



# ST STANISLAUS' COLLEGE

## Strategic Plan 2018 – 2020

### **College Mission**

St Stanislaus College seeks to proclaim the gospel in the spirit of St Vincent de Paul through the formation of our students. As a Catholic school in the Vincentian tradition our focus is on excellence in education for boys, underpinned by Vincentian values and supported by the *Vincentian Philosophy of Education*.

### **College Vision**

We welcome day and boarding students across Years 7 - 12 and their families from diverse faith traditions, ensuring that education is affordable and accessible to all who seek enrolment, fulfilling our vision of service to all with particular outreach to the disadvantaged.

We educate our students to develop a Vincentian view of our 21<sup>st</sup> century world; to understand that their education is for the common good. Our vision is for our students to grow as young men who see the face of God in all whom they encounter and to reach out and respond to those most in need.

In accompanying our students in their journey from boyhood to manhood we build their confidence, we cultivate their resilience and we nurture their compassion so that they can fully participate in life beyond school, seeing the world through their College Vincentian experience and responding to the challenges and signs of the times.

## **Introduction**

The purpose of the Strategic Plan 2018 – 2020 is to enable the College to continue to implement its mission over the next three years and to inform the College and broader community of its directions.

The Strategic Plan for the College for 2018 – 2020 affirms and reflects the following principles:

- The College nurtures young boys in the Vincentian tradition as they journey to manhood through 21<sup>st</sup> century education for a 21<sup>st</sup> century world.
- The College supports and challenges our students to be fully engaged in their learning as critical, creative, collaborative thinkers with the skills of communication to participate fully in their world, within and beyond the College.
- The College works in partnership with our families to ensure that our students build resilience, confidence, self-respect, compassion and commitment to respond to the needs of others.

## **Strategic Priorities**

Goal 1: Catholic Identity in the Vincentian Tradition

Goal 2: Student Wellbeing

Goal 3: Excellence in 21<sup>st</sup> Century Education

Goal 4: A Sustainable Future for the College

## **Goal 1: Catholic Identity in the Vincentian Tradition**

### **Strategic Priority**

*Vincentian vision, philosophy of education, traditions, values and spirituality remain at the heart of College goals, plans, decisions and actions.*

### **Objectives**

#### **i. A defined focus on the Vincentian Mission and Vision**

##### Key Strategies

- Ensure that social justice outreach is educative, enabling students and staff to understand its Vincentian foundations.
- Continue commitment to our Vincentian tradition through Prayer, Ritual and Liturgical life.
- Ensure enrolment opportunities and ongoing support are provided for indigenous students, those with disabilities and those from families disadvantaged through economic or other circumstances.

#### **ii. SSC as a Community of Vincentians**

##### Key Strategies

- Provide regular staff formation in the Vincentian charism.
- Continue to build connections with the broader community of Vincentian schools.
- Continue to support the role of Vincentian priest on staff, exploring and developing the opportunities arising through his presence.

#### **iii. The work of St Vincent de Paul as a model of living the message of the Gospel**

##### Key Strategies

- Create opportunities for staff and students to learn about the work of St Vincent.
- Ensure ongoing support and mentoring of the student St Vincent de Paul Conferences, including provision of opportunities for them to reflect on this work as Gospel outreach.
- Promote Vincentian outreach by providing students with opportunities for servant leadership through immersions programs within the College and in Bathurst and wider communities.

#### **iv. Bringing Vincentian Pedagogy to Life**

##### Key Strategies

- Build on the programming work across all Faculties undertaken in 2016-2017 to bring Vincentian Pedagogy to Life.
- Structure deeper cross Faculty discussion on Vincentian pedagogy in practice.
- Provide advice and support to Faculty Heads in ensuring that all teaching programs reflect an explicit understanding of and commitment to Vincentian pedagogy.

**v. Nurturing the Catholic Faith**

Key Strategies

- Provide opportunities for staff to develop and nurture their own faith.
- Continue the high priority placed on quality teaching of Religious Education to all students.
- Develop strategies that provide all students the opportunity to explore their own faith and its relevance in the 21<sup>st</sup> century.

## **Goal 2: Student Wellbeing**

### **Strategic Priority**

*Student wellbeing is enhanced through pastoral care planning, practices, programs, staffing and ongoing reflection and evaluation.*

### **Objectives**

#### **i. Child Protection**

##### Key Strategies

- Ensure that College Child Protection Policies and Practices (including attention to all NESAs Working With Children obligations) are regularly reviewed, updated and published for all staff, parents and members of the College community.
- Maintain the College commitment to Child Protection education for all students as part of its annual Wellbeing Planning.
- Maintain meticulous records of all Child Protection information pertaining to:
  - Staff Working With Children Checks.
  - Staff Child Protection Induction and Professional Development.
  - College response to allegations and disclosures including investigations and notifications to Police, Ombudsman and FaCS.
- Prioritise appropriate and timely responses to relevant recommendations arising from the Royal Commission Final Report: Schools.

#### **ii. Enhancing Student Wellbeing**

##### Key Strategies

- Ensure that student discipline policies and practices reflect a clear understanding of and commitment to the College Vincentian charism.
- Utilise current research and best practice to develop programs to build and support student resilience.
- Continue to review and develop College policies (including Child Protection) to ensure the provision of a safe and supportive environment.

#### **iii. Teachers as Leaders in Positive School Culture**

##### Key Strategies

- Wellbeing Leadership Team to continue to lead and evaluate whole school focus on positive school culture.
- Wellbeing Leadership Team to continue to use hard and soft data to evaluate effectiveness of disciplinary processes.
- Develop ongoing educational opportunities for students and families regarding focus on the positives.
- Teachers to develop, affirm and celebrate examples of implementation of positive school culture within and beyond the classroom.

#### **iv. Student engagement and connection**

##### Key Strategies

- Seek and respond to advice from College Psychologist and Wellbeing Leadership Team regarding ongoing directions to support student wellbeing.
- Continue building relationships/connections with external agencies to support and provide professional services to students and their families as required.

- Increase focus on building connections between teachers, support staff, boarding staff and families to ensure an integrated approach and response to student engagement and connection.
- Continue the support of the Co-curricular program as a means of engagement and connection for all students.

**v. Boarding as home**

Key Strategies

- Ensure that induction and support of new Head of Boarding is planned and ongoing.
- Implement ongoing professional development, support and supervision of Boarding House staff.
- Ensure Boarding House policies, programs and organisation are reviewed, developed and implemented.
- Plan and advertise Boarding visits at the commencement of each school year and ensure that they involve a range of College staff.
- Develop and implement a plan for ongoing communication with and participation of parents and carers in the Boarding House.

**vi. Staff Wellbeing**

Key Strategies

- Introduce an Employee Assistance Program for all employees that promotes wellbeing through specific programs for all staff and provides individual counselling support as required.
- Focus on staff wellbeing through introduction of staff affirmation initiatives, including expressions of gratitude, public and private, and increased opportunities for social gatherings and celebrations.

### **Goal 3: Excellence in 21<sup>st</sup> Century Education**

#### **Strategic Priority**

*The College continues to strive for and achieve excellence in 21<sup>st</sup> century education for boys.*

#### **Objectives**

**i. Embedding 4Cs (Critical Thinking, Communication, Collaboration and Creativity) for 21<sup>st</sup> Century learning into classroom pedagogy**

**Key Strategies**

- Research best practice in developing learning spaces to support 21<sup>st</sup> century learning and strategically plan for ongoing refurbishment.
- Ensure that teaching of literacy and numeracy skills continues to be a priority shared by all teachers.
- Promote a culture of excellence where learning is valued and students take responsibility for their learning.
- Ensure that there is a consistency of teacher expectations regarding student engagement in their learning.

**ii. Use of data for evaluation of learning**

**Key Strategies**

- Continue to develop individual student profiles as a means to track academic progress.
- Embed the requirement for every Faculty to use detailed data analysis in annual Faculty review.

**iii. Teachers as a community of learners and co-researchers**

**Key Strategies**

- Ensure that the College learnings through ELEVATE, STEM, TRANSFORMING SCHOOLS and PROFESSIONAL LEARNING COMMUNITIES are shared with all teachers and embedded into classroom practice.
- Review and expand the potential for staff and faculty groups to build various professional learning communities.
- Ensure that the College continues to provide professional learning opportunities and support for all teachers to integrate students with diverse learning needs.

**iv. Growing and Supporting teachers as leaders**

**Key Strategies**

- Develop and review annual work plan and goals for the College Leadership Team.
- Embed annual professional goals and review process for all teachers and leaders.
- Support the leadership and work of Head of Professional Development and Teacher Accreditation.
- Ensure all teachers are supported to comply with TAA regulations for teacher registration and accreditation.
- Budget for and support growth in Professional Development for all teachers.
- Develop and implement policies for induction and mentoring of teachers.

## **Goal 4: A Sustainable Future for the College**

### **Strategic Priority**

*The College builds on its reputation, grows enrolments and maintains a solid fiscal foundation to achieve all Strategic Goals.*

### **Objectives**

#### **i. Board and College in mutual Partnership**

##### Key Strategies

- Ensure that Board Governance structures and policies operate with due diligence and corporate responsibility aligning with NESAs and other legislative requirements.
- Formalise annual goal setting and review of Board operations.
- Continue review and development of Board policies.

#### **ii) Building the Role of Promotions and Marketing**

##### Key strategies

- Develop annual marketing and promotions plan and budget.
- Strengthen connections with Mackillop College and Bathurst Catholic Primary Schools.
- Ensure that marketing and promotions are underpinned by the College Vincentian Mission and Vision.

#### **iii) Maintaining a sound financial footing to ensure ongoing growth and development**

##### Key Strategies

- Continue to align the development and review of the annual budget with strategic priorities.
- Plan for annual review of the role responsibilities and operations of the Finance Committee of the Board.
- Actively promote and review response to College Scholarship Fund.
- Maintain focus on development and review of College Risk Management policies and practices.

#### **iv) Major and Minor Capital Works Planning**

##### Key Strategies

- Develop, cost and commence a staged plan for the building of new junior Boarding House facilities (Years 7 – 9) and for the development and refurbishment of learning, staff and administration spaces.
- Appoint appropriate Professional Consultant to advise on above, ensuring that plans support the College focus on innovative, future focused facilities that support and reflect the College commitment to excellence in 21<sup>st</sup> century boys' education.
- Ensure that major and minor capital works planning is underpinned by professional understanding of ICT requirements for 21<sup>st</sup> century learning and of ICT systems that support all requirements of a 21<sup>st</sup> century school.
- Ensure major and minor capital works planning and development reflect current understandings of and commitment to the *Transforming Schools* and *4Cs for 21<sup>st</sup> Century Learning* agenda.



**v) Building Community**

Key Strategies

- Develop opportunities for all staff to be supported and affirmed in their roles.
- Develop and implement Satisfaction Surveys and utilise the feedback to further community communication and engagement.
- Provide appropriate advice and support to the College Old Boys Association to refocus and reestablish itself as a viable and welcoming Association.