Mission and Religious Education

Policy Statement
It is essential for all Catholic Schools in the Archdiocese to explicitly articulate the nature and purpose of Catholic schooling within the broader evangelising mission of the Church.

Our school motto ‘To know, love and serve’ guides our practices and program at OLR as they relate to the Catholic Church, our God and our community. We strive to create and maintain a religious education curriculum that promotes knowledge, deep understanding and skills about the Catholic and broader Christian traditions.

We believe in a cohesive and integrated approach to nurturing and promoting the religious life of the school and the faith formation of staff and students, through the professional learning of staff in religious education, theology and spirituality.

Actions

- Formalise Buddy classes - complete
- Assembly prayer restructure to focus on prayer over performance - commenced and on-going
- Engage and implement Religion Curriculum (EO-RE) - commenced
- Continue to promote Inquiry investigations and fertile questions for some units - commenced
- Provide specific professional learning for staff in the areas of theology, curriculum framework and pedagogy – commenced and planned for further work
- Encourage teachers to engage with the resources available on the K-Web and online - commenced
- Plan at least one unit with the teachers which incorporate multiple ICLTs - planned
- Revisit role of Year 6/7 leadership Groups - established
- Introduce Mini Vinnies with Years 4/5 as pre leadership - planned
- Continue to support whole school meditation but change time to 1.55-2.00pm – commenced and ongoing
- Raise awareness of, articulate and communicate (making visible ) commitment to an authentic Catholic Christian life and culture at OLR through our practices, symbols and policies (eg Mass to launch the Year, school-wide meditation, creation of labyrinth etc- remember to communicate these things through newsletters etc) – commenced and ongoing
- REAP professional development for new teachers - planned
- Review of model of staff Prayer / staff meetings – different timing and prayer ideas - commenced
- RLOS document revisited with staff - planned
Learning and Teaching

Policy Statement

We believe that educating the whole child is central to our mission. In recognition of this belief we employ additional specialist teachers to support the class teachers in striving for excellence in learning outcomes for all children. All learning and teaching should meet the needs of each individual through differentiated curriculum.

High quality teaching and learning opportunities include excursions, camps, representative teams for sport, Music and choir, Readers’ Cup, Speech and Drama, Sydney/Canberra Trip- as deemed valuable by the staff in consultation with the School Community. We also provide high quality professional learning opportunities for staff.

We believe that all children, including those with special learning needs, have the right to a Catholic Education at Our Lady of the Rosary School if we can reasonably meet their learning needs.

The staff follows the Australian Curriculum under the guidance of Brisbane Catholic Education, including Religious Education.

Actions

- Continue to engage staff in the Australian Curriculum, through providing opportunities for relevant professional learning [planning sessions, whole school curriculum conversation, POD, RE / Numeracy focused PD, prof reading] – commenced areas in red, planned in blue
- Continue to unpack the meaningful incorporation of cross curricula priorities and general capabilities into units of work with a view to audit current practice - under review
- Visible Learning – promotion of value of data collection phase to inform practice – initial phase commenced and plans for development in place
- Review practices in line with the Model of Pedagogy (with Hattie in mind) - planned
- Use data from BI tool to inform planning to differentiate the learning opportunities for all children - planned
- STIE/APRE/CST/TL/G&T to co-ordinate the curriculum alignment to improve planning for differentiation – commenced and ongoing
- Educate staff on the Disability Standards 2005 - planned
- Continue Positive Behaviour Support to train staff in managing high frequency children – Consequences matrix released and enacted – matrix released and training ongoing
- Use productive pedagogy to make learning active, interactive and personalised when using LIFE LMS Years 4-6 - planned
- LIFE focus on collaborative learning [Teachers model] – planned and commenced
- Non violent Crisis intervention for chn = Teacher and School Officer and two admin and STIE - planned
- Interschool Sport – reduction to Semester 1 only – planned and in place
- Dance Fever – Yrs 3&4 in Term 3 – to perform at Arts Festival – planned and in place
**Professional Practice and Collaborative relationships**

**Policy Statement**

We strive to develop positive relationships by including all members of our community in the development of our teaching and learning community based on Christian spirituality, faith and love. Our professional practices and collaborative relationships should be conducted following Gospel Values so as to support high quality teaching and learning.

We accept and welcome differences and their importance in the development of Christian relationships.

We accept that there will sometimes be breakdowns in communication, but will strive to ensure they are only learning experiences on our way to better relationships.

**Actions**

- Re-establish learning team networks across local cluster of schools for professional learning for teachers, PODs (dates in calendar) - **commenced**
- Create opportunities for people to share practice via class observations - **planned**
- For CST to continue to use LIFE to plan with lead teachers; open dialogue with colleagues about best practice – **commenced and ongoing**
- Continue the practice of goal setting with monitoring, and providing feedback to staff – **commenced and ongoing**
- Use AITSL standards as basis for goal setting and peer/ self-reflection – leadership to be more rigorous. Expectation that goals will be uploaded on portal. - **planned**
- Liaise with P&F to identify their spending priorities to support high quality teaching and learning (Master Plan 1 major project) - **commenced**
- Facilitate reflection on, learning about and improving pedagogical practice through enabling the building of open, trusting and respectful relationships among colleagues (twilight seminar and with Visible Learning) – **planned**
- Schedule staff meetings according to Admin, Curriculum, RE, and focused Year Level teaching teams – **commenced**
- Promote well-being of staff to improve staff cohesion. – **commenced and ongoing**
- Encourage and practice regular communication with parent group via email, parent-teacher nights as an expectation – **commenced and ongoing**
- Four twilights for PD – one per term - **planned**
- Celebrate contexts in our school in which teams of stakeholders collaborate and take ownership for decisions, tasks, plans and goals that impact on OLR. (eg Have broader staff and community involved in determining AIP, via staff meeting, newsletter etc) - **planned**
**Strategic Resourcing**

**Policy Statement**

We believe that all children have the right to a high quality Catholic education. To provide such an education we need to employ staff, provide a variety of high quality resources, relevant learning experiences and have efficient systems to manage teaching and learning. We also need to provide professional learning opportunities for staff to keep up to date with current educational trends.

The sources of income for our school include collecting school fees and levies from families, donations to the School Library Fund and School Building Fund, grants from Brisbane Catholic Education, contributions from the School’s Parents and Friends Association and targeted fundraising.

As the Parish must underwrite the school Budget, its management should be conducted with the full knowledge of the Parish Finance Council. The day to day operating of the school budget rests with the School Leadership Team with the support of the Finance Secretary. In accordance with BCE expectations the school’s operating procedures and budget management is audited annually.

While no child should be denied an education at Our Lady of the Rosary School due to financial constraints of their family, we hope that all families will contribute financially as best they can. As school fees and levies are the priority, these must be paid prior to children embarking on extra curricula activities.

**Actions**

- Improved access / management for laptops for LIFE class from term 2 - **planned**
- Move to server-less network - **completed**
- Manage funds astutely to allow for refurbishments as necessary to accommodate priorities in Master Plan (eg Resource Centre) - **planned**
- Promotion of OLR, particularly Early Years to encourage enrolments and retaining students – **commenced and ongoing**
- Identify key staff driver to support continuation of sustainability – **completed**
- Automate some systems (eg power off) – energy audit - **commenced**
- Prioritise budget allocations to support school goals eg RE implementation, Numeracy - **completed**
- Move Yr 7 to Secondary School at end of 2014 [eg Sydney/ Canberra trip; musical; senior shirts] – **commenced and ongoing**