St Charbel’s College

2011 Annual Improvement Plan

“To Him be Glory.”

Vision

St Charbel’s College is an Independent Maronite Catholic Co-educational K-12 school administered by the Lebanese Maronite Order of Monks.

St Charbel's College promotes a love of learning and the Gospel values of justice, peace, love, compassion, acceptance, generosity and service.

We are committed to striving for academic excellence and providing educational experiences for young men and women to become:

- Life-long learners
- Competent, ethical decision makers and problem solvers
- Citizens who contribute to the community
- Compassionate and caring about service to others.

In doing so, everything we do is done for the Glory of God.
College Mission Statement

Jesus Christ

St Charbel’s College proclaims and commits itself to Jesus Christ who stands at the centre of our community. Among God’s people and in the spirit of St Charbel we live out God’s call to:

- be faithful to the needs of humanity and responsive to the changing world
- be faithful to Christ and the Gospel
- be faithful to the mission of the Maronite Catholic Church.

Pastoral Care and Culture

St Charbel’s College proclaims and commits itself to building a community which:

- builds and develops a shared approach which empowers the individual, encourages personal responsibility and meets the pastoral needs of the College
- endeavors to build personal relationships by encouraging and facilitating cooperation, a sense of belonging to and pride in the College, and respect for the dignity and worth of every individual
- fosters the spiritual, intellectual, cultural and physical development of its students
- encourages each student to take pride in their identity as Australians of Lebanese heritage living in a multicultural society
- develops a sense of responsibility and care for the world.

Teaching and Learning

St Charbel’s College proclaims and commits itself to providing excellence in education which:

- challenges and supports all members of the College community to develop self-worth and abilities
- caters for individual needs, abilities and interests
- is innovative and creative
- encourages life-long learning
- is diverse and comprehensive
- embraces teaching practices suited to the learning styles of our students
- recognises and affirms the significant role of parents in the education of their children and to encourage their active involvement in, and support of, the College community.
Message from the Rector
Rev Fr Antoine Tarabay

As a Maronite Catholic Independent school, St Charbel’s College is committed to the growth and development of each individual to achieve excellence and personal best in all areas of learning. Our responsibility is to ensure that future generations of children enjoy a high quality education in a caring and supportive environment.

If we want a better future, we have to start planning it now!

The College Strategic Improvement Plan charts the course for our onward journey. It offers a clear vision and direction for school improvement. It presents a program for the development of St Charbel’s College over the next 3 years.

Throughout the process of Strategic Improvement Planning, the school community engaged in reflective and collaborative processes for self-reviewing, self-improving and for creating a shared vision for our school for the coming years. The final plan is the result of the work of a dedicated team and an extensive consultative process.

The Plan addresses 8 Key Areas which cover religious education, students and their learning, pedagogy, human resources, finance and facilities, community relations, management and information communication technology.

The strategies to be implemented through the Plan will guide our directions in educational programs, curriculum development, pastoral care, teacher education, research, the development of our facilities and our business plans.

This brochure highlights the key priorities for the year 2011. I look forward to working with the entire school community over the coming years to implement this plan and to work together for the betterment of our College.
Key Improvement Areas for 2011

Key Area 1  Maronite Catholic Life and Religious Education

Our Vision
By the end of 2013 our school will be a school where
the Gospel values permeate all aspects of school life and beyond

2. Catholic Life and Culture
2.1 Opportunities are regularly provided for students and staff to engage in a range of practices, prayer and liturgical experiences that enhance their spirituality.

2.2 Programs and initiatives exist to educate students to respect the human dignity of the individual and all persons to exercise compassion for the oppressed.

Key Area 2  Students and their Learning

Our Vision
By the end of 2013 our school will be a school where
all students will be provided with the opportunities to achieve their academic, spiritual and social potential becoming independent and dynamic life-long learners

1. Educational Potential
1.1 The College has processes and practices in all KLAs that support differentiated learning and targeted intervention.

3. Integrating I.C.T.
3.2 A review of practices, policies and deployment is undertaken to maximise student access to ICT.

4. Pastoral Care
4.1 Pastoral care and student management is accepted as a shared responsibility by all members of the College. Levels and frequency of interactions are continuously monitored and improved.

4.2 Student leadership is relevant, active and supported by the College community.
Key Area 3  Pedagogy

Our Vision
By the end of 2013 our school will be a school where
holistic, innovative and effective teaching practices inspire student learning

3. Teaching Practices
3.1 A framework exists for a whole school approach to foster effective pedagogy.

3.2 Structures exist to enable evaluation of and reflection on effective teaching practices to ensure a high level of teacher performance.

5. Assessment for Learning
5.1 Processes exist to promote and emphasise the formative aspect of assessment.

5.2 Processes exist for teachers to document and follow up on student progress to enhance their learning and performance.

6. Professional Learning
6.1 A plan exists to provide relevant professional development opportunities to equip teachers for adequate planning, programming and evaluation of pedagogical practices and curriculum.

6.2 Structures exist to promote a professional learning culture that recognises the need for collaboration, creativity and flexibility.

Key Area 4  Human Resources Leadership and Management

Our Vision
By the end of 2013 our school will be a school where
all new and existing staff interact in an ethical and professional environment
and are supported to develop a culture of excellence

2. Professional Development of Staff
2.1 A plan is in place to provide opportunities for relevant professional development to update and enhance staff skills and knowledge.

2.2 Structures and provisions are in place to support and encourage staff to pursue further studies to develop their skills and knowledge.
2.3 Structures exist to ensure collaboration amongst staff to create an environment that is conducive to learning.

5. Overall compliance with legislation and other requirements
5.1 Strategies exist to ensure that all staff know their individual and collective responsibility and accountability for meeting compliance with legislation and mandated requirements.

5.2 Processes exist to ensure that matters of compliance are acted upon as required and regularly reviewed.

5.3 Consultation processes are in place to ensure that workplace health and safety matters are acted upon as required and regularly reviewed.

Key Area 5 Resources, Finance and Facilities

Our Vision
By the end of 2013 our school will be a school where our stewardship of the environment and provision of resources, finances and facilities promote improved student learning and development

1. I.C.T. Resources
1.1 Integrated contemporary I.C.T. systems and resources support the educational needs of staff and students.

1.2 Structures exist for proactive support and ongoing professional development in I.C.T.

1.3 An effective information management system exists.

Key Area 6 Parents, Partnership, Consultation and Communication

Our Vision
By the end of 2013 our school will be a school where positive collaboration and professional communication unite parents, students and teachers

1. Parent Involvement
1.1 Effective structures and practices exist to involve parents as partners in their child’s learning.
1.2 Clear protocols and practices exist for parents to engage in communication with the school community.

Key Area 7  **Strategic Leadership and Management**

Our Vision

*By the end of 2013 our school will be a school where accountability, transparency and self-review promote continuous improvement*

1. Planning for Improvement
1.1 Processes exist to evaluate the Strategic Improvement Plan, and to develop Annual School Improvement Plans.

1.2 Structures exist to enhance school review, planning and improvement.

2. Innovation, development and change
2.1 Processes exist to develop the learning community sustained by current educational research and comprehensive analysis of the school’s performance.

Key Area 8  **Information Communication Technology**

Our Vision

*By the end of 2013 our school will be a school where I.C.T. is integral to the innovative practice of teaching and learning and administrative support.*

4. Information Management
4.1 The viability of an effective information management system is explored.

4.2 A plan exists for the implementation of a learning management system including both intra and internet access.