



STRATEGIC PRIORITIES FOR 2021

VALUE AREA 1: CATHOLIC FAITH

Goal 1.16

Evaluate the opportunities available to staff and students to engage with questions of life and belief through Religious Education Curriculum, retreats and reflection days, staff formation offerings and Liturgical offerings.

Action Statements	By Whom?	By When?
1.16.1 Develop an optional staff retreat focusing on faith formation.	VP/CMT	End of 2021
1.16.2 Increase optional professional development opportunities focusing on faith formation for staff.	VP/CMT	End of 2021

VALUE AREA 2: LEADERSHIP

Goal 2.13

Optimise the student leadership opportunities.

Action Statements	By Whom?	By When?
2.13.2 Increase emphasis on importance of House leadership. Utilising HoH, Yr 12 House Captains and Year level House Councillors to coordinate events and community engagement opportunities.	DSL	T1
2.13.3 Identify and implement, with use of Student leaders, year level leadership opportunities.	DSL	T2

Goal 2.14

Continue to build a culture of growth through empowerment, feedback and critical reflection.

Action Statements	By Whom?	By When?
2.14.2 Continue collaboration between Academic Board, Pastoral Board and the Professional Development Committee to provide suitable professional learning opportunities for staff throughout the year.	DST/PDC DPTL/AB/DPP/PB	T2
2.14.3 Implement a review process enabling staff to provide feedback on the professional development process and on professional learning opportunities provided in 2021.	DST/PDC	End of 2021

VALUE AREA 3: CARE

Goal 3.17

Continue to provide a safe and supportive work environment for all staff at the College which addresses their physical, emotional and mental health

Action Statements	By Whom?	By When?
3.17.1 Provide training in the Child Safety Framework to all staff.	DST	T1
3.17.2 Appoint a 'New Staff Mentor' to support and guide new staff through their first year at the College.	P	T1
3.17.3 Explore and facilitate wellbeing activities for all staff, engaging external providers where relevant.	DST/PDC	T4

Goal 3.19

Engage a range of programmes for parents to assist them in awareness of key issues facing boys.

Action Statements	By Whom?	By When?
3.19.2 Jordan Foster – Online safety.	PB	T4
3.19.3 Prof David Hillman to deliver sessions to all boys and the parents on the benefits of sleep to education and future health.	PB	T4
3.19.4 SDERA – Parent information sessions.	PB	T4

VALUE AREA 4: EXCELLENCE

Goal 4.13

Encourage and support staff to seek continual self-improvement through attention to their own personal and professional development through growth coaching and performance development.

Action Statements	By Whom?	By When?
4.13.1 Implement a formal performance development process based on goal setting, growth coaching and feedback. Goals will be informed by our Touchstones and based on AITSL standards, as well as College and Industry standards.	DST	T1
4.13.2 Provide relevant, meaningful and engaging professional development opportunities in pastoral and academic areas of need.	DST/PDC DPTL/AB DPP/PB	T1-4
4.13.3 Provide opportunities for staff to celebrate achievements and share best practice.	DST	T4

Goal 4.20

Through the development of Academic Behaviours refine the provision of opportunities for all students to acquire specific and generic study skills

Action Statements	By Whom?	By When?
4.20.1 Implement academic behaviours program where Years 7 – 12 cohorts attend respective sessions. Parent session included.	DPTL	T1-T2
4.20.2 Continue with Academic Mentoring for Years 11 & 12 ATAR students. Implement VET Academic Mentoring within timetable for Year 11 students.	DPTL	T1
4.20.3 Continue with Learning Areas focussing on the explicit teaching of study skills throughout the terms.	DPTL	T1
4.20.4 Design and implement a sharepoint site for staff, students and parents to access study skill resources to assist in their academic mentoring of students.	DPTL	T1-T2
4.20.6 To seek other opportunities for the provision of all students to acquire specific and generic study skills. Example; opening Library hours 4 weeks prior to examinations for Years 11 & 12.	DPTL	T2-T4
4.20.7 Review Academic Mentoring.	DPTL	T4

Goal 4.23

The College seeks to appropriately expand its campus footprint as part of the Capital Development Plan.

Action Statements	By Whom?	By When?
4.23.1 Council application supported by the necessary narrative from the College and Architects or their consultants with drawings including elevations and costings	BM	T2 *
4.23.2 Finance Application to CDF which will need a financial model forecasting 5 or 10 years to be supported by the drawings as above	BM	T2 *
4.23.3 Approval of the loan and mortgage documentation from EREA	BM	T2 *
4.23.4 Sketch Design + Costing	Architect/P	13/3/20 *
4.23.5 Pre-lodgement meeting (City of Fremantle)	Architect/P	W/C 16/3/20 *
4.23.6 Planning Approval (CoF)	Architect/P	W/C 6/4/20 to end of June *
4.23.7 Staff information meetings	Architect/P	W/C 16/3/20 & 23/3/20 *
4.23.8 Client approvals	Architect/P	16/3/20 - 6/4/20 *
4.23.9 Design Development	Architect/P	05/20 *
4.23.10 Contract Documentation	Architect/P	05/20 -09/20 *
4.23.11 Pre-tender estimate	Architect/P	09/20 *
4.23.12 Client approvals	Architect/P	W/C 5/10/20 & 12/10/20 *
4.23.13 Tender period	Architect/P	19/10/20 – 13/11/20 *
4.23.14 Construction commencing	Architect/P	01/21 *
4.23.15 Construction completion	Architect/P	12/21 *
4.23.16 Pursue leasehold and development of 223 High Street as a Year 12 learning centre	Architect/P/CLT	Term 2 2021

* dates will be rescheduled pending planning approval

Goal 4.26

The College to explore the interface between emerging contemporary pedagogies being undertaken by teachers and look to support their practice with agile and creative spaces

Action Statements	By Whom?	By When?
4.26.2 Identify a range of contemporary pedagogies to explore through research by members of the Professional Development Committee.	DST	T2/T3
4.26.3 Work with Academic Board to identify pedagogies which could be implemented at the College to make best use of flexible learning spaces.	DST/PDC DPTL/AB	T4

Goal 4.27

The College to create contextual and subject-specific journey documents, including a Vision for Learning that articulates a shared understanding on what good learning looks like at CBC Fremantle, and which serves as a catalyst.

Action Statements	By Whom?	By When?
4.27.1 Design a brochure that communicates CBC Fremantle’s Academic Success.	DPTL	T1
4.27.2 Provide draft to CLT and AB to review the overall message.	DPTL	T1
4.27.3 Design a document that communicates Academic Excellence at CBC Fremantle. Message to focus on the development of key learning skills throughout Years 7 – 12 for all students. Identify and highlight initiatives that promote the development of these skills such as Yr 8 IP, Yr 9 Iona, Academic Care, Academic Tours, Academic Co-curricular.	DPTL	T2
4.27.4 Discuss and explore how we could start the process in designing a Vision for Learning.	DPTL	T3
4.27.5 If decision is made on process, start the development of the CBC Vision for Learning.	DPTL	T4

VALUE AREA 5: COMMUNITY

Goal 5.15

Engage with the global Edmund Rice community through initiatives associated with EREBB.

Action Statements	By Whom?	By When?
5.15.1 Investigate ways that the staff from the GB Road school in New Delhi can work with CBC staff.	VP/CSLC	End of Term 3
5.15.2 Explore academic opportunities for students/staff from CBC Fremantle to remotely engage with students at GB Road school.	VP/AB	End of 2021
5.15.3 Explore pastoral opportunities for students/staff from CBC Fremantle to remotely engage with students at GB Road school.	DPP	End of 2021
5.15.4 Investigate meaningful ways that students/staff can engage with EREBB in a 'COVID' world.	VP/CMT	T1-T2

Key:

P	–	Principal
VP	–	Vice Principal
DPTL	–	Deputy Principal (Teaching & Learning)
DPP	–	Deputy Principal (Pastoral)
BM	–	Business Manager
DST	–	Director of Staff
DSL	–	Director of Student Leadership
CLT	–	College Leadership Team
AB	–	Academic Board
PB	–	Pastoral Board
CMT	–	Campus Ministry Team
PDC	–	Professional Development Committee
COLR	–	Coordinator of Liturgies and Retreats
HOLA (RE)	–	Head of Religious Education Learning Area
HOAC	–	Head of Academic Care
CMO	–	Communications and Marketing Officer
A	–	Archivist
AEC	–	Academic Excellence Coordinator
HOLA (ENG)	–	Head of English Learning Area
HOLA (HASS)	–	Head of Humanities & Social Sciences Learning Area
CSLC	–	Christian Service Learning Coordinator