

Key drivers

Actions

CATHOLIC IDENTITY

- Enhancing Catholic School Identity surveys
- Data on Catholicity and change in faith diversity
- BCE Listens Survey

- Grow the Dialogical model of Catholic schooling in each BCE school through including:
 - piloting the Practical Theological Instrument model in schools
 - participating in Enhancing Catholic School Identity surveys
- Advance school and parish integration
- Develop a Catholic Social Responsibility Framework for BCE

LEARNING AND TEACHING

- School Improvement Project
- 2021 Curriculum Audits
- 2021 NAPLAN results
- Organisational Design Review
- Learning and Teaching Function Review

- Embed capacity in the new Australian Curriculum, with a focus on:
 - assessment using the achievement standards
 - moderation processes to develop consistency of assessment and reporting judgments
 - development of planning, models and resources to support consistency in practice
- Embed sustainable school improvement through:
 - restructured support services to school
 - targeted training to improve data literacy
 - renewed School Improvement model

WELLBEING

- NSSAB Compliance Reviews
- BCE Listens Survey
- BCEO Wellbeing Survey
- Data from Engage Student Support Systems
- Student Protection, Wellbeing and Student Voice data

- Commence implementation of the BCE Safeguarding Response Plan
- Develop an employee Health, Safety and Wellbeing Strategy
- Implement a Leadership Wellbeing Program, Employee Wellbeing Program and Principal Wellbeing Program
- Further develop authentic student participation and staff-student partnerships
- Refine and improve the complex case management process
- Establish processes for Functional Behaviour Assessment and Student Behaviour Support Plans
- Improve wellbeing data and metrics

OUR PEOPLE

- Organisational Design Review
- BCE Listen Survey
- BCEO Wellbeing Survey
- School Improvement Project
- BACSPA/BACPPA

- Implement the strategic workforce plan:
 - strengthen BCE's Value Proposition
 - pilot strategic workforce planning
 - establish succession planning
 - strengthen the Mentoring Pre-service Teachers' program
 - create a Career Change Transition Program
 - embed performance management across schools
 - create the 2022 Leadership Program
 - implement the New to Principalship mentoring program
 - review People and Culture IT Systems
 - develop a BCE Cultural Transformation Roadmap

DIVERSITY AND INCLUSION

- 2021 Curriculum Audits
- BCE monitoring tools
- Enrolment data and trends
- BCE Listen Survey
- Molum Sabe strategy
- Aboriginal and Torres Strait Islander Survey

- Develop a plan to increase enrolment and retention of families from diverse backgrounds
- Implement the Inclusive Practices Plan to embed BCE's inclusive education philosophy and principles
- Implement the Aboriginal and Torres Strait Islander Education Work Plan to bridge the gap in learning achievement and wellbeing expectations
- Implement the Aboriginal and Torres Strait Islander Employee Initiative
- Implement approaches to increase representation of women in leadership, support career development and attract diverse talent pools

ENABLERS

- Further develop compliance adherence and clarity on core operating expectations
- Deliver the Financial Strategy: resourcing, budget, asset management, procurement
- Complete facilities and assets review in all schools
- Investigate a Human Resource Information System
- Develop a school in the community engagement framework
- Implement the Digital Strategy: technology, infrastructure and governance
- Implement the next phase of the organisational design review, including recommendations from the IT Review and Wellbeing and Inclusive Education Review

