The St Sebastian’s School Strategic Renewal Plan 2008-2011 continues a tradition of planning and goal setting that has been an important characteristic of our community. The school has considered future initiatives through consultation, discernment and connection with Brisbane Catholic Education, the local community, staff, students, parents and the parishioners of Yeronga. Several Strategic Plans have been implemented and reviewed which have seen our community progress and grow as a community of spirit, learning, teaching, faith and mission. This year, through processes of broad and focused consultation with a range of stakeholders a new strategic plan will be developed. Managed by the Administration Team and the School Board, the process will ensure that prayerful discernment and deliberate consultation has informed the goal setting and strategy planning. Deliberate consideration has been given to the ‘Eight Priorities’ of Brisbane Catholic Education’s Strategic Renewal Framework and this is recognised in the plan. This plan means that our community has a clear direction for the period 2008-2010. This report presents a summary of the significant achievements which have flowed and been implemented from this plan, throughout 2010. It also includes a continuation of ongoing actions and some new goals for 2011. Our community has much to be proud of and the list of successful outcomes from 2010 and our 2011 goals reflect the efforts of the parents, students and staff in our community. The report is summarised in achievement points and ongoing priority actions, listed in the eight key dimensions of school life: - Faith & Mission, Learning & Teaching, Student Care, Staff Care, Partnerships & Relationships, Information, Communication and Learning Technologies (ICLT), Resourcing and Renewal.

Faith and Mission
St Sebastian’s School will provide a learning environment where staff, students and parents deepen their knowledge of God and are given opportunities to practise and share the Catholic faith in an open and inclusive way.

2010 Achievements
- Class and year level liturgy celebrations
- Whole school Masses with focused learning of the responses for prayers used during mass
- The school focus “Just Do It with a Josephite Heart” was successfully incorporated in all school events
- Increased understanding of the Josephite charism by holding a school St Mary MacKillop Day with guest speaker Sr Genevieve
- Strengthening of school & parish partnerships by distribution of school newsletter at weekly Masses, parish St Vincent de Paul Christmas Appeal and financial support of individual students
- Through classroom learning experiences and attendance by teachers the Parish Sacramental Program was supported
- Inservicing of staff on drama and song in RE
- Each class was issued an RE Resource Box containing items for class prayer

2011 Goals and Ongoing Actions
- Support children enrolled in Parish sacramental program
- Strengthening of school & parish partnerships especially with Mini Vinnies and the year 6/7 student leadership
- Liaise with the Parish Sacramental Coordinator
- Provide information to parents on religious events via school newsletter, school calendars and website
- To ensure access to innovative and current teacher resources for RE including interactive whiteboard resources
- Engage staff in conversations to deepen their understanding of current Church teachings, strengthen teacher capabilities and to share accurate messages of Church with their students
- Encourage cooperative planning in Religious Education amongst staff
- Liturgical cloths for each Season of the Church will be added to RE Resource boxes
- Deepen understanding of the importance of the mass to all members of the community, teachers, students and parents. The emphasis will be on our Catholic traditions and why they are used during mass
- Whole school weekly prayer – Tuesday morning
Learning and Teaching
St Sebastian’s School will provide and promote learning and teaching that is both life-long and life-giving. We as a community are committed to the provision of a high quality, creative and holistic education for the students in our care, which is responsive to each student’s spiritual, intellectual, emotional and developmental needs and circumstances.

2010 Achievements
- Student data was used to inform curriculum and school planning to maximize student learning
- Implemented St Sebastian’s vision for learning and teaching into our everyday practice
- Homework policy developed and published on the school website
- Implemented internal student portfolios
- All teaching staff completed professional learning in use of programs for interactive whiteboards
- The introduction of three way interviews with student goal setting in the reporting process
- An inquiry approach to planning, teaching and learning was implemented by staff with integrated units
- Improvement in NAPLAN literacy and numeracy results across all relevant year levels
- Mental maths strategies introduced consistently across all year levels to develop mathematical thinking
- Engagement in Consistency of Teacher Judgment (CTJ) moderation with other local Catholic Schools

2011 Goals and Ongoing Actions
- Continue to reconnect, develop and identify practices to validate St Sebastian’s Vision for Learning and Teaching
- Reinforce the homework protocols and processes by the use of homework grids and all class homework to be published on the school website
- Continue to use an inquiry based approach to planning, teaching and learning in other curriculum areas
- Provide parents with term overviews of the curriculum being taught in each class
- Continue using First Steps Writing to monitor student progress and plan literacy units
- Inservice of teaching staff in strategies that develop reading and oral language skills
- The use of NAPLAN and school data to inform learning and teaching especially in Numeracy
- To use the Australian Curriculum, especially for English, Mathematics and History planning
- Participation in Consistency of Teacher Judgment (CTJ) moderation with other local Catholic Schools

Student Care
St Sebastian’s School strives to provide an environment which is inclusive and promotes and accepts the uniqueness of each individual so that each child can contribute actively and responsibly in society

2010 Achievements
- Development and implementation of school rules
- Class Covenants initiated during opening school Mass and displayed in school foyer
- Promoted and supported families who chose to continue their child’s education at St Sebastian’s to Year Seven
- Formalized the processes and procedures for the management and administering of student medication
- Celebration of Walk to School Day & Harmony Day
- Establishment of senior leadership teams in Year 6 & 7
- Class news & photos were published in the school newsletter
- Respect for the environment was encouraged through school rules to maintain tidy school grounds
- Establishment of effective and safe procedures for the drop off and pick up zones
- Introduced Program Achieve/You Can Do It Education!
- Encourage respect for the environment through school rules to maintain tidy school grounds eg. nude food & initiatives

2011 Goals and Ongoing Actions
- The School Rules are reinforced and understood as a part of school life and form the basis of each class’s covenant.
- Continue to reinforce effective and safe procedures for the drop off and pick up zones with staff, parents and students
- Provide opportunities for leadership, competition and extended classroom programs (eg camps /excursions) in sports and the Arts)
- Continue to celebrate special days eg: Harmony Day
- Consolidate and further develop senior leadership (Year 6 & 7) teams
- Continue to publish class news & photos in the school newsletter
- Encourage respect for the environment through school rules to maintain tidy school grounds eg. nude food
- To offer Student Action Plans to enable students to access learning more readily.
- To embed Program Achieve into all aspects of school
Staff Care
St Sebastian’s School strives to enhance a culture where all staff are respected and valued and to ensure that the skills and capacities of leaders, teachers and support staff continue to develop through the provision of quality pastoral care and professional development.

2010 Achievements
- Staff gratitude liturgical celebration with a “Just Do It With A Josephite Heart” afternoons held at the end of each term
- Focused Professional Development on technology - IWB, RE, planning and assessment using 1st Steps Writing; spelling profiling using Words Their Way; Student Protection; Differentiation of curriculum PD; Program Achieve
- Staff social opportunities were promoted and well attended by all staff.
- Cooperative planning held each term in year level teams
- Weekly bulletin distributed to all members of staff
- Recognition of staff commitment by P&F World Teachers’ Day and service to Brisbane Catholic Education
- Staff participated in P&F and Parish functions

2011 Goals and Ongoing Actions
- Staff liturgy of gratitude afternoons held at the end of each term following the Be the Change 2011 theme
- Beginning of year induction Liturgy for all staff, where the yearly school and staff focus is introduced (Be the Change)
- Commissioning of all Staff during Opening Mass
- Weekly bulletin distributed to all members of staff
- Encouragement of Staff attendance at P&F and Parish functions
- Recognition of staff commitment on World Teachers’ Day
- Staff participation in yearly goal setting with Principal
- Social opportunities are promoted and encouraged with all staff
- Cooperative planning held each Term in Year level teams
- Continued professional development to meet school and personal professional goals
- Promoting the professional role of the teacher in the community
- Encouraging shared leadership opportunities especially with ET6 teachers

Partnerships and Relationships
St Sebastian’s School strives to strengthen the partnership and relationships within the school community so that children attending our school are at peace and value a sense of belonging to Church, parish and wider community.

2010 Achievements
- School newsletter available at parish church -St Fabian’s
- Father Peter Conroy regularly visits students and staff
- P&F and School Board members involved in Building Grant Application for stage 2 of master plan. Application successful
- Parenting link on the school website – P&F & School Board
- Review and rewrite the role descriptions and constitution of the P&F
- School Board has a regular representative on the P&F
- P&F class representative role clarified and enhanced as part of the P&F
- New P&F executive elected
- Provision of financial support for new tuckshop and money saved for new Early Years playground
- Financial assistance for Year 6/7 Canberra trip
- Linking with other schools through sporting competitions and other activities

2011 Goals and Ongoing Actions
- Parish and school partnerships and relationships continue to be a focus of trust, energy, reflection and renewal
- Publish the role descriptions and constitution of the P&F on the school website
- Link Instrumental Music Program with P&F through a parent representative and a website link
- Enhance connections between the School Board and the P&F
- Continuation of open communication through various mediums ie. Coffee shop open for class parent mornings
- Support of P&F fundraising initiatives
- Support of BER building projects and associated landscaping
- Renewal and training on the role of the School Board for present and new members
- P&F and fete committee supported by staff
- Support of Year 6&7 leadership camp
- Encourage parents to complete their child’s primary education at St Sebastian’s (especially boys from Year 3) and the Staff, School Board and P&F visibly support this goal
- Strengthen relationship with OSHC through acknowledgement and cooperation
St Sebastian’s School will strive to provide and promote current and appropriate information, communication and learning technologies that meet students’ needs and are relevant in the contemporary learning and teaching environment.

**2010 Achievements**
- The resourcing of ICLT technologies through the provision of interactive whiteboards and new data projectors to all classrooms and new resource centre
- Completed hardware and infrastructure upgrade-wireless connections throughout whole school
- Infrastructure maintenance
- Teacher released fortnightly to support ICLT
- Computer On Wheels (COW) used to house early years laptops
- Laptop Cages supplied in Middle Years (yrs 4-7) for netbook storage
- Professional development for staff in use of interactive Whiteboards

**2011 Goals and Ongoing Actions**
- Replacement of Admin/reception computers to cater for eMinerva rollout
- Upgrade resource centre computers with laptops/netbooks
- Continue Infrastructure upgrades & maintenance
- Ongoing budget provision to upgrade wireless connection for school portal
- Continue teacher and classroom support with an ICLT teacher
- Continued employment of ICLT tech officer
- Professional development of staff and by staff on Interactive whiteboards and eMinerva
- Purchase of an iPad and iTouches as learning tools

**2010 Achievements**
- Scheduled building maintenance, repairs and painting
- Service and maintenance of air conditioners to all classrooms
- Support of the needy in our community (eg St Vincent de Paul, Caritas, Catholic Mission, Rosies and Josephite Sisters)
- The installation of interactive whiteboards to new classrooms and resource centre
- Replenished classroom PE supplies for each classroom
- Block government grant approved to continue the master building plan

**2011 Goals and Ongoing Actions**
- Ongoing building maintenance, repairs and renovations
- Service and maintenance of air conditioners to all classrooms
- Support of the needy in our community (eg Flood affected families)
- Resourcing will continue to support additional staff to enhance teaching and learning for all students eg iPad, iTouch purchases for learning support
- To begin the implementation of the master landscaping plan
- To develop a marketing plan to increase awareness of our school in the local area
- Ongoing budget provision to upgrade wireless connection for school portal
- Refurbish new resource centre and learning centre
- Landscape zone from master plan

**2010 Achievements**
- Education and promotion of the renewal plan with staff, School Board and P&F
- Continued links to parish plans and parish renewal strategies
- Evaluated the effectiveness of components 1.5 (Learning & Teaching of Religion), 2.6 (Evaluation & Forward Planning); 3.3 (Cultural Diversity) 4.1 (Professional Learning Community) 4.2 (Staff Engagement) of the Internal Review Validation Process
- Reflection staff liturgies were held at the end of each term

**2011 Goals and Ongoing Actions**
- Develop a sustainability task force and begin a strategic plan and timeline in this area
- Develop the role of WHS officer and complete WHS plan
- Continue to promote the renewal plan within the school community
- Complete another 5 internal review components as part of the schools ongoing renewal, quality assurance and forward planning processes
- Continue to meet compliance and government regulations
- Continue to reflect, review and improve the performance of our school especially in regards to learning and teaching
- Develop a new Strategic Renewal Plan 2011-2015

**Resourcing**
St Sebastian’s School strives to provide adequate, relevant and appropriate resources, plant and buildings for the provision of quality holistic education to the children.

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