Ad Omnia Paratus
“Prepared for All Good Works”.

The school motto is a contraction of ‘ad omne opus bonum parati’, taken from St Paul’s second Epistle to Timothy (Ch.III,V17).

MISSION
St Norbert College is a Christian community; a Catholic school influenced by the ethos of the Norbertine order to foster the growth of our students as whole persons who will live in faith with the Church and humanity, in the image of Christ.
Catholic Identity
- The Norbertine Charism

**STRATEGIES**

- Involvement and presence of the Norbertine Canons
- Provide opportunities to enhance all staff understanding of Catholic faith and knowledge
- Embed Catholic social, moral and theological teaching in all learning areas, policies and processes
- Engage Catholic families in the College community through Outreach programs
- Foster opportunities for Homeroom liturgies (prayer experiences)
- Enhance our Norbertine community through links with all stakeholders (especially parents, staff and parishioners)
- Refresh the Religious Education curriculum and delivery to make it more meaningful to students
- Review Christian Service Learning Program

**PERFORMANCE MEASURES**

- Catholic enrolments surpass 65%
- All staff are progressing towards Accreditation within the required timeline as indicated through their individualised Professional Development Program
- All text and media choices are in line with Catholic ethos and social teachings
- At least 20% of students continue their Christian Service beyond their required hours of service
Engagement

STRATEGIES
• Increase student attendance through a range of measures
• Increase parent engagement
• Implement Pastoral Care Programs to enhance student safety, mental health and wellbeing in each year group
• Increase the opportunities to recognise and celebrate diversity in the College community
• Review the College co-curricular activities and events annually
• Increase engagement in the teaching and learning process for staff and students through building student surveys and classroom observation into the daily work of teaching and learning

PERFORMANCE MEASURES
• Attendance rates to surpass an average of 98%
• Every parent engages with the College in some form every year through parent meetings, information nights, CQnet portal and community celebrations
• Improvement in the three emotional wellbeing measures in the Quality Catholic Schooling (QCS) and Climate survey
• Harmony Day and NAIDOC week are celebrated annually
• Greater student participation in co-curricular activities
• Improvement in the student engagement component of the QCS and School Climate Survey
• Individual staff progress towards Lead Teacher as described by the Australian Institute for Teaching and School Leadership Standards
Teaching and Learning

STRATEGIES
• Promote understanding of academic and personal excellence
• Ongoing professional development for staff to enhance the support of students at risk
• All new students participate and complete a transition program
• Review all new students through assessment and intervention
• Provide differentiated education for students across all levels
• Assessment and intervention at Year 7 to improve numeracy and literacy by Year 9
• Review teaching and learning programs in each learning area to foster Catholic identity

PERFORMANCE MEASURES
• At least 90% of students achieve a C grade or higher
• At least 90% of new students comment on having made a successful transition to St Norbert College
• Complete an annual review of all educational support programs
• Create and implement a Gifted and Talented Program
• At least 90% of Year 12 students achieve their first choice post school destination
• Increase in the number of students achieving above the national mean in NAPLAN
• Catholic social teaching is evident in programs and student work
Stewardship

STRATEGIES

• Create a Staff Professional Learning and Development Framework which includes goal setting, coaching and mentoring
• Allocate time for Heads of Learning and other coaching staff to regularly use data, observe and to provide feedback to staff on their performance
• Review the College budget at least six times per year
• College annual budget is targeted to College objectives and is regularly reviewed
• The provision and maintenance of facilities is responsive to academic planning
• Ensure the College meets all legal, system and regulatory requirements
• Implement policies that address sustainable practices with regard to water, energy and waste management

PERFORMANCE MEASURES

• Each staff member is engaged in an individualised, professional development program that encourages life long learning
• Climate survey results of staff satisfaction relating to performance appraisal, feedback and development increases to at least 80%
• Annual budget is aligned to teaching and learning needs
• A Capital Development Plan is prepared and reviewed annually
• Full compliance achieved at audit