



*Francis Jordan Catholic School*  
*Shaping the Future: Strategic Plan 2022 - 2025*

## A MESSAGE FROM THE PRINCIPAL

It is with pleasure that I present *Shaping the Future: Strategic Plan 2022 – 2025* which outlines our priorities for the next stage of our journey. We are conscious that the past six months has presented many challenges to schools and communities more broadly and that changes in society are likely to be with us for the future. As a consequence, the leadership team has taken this opportunity to consider feedback from our community on how we are going at the moment, what might we need to improve upon, and then consider what might be the challenges and trends likely to be faced by schools in the future.

Francis Jordan Catholic School is a relatively young Catholic Primary School in the Northern suburb of Currambine. Our school is a family orientated, Catholic Parish community-based school, centred on the person of Jesus and the teachings of the Catholic Church where children thrive. It is the intention of all involved in the school to provide an environment where the students feel loved, safe, nurtured and valued. It is a place where each student is challenged to excel and families are encouraged to be involved in the life of the school. As a school learning community, students are developed into young people who think clearly, act with integrity, generosity and humility, are sensitive to the needs of others, have a desire to serve the community and adopt a global perspective. This Strategic Plan is about advancing all of these aspirations.

This Strategic Plan sits within the the Catholic Education Commission of Western Australia (CECWA) *Strategic Directions 2019 – 2023* which calls upon all schools to be:

- places that inspire Christ-centred leaders;
- Catholic schools of excellence;
- Catholic pastoral communities; and
- affordable, accessible and sustainable



The priorities outlined in this plan capture our aspirations and are intended to:

- clearly articulate to all in our community the goals being pursued
- build on our strong foundations and the progress we have made
- reinforce the actions required to advance our Vision and our Core Values

This plan does not outline everything that we do. There are many successful programs and initiatives which are not referred to that will continue to operate. It simply articulates those areas in which we will provide additional focus as we meet the context within our community and the challenges to be faced by all schools over the next few years.

I am confident that the actions we have developed under each of the four areas will ensure that Francis Jordan Catholic School continues to *Shape the Future* of the students entrusted into our care.

I look forward to maintaining our strong partnership with parents and the broader community as we embark on this plan.

Chris Dunning  
Principal





## OUR MISSION & VALUES

The mission at Francis Jordan Catholic School declares our core purpose as a school. As a Catholic school where all believe that *"the truth will set us free"*, we are guided by the example of our namesake Francis Jordan. In partnership with parents, we strive to ...

nurture a passion for learning and excellence.

The way that we go about our business at Francis Jordan Catholic School is underpinned by three core values:

- **Respect: Respect each other and our environment.**

Respect involves taking responsibility for each other and for speaking to and interacting with others in a courteous manner.

- **Integrity: Be yourself and be true to yourself.**

Integrity means being honest, reliable, trustworthy, and living by strong moral principles.

- **Trust: 'I believe in you.'**

Trust is the firm belief in the reliability, truth or ability of someone.



# INSPIRING CHRIST-CENTRED LEADERS

## ASPIRATION 1

As a Catholic school, our aspiration is **to promote a deeper and optimistic understanding of our Catholic faith and to inspire our students to be Christ-centred leaders.** In doing so, we recognise that knowledge of the Catholic faith and the school's core values plus demonstrating this daily in our actions, will be required.

## ACTIONS

The key actions we will take to inspire Christ-centred leadership include:

1. Provide opportunities for students, staff and parents to understand the school's core values of respect, integrity and trust.
2. Establish posters for display around the school of the school's expectations on 'our values in action' of respect, integrity and trust, particularly as they relate to interactions between students.
3. Display posters around the school of 'our values in action'.
4. Provide age-appropriate opportunities for students across the school and staff to develop an optimistic faith and Christian leadership skills.
5. Refine and develop the staff induction and orientation program for new staff to ensure a strong Faith, Story and Witness and outline of the expectations at Francis Jordan Catholic School.

## KEY SUCCESS MEASURES

Evidence of people living out of the school's core values across the community.



# A SCHOOL OF EXCELLENCE

## ASPIRATION 2

As a school community with an already strong reputation for excellence, our aspiration is **to maintain a strong learning culture marked by excellence, innovation and continuous improvement in teaching quality**. In doing so, we recognise that an openness to learning and new ideas, collaboration, data analysis and staff professional learning that meets their need and wishes, will be required.

## ACTIONS

The key actions we will take to be a school of excellence include:

1. Ensure that the HOW of continuous improvement of teaching and learning is discussed at each staff sub-group meeting (Year groups or ECE, Middle Primary, etc).
2. Ensure professional conversations within meetings are focussed on innovative and new ideas, whilst maintaining consistency in approach across the year levels.
3. Provide stimulating & challenging learning environments in every classroom across the school.
4. Establish a consistent school-wide approach to providing feedback on assessment marking criteria, performance and student progress to parents.
5. Use information (performance data, observations and feedback) at regular meetings of staff sub-groups to continually update classroom activities.
6. Maintain a Professional Learning Program that supports the needs and aspirations of staff.

## KEY SUCCESS MEASURES

Increased academic performance and individual student progress.

Parent & student School Climate surveys indicate:

- Communication of academic progress and assessment marking criteria, has improved over the 4 years
- Students believe that stimulating & challenging learning environments are the norm (> 80%) across the school



## A CATHOLIC PASTORAL COMMUNITY

### ASPIRATION 3

As a school community that draws students from a diversity of backgrounds, our aspiration is **to maintain an openness to all and a strong inclusive culture** in the playground. In doing so, we recognise that ensuring we are a welcoming community and that the wellbeing of students in our care and the staff, will continue to be required.

### ACTIONS

The key actions we will take to ensure a Catholic pastoral community include:

1. Ensure that we continue to create a foundation where all children feel safe and supported.
2. Provide a range of opportunities through the School Advisory Council and Parents & Friends Association to enable all members of the school community to experience a sense of welcome and belonging.
3. Celebrate diversity, difference, and ensuring that no one feels left out, continues to be a focus over the next four years.
4. Provide staff in the first 4 years within the profession with a regular follow-up with a senior member of the school, to discuss any issues they may have.
5. Opportunities for student voice and opinion on issues that impact their life or learning, are provided at least each semester.

### KEY SUCCESS MEASURES

Staff & student School Climate surveys indicate:

- resilience and well-being rise each year of the survey
- that the community are satisfied that the school continues to be welcoming, safe and focussed on the wellbeing of staff and students
- student voice provides a useful avenue of information

# ACCESSIBLE AND SUSTAINABLE SCHOOL



## ASPIRATION 4

As a Catholic school where a breadth of opportunities for students is provided, our aspiration is **to have a strong enrolment base, facilities that support a contemporary approach to learning whilst maintaining affordability and accessibility.** In doing so, we recognise that a good reputation, a Marketing Plan, excellent facilities, prioritised allocation of resources and fee settings that reflect the capacity to pay in the broader community, will continue to be required.

## ACTIONS

The key actions we will take to advance accessibility and sustainability include:

1. Review and refine the school Marketing Plan to ensure that:
  - the school's reputation and unique value proposition are well known;
  - the School Advisory Council has a strong understanding of financial pressures in the surrounding community; and
  - enrolments are maintained at sustainable levels.
2. Maintain a contemporary standard of classrooms, grounds and staff facilities.
3. Ensure appropriate resourcing to support the provision of Out of School Hours Care (OSHC) services.
4. A Capital Development Plan (CDP) and a costed Maintenance Plan are developed, discussed and prioritised each year,

## KEY SUCCESS MEASURES

The school maintains a strong double stream enrolment pattern – in excess of 400 students each year

*“Dear Young People, do not bury your talents, the gifts that God has given you!  
Do not be afraid to dream of great things.”*

Pope Francis



## FRANCIS JORDAN CATHOLIC SCHOOL

25 Peterborough Drive, Currambine WA 6028

Telephone: (08) 9404 2400

[admin@fjcs.wa.edu.au](mailto:admin@fjcs.wa.edu.au) [www.fjcs.wa.edu.au](http://www.fjcs.wa.edu.au)

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