## 4.1 Stewardship of Resources

<table>
<thead>
<tr>
<th>Element</th>
<th>Expressions of Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catholic social teaching</td>
<td>A level of understanding of the principles of Catholic social teaching, including a care and respect for the environment, is evident among staff. Such understanding is demonstrated in individual, whole of school and community reflection, discussion and decision-making as to how resources are used by the school.</td>
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<tr>
<td>Students and families in need</td>
<td>Financial and other resources are allocated to meet the needs of those in need. The school supports the disadvantaged and marginalised in accessing enrolment and in maintaining their enrolment at the school.</td>
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<tr>
<td>Deployment and usage</td>
<td>There are equitable and strategic processes that are effective in the allocation, deployment and use of resources - financial, physical and human - throughout the school.</td>
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<tr>
<td>Efficiency and effectiveness</td>
<td>Processes for the allocation of resources are understood by staff and such processes are informed by relevant research, strategic data and consultation with staff, parents and where relevant students. The school monitors how effectively resources are being used and this information is used in subsequent decision-making. There is evidence for the effective use, respect and care of school resources.</td>
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**We have...**
- Initiated the development of a Staff Sustainability Team
- Shared the Creation We Care position statement at a staff meeting

**We have...**
- Processes in place to support families who are in financial need. Two families are on a concession.
- Had discussions at the school board around concessions and our support of families in need.
- Pastoral parent program supports families in need. Eg family whose Father passed away had the community wrap their hands round them in their time of need.

**We could...**
- Look for more opportunities to make our processes more transparent and accessible.

**We have**
- A process for setting of student levies each year
- A School budget that is comprehensively developed with amounts based on previous years data

**We have**
- Begun to track our usage of energy and water through a commercial benchmarking tool.
- We have developed a school Eco Council and there is now a greater awareness around the need to respect and care for school resources eg turning off lights, monitoring paper usage, recycling
| A culture of sustainability | A culture of sustainability is promoted by staff, students and parents and is a highly effective way the school plans for the sustainable use and allocation of resources. Policies and procedures are enacted to support the sustainable use of a wide range of facilities and resources. | We have ...  
• We have developed a school Eco Council which promotes sustainable practices across the school including, posters underneath all light switched encouraging them to be switched off or doors closed. They have initiated appropriate bins across the school including recycling, organic waste and landfill. They have initiated the development of a compost system and worm farm. They regularly speak with the community and provide updates in the school newsletter | We could ...  
• We are now in a good position to develop a school position statement/framework that supports a culture of sustainability and identifies processes and everyday practices across the school. |
| --- | --- | --- | --- |
| Targeting of resources | The allocation and deployment of staff throughout the school is equitable, transparent, takes appropriate account of emerging needs as evidenced by school and student data, and is reflective of the school’s mission and school renewal goals. Whole school processes identify areas of need, and resources are targeted effectively to address these. | We have  
• Ensured consultation with staff around areas of need in relation to school resources.  
• Budgeting workshops with Financial secretary.  
• Review of Purchasing and Ordering Procedures. |

**Data/Evidence we could possibly collect**

- Usage and expenditure trends on electricity, water etc
- School Budget
- Energy efficient processes
- Processes around the strategic resourcing deployment
- Feedback from community (staff, parents and students) on deployment of resources