Completed.</td>
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<tr>
<td>- First Steps – whole school map of development</td>
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<td>- tracking documents to be incorporated into student folios</td>
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<td>- Use Sunlanda data to inform planning</td>
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# Priority 3: Student Support

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<tr>
<td>Develop whole of school responses to student protection, personal and social development, and behaviour support requirements.</td>
<td>3.4 Student Wellbeing and Pastoral Care &lt;br&gt; Develop a consistent approach to student behaviour and provide a comprehensive staff handbook &lt;br&gt; - Continue to implement Student Protection Guidelines &lt;br&gt; - Investigate Personal Development, Bounce Back and the like. &lt;br&gt; - Life Education programme in February</td>
<td>Nikki Chris Garry Jo Patrick</td>
<td>• Staff handbook completed and distributed. &lt;br&gt; • Implementation of Child Safety Week – and Child Safety lessons. &lt;br&gt; • Continued investigation in Kids Matter and appropriate programs to underpin. &lt;br&gt; • Completed – to possibly revisit in 2012.</td>
</tr>
<tr>
<td>Strengthen our capacity to provide for the diverse needs of students with disabilities.</td>
<td>• Continue staff education of inclusive practices, legal requirements and compassionate responses &lt;br&gt; • Investigate with STIE inclusive practices for St Mark’s &lt;br&gt; • Speech Pathologist – follow up program &lt;br&gt; • Investigate/participate in CSS Project</td>
<td>Garry Patricia Janice/Jenny Cath Grealy Joanna Shirlock Chris</td>
<td>• Code of conduct and the Role of the Teacher – reiterated in Staff Handbook. &lt;br&gt; • Differentiation for Excellence Philosophy and Practice on-going &lt;br&gt; • Successful with Jenny McMahon</td>
</tr>
<tr>
<td>Develop and implement processes that support improved learning outcomes for out-of-home, marginalised and disengaged students.</td>
<td>• Target students with needs through use of extra teacher, specific programmes; Art Yr 3, 4 &amp; 5. &lt;br&gt; • ACCES/Inala liaison/initiatives &lt;br&gt; • Employ school officers – bilingual &lt;br&gt; • Project Officer - Nikki</td>
<td>Garry Eugene Patricia Lina Jo Patrick</td>
<td>• .ongoing &lt;br&gt; • Not in 2010. &lt;br&gt; • Successful: Silau and Hanh. &lt;br&gt; • Extra day provided.</td>
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## Priority 4: Staff Support

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</table>
| Develop the skills and capacities of teachers, leaders and support staff to enhance their professional growth. | ➢ Continue to provide PD opportunities.  
➢ Continue use and implementation of PD Log for all staff – alignment with QCT standards  
➢ Provide mentor arrangements for new staff  
➢ Provide support for CTJ processes  
➢ Implement Learning Team Meetings and Committee Meetings on a planned basis  
➢ Investigate South 5 conference possibilities  
➢ CTC tool and atomic learning | Leadership Team  
Chris  
Nikki/Sandy with Jessica S, Louise /Natasha Amanda/ Cheryl  
Chris  
Garry  
Chris | • See PD Log.  
• Completed.  
• Implemented successfully.  
• Support provided.  
• 2 per term – to continue.  
• Ongoing.  
• Inservice provided. |
| Ensure contemporary employment arrangements that are occupationally healthy, safe and productive for staff are developed. | ➢ Continue to ensure WHS policy and procedures are in place. (School Safety Days, Fire Drills, Lockdown Drills, Asbestos registry) | Roger WHS Committee | • WHS meetings – 1 a term.  
• Drills – 1 a term. |
| Promote and enhance the St Mark’s culture where all staff (teaching and ancillary) are respected and valued. | ➢ Leadership Team / Staff Meetings – set yearly goals, identify initiatives, raise concerns.  
➢ Individual staff members to meet with Leadership Team to discuss goals and alignment (Term 1 – review Term 3).  
➢ Greater involvement of staff in determining School Renewal Goals – in-service days, staff consultation opportunities,  
4.3 Professional Practice  
Up-dated and pertinent information will be added to staff handbook – new format linking teacher goal setting to QCT standards, localized role descriptions | Leadership Team | • Completed.  
• Review in Term 4  
• Completed.  
• Completed. |
# Priority 5: Partnerships and Relationships

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| Maintain and build strong partnerships among staff, students, parents, parish, other schools and the wider community. | ➢ Continue Year 7 Faith in Action strategies (continue class visitations to Canossa Aged Care Complex, continue Mini Vinnies Winter and Xmas Appeals, supporting Caritas Project Compassion, Catholic Mission)  
➢ Celebrate ‘community’ with Poetry/ Art Festival  
➢ Build and maintain relationship with neighbouring schools through sport and cultural pursuits (Debating/Games Day Darra, CTK, Murri School, Richlands East)  
➢ Publish School Magazine ‘Mark Times’  
➢ Social Club – Organisation and involvement  
➢ Investigate Networking Days with other local schools | Nikki, Year 7 Teachers, Leadership Team | • Successful and ongoing.  
• Successful.  
• Investigated - possibilities in 2011.  
• Completed.  
• New committee  
• Information passed onto staff. |
| Effectively partner with, and engage our parent communities in students learning, school renewal and policy development. | ➢ Continue parent education re: new reporting processes and Early Years Curriculum  
➢ Continue to communicate regularly and strategically with the St Mark’s P&F Association.  
➢ Improve parent information about assessment and reporting  
➢ Continue to communicate through the school newsletter.  
➢ Investigate staff/parent meeting opportunities/settings.  
➢ Explore the feasibility of a School Board  
➢ explore opportunities to develop stronger links between school and home | Chris  
Leadership Team  
George Kendall  
Nikki Jo Patrick  
Sailou Hanh | • Ongoing.  
• Continuing and successful.  
• Refer to School Renewal and Validation Report  
• Ongoing – investigating possibility of emailing to families in 2011.  
• Ongoing  
• Ongoing.  
Successful and ongoing: 123 Magic, Parent Surveys completed, P&F social functions. |
## Priority 6: Information, Communication and Learning Technologies

<table>
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| Continue to embed information, communication and learning technologies (ICLT) in learning and teaching processes | ➢ Provide planning opportunities and encouragement to teachers.  
➢ Up-skilling of teachers - CTC tool and atomic learning  
➢ Planning template incorporating ICLT and First Steps  
6.1 Learning and Teaching  
Develop a clear ICLT Plan and provide further professional development of staff competencies with the assistance of BCE staff. | Chris Therese Danielle Carter | • Ongoing and successful.  
• Introduced to staff through PD  
• Ongoing.  
• Completed. |
| Continue to improve access and ongoing provision of hardware and software, | ➢ Continue to upgrade ICT equipment  
➢ Inventory of computers/technological equipment in the school  
➢ Program of purchases/rollover | Chris, Therese, Fawmatt | • Ongoing.  
• Completed.  
• Completed. |
| Provide opportunities for teachers to be involved in ICLT training and support arrangements to enhance the ICLT competence of staff. | ➢ Provide opportunities for whole staff to develop skills in software in-service training at staff meetings, pupil free days using – e.g. Power point, Microsoft Office, Photo story, GIMP | Nikki Chris Curriculum Support Committee BCE – Danielle Carter | • Completed and ongoing using BCE support staff. |
| Develop online processes, inclusive of interactive school websites, to more effectively communicate within, and across, our schools. | ➢ Continue development, refine school website  
➢ Refine school intranet including staff links. | Chris, Fawmatt, XYZ, | • Completed and ongoing.  
• Educational links added to Intranet.  
Conversion to SharePoint will supplement school intranet. |

**NOTE: REFER TO ST MARK’S ICT PLAN FOR FURTHER DETAILS**
# Priority 7: Resourcing Catholic Schooling

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| Maintain strong budgeting and transparent information sharing practices between school, parents and parish. | ▶ Regular meetings with teachers, parish and parents  
▶ Liaise with and inform interested parties re: BER  
▶ Develop Master Plan  
▶ Maintain close contact with ADF. | Garry      | • Completed and ongoing.  
• BER starting date delayed.  
• Ongoing.  
• Ongoing. |
| Ensure resource planning is aligned with school strategic renewal plans. | ▶ The Leadership Team in consultation with the school community will set short term goals based on our 5 year School Renewal Plan. These goals will focus on aspects of the curriculum, resourcing, community building, administration and capital works/maintenance  
▶ Projects/resources to support the School Renewal Plan (SRF Money)  
▶ ICLT resources aligned with demands of Australian Curriculum | Leadership Team | • Ongoing Air Con Program – Mercy building completed.  
• Ongoing.  
• 1st interaction whiteboard installed.  
• Outlined for implementation. |
| Continue to refine and sustain resource arrangements to support learning and teaching in the context of varying socio-economic, cultural and educational support needs. | ▶ National Partnership Agreement on Low SES School Communities – investigate programs and support needed, including ICLT strategies.  
▶ Continue to provide economic and educational support to poor/underprivileged families where the Leadership Team identifies the need e.g. provide uniforms, books, excursion costs, food etc.  
▶ Continue Marketing / PR strategies under guidance from BCEC. | Eugene Patricia  
Leadership Team,  
Bernadette Kreutzer Chris | • Delayed till Sem 2 2011.  
• Ongoing.  
• Completed successfully through P&F initiatives |
| Ensure that school fee and levy policies and processes are consistent with principles of justice, equity and accessibility. | Continue to consult and review with stakeholders. | Garry | • Ongoing.  
• Completed and successful – to be reviewed yearly. |
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<td>Continue to individually evaluate applications for fee concessions.</td>
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<td>Introduction of school Excursion Levy</td>
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| Promote and encourage environmental sustainability in policies and practices. | Participate in National Tree Day. | Debbie Eaton | • Replanting of gardens completed in 2010 – Nick.  
• Completed.  
• Successful |
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<td>Engage with SITA to introduce paper re-cycling programme.</td>
<td>Nikki</td>
<td>• Allocation of garden beds – worm farms – and reverse garbage.</td>
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<td></td>
<td>Re-cycled materials used in liturgies e.g. Holy Week celebrations</td>
<td>Class teachers</td>
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<td></td>
<td>Clean up Australia</td>
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<td>• Nominated Debbie Eaton as contact person – received emails re: Eco Sustainability.</td>
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<td></td>
<td>Class environmental projects</td>
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## Priority 8: Renewal and Quality Assurance

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| Ensure that renewal and quality assurance processes have a clear focus on realising the vision and mission of St Mark’s. | ➢ Set School Renewal Goals 2010  
➢ Formalise setting of staff and school goals to align with SRF Priorities.  
➢ Alignment of teacher goals with QCT standards  
➢ Initiate responses to components of 2009 Internal Review and Validation Process:  
   ➢ Conduct 6 Components Review  
   1.1 Religious Identity and Culture  
   2.5 Reporting  
   5.2 Partnerships  
   6.3 Resourcing  
   7.1 Budgeting and Finance  
   8.3 Monitoring and Self Review Processes | Leadership Team in consultation with AST2s | • Completed  
• Completed and ongoing                                                                 |
| Effectively implement school renewal, validation and compliance processes. | ➢ Set SR Goals for 2010  
➢ Undertake WHS Audit  
➢ Undertake Financial Audit | Leadership Team, Roger Greenall, Narelle Barry | • Completed  
• Ongoing.  
• Completed. |
| Implement strategic quantitative and qualitative processes for monitoring, developing and reporting on religious education and other areas of the curriculum. | ➢ Renew School Literacy / Numeracy Plan and set new directions  
➢ Homework Policy  
➢ Use of text books | Leadership Team | • Ongoing  
• First Steps Reading, Literacy Block, Role M (Eva)  
• Completed. |
| Refine and integrate reporting mechanisms on school performance to communities, the Archdiocese and government. | ➢ Ensure Mandatory Annual Reporting requirements are met.  
➢ Continue to report to parents through newsletter, P&F reports etc  
➢ Continue to meet Archdiocesan and Government regulations as required – CENSUS, MySchool etc | Leadership Team | • Completed  
• Completed and ongoing.  
• Completed and ongoing. |