



GOVERNANCE

St Mary MacKillop College

CHOOSE LIFE WITH COURAGE

Strategic Plan

2016-2020





Foreword

New beginnings

St Mary MacKillop College is a Catholic co-educational College located in the south-west town of Busselton, approximately 200km south of Perth. The College commences in 2016 following the amalgamation of St Joseph's School and MacKillop Catholic College and will cater for approximately 1200 students from Kindergarten to Year 12. A parent run play group is offered to families within the community.

Whilst the College is young in terms of being a new entity, its foundations are built on a long tradition of Catholic education in the Busselton region. When a small group of sisters from the Order of the Sisters of Notre Dame des Missions (Our Lady of the Missions) with Mother Mary Martina as their head, arrived they opened the first Catholic school in 1903. By 1905, the school population had grown steadily and plans were drawn up for a new convent. This building program never eventuated as Villa Carlotta, in Adelaide Street, Busselton was bought instead and was set up as a boarding school for senior students. The school continued to grow through the First World War and in 1922 the work of the school was taken over by the Sisters of St Joseph of the Sacred Heart. The work of the Sisters laid a strong foundation for the work that has capably been carried forward by the lay staff in each school.

This Strategic Plan provides the guide for the next stage of the journey as we grow as a united College community. The College motto is Choose Life with Courage and the question at the heart of the consultation for this Strategic Plan has been: 'How do we empower our students to Choose Life with Courage?' In considering the answer to this question, the College Interim Board has undertaken a thorough process whereby we have assessed our progress as two individual schools, identified emerging issues and discussed new initiatives and opportunities.

The resulting document is organised around four key elements as specified by the Catholic Education Commission of Western Australia (CECWA) Strategic Directions for 2014 – 2016; Learning, Engagement, Accountability and Discipleship (LEAD). The priorities articulated are focused on strengthening our fundamentals. They are intended to:

Advance the mission of the College

Build on our existing strengths

Be consistent with our core values

As we embark on the next stage of our journey, School Board and College staff look forward to working in partnership with parents to support our students to be faith-filled and optimistic and ultimately to grow as individuals who Choose Life with Courage.

Chris Wallace
Principal

Stephen Gibson
Interim School Board Chair



Our vision

St Mary MacKillop College is committed to the traditions of the Sisters of St Joseph and their founder Mary MacKillop and the example they provide. The College strives to be a welcoming and respectful faith community where individuals can learn and grow together, embracing life and choosing to serve.

Our mission

Our mission is to provide a quality, holistic education in the Catholic tradition for all students in our community who will choose life with courage, in the spirit of St Mary MacKillop.

Our core values

We are a Christian community that fosters a love of learning, the development of the whole person, and an openness to meaningful relationships with God, self and others. Our decision making is grounded in our core values – these are our FIRST consideration. The following core values underpin our approach:

Faith - we support a spiritual journey informed by our Catholic Christian tradition, gospel values and of putting faith into action. As a community we value and provide opportunities to develop faith in oneself, in others and in God.

Inclusion - we are a welcoming community where students have a sense of belonging. We forge strong relationships with the wider community and through respectful collaboration call forth the contributions of each other. We are especially committed to including those on the margin and in need, as Mary MacKillop did.

Respect - we value, support, and affirm the unique gifts of each person, and the gift of diversity. We respect and care for the environment and model respect for ourselves, and for others in our attitudes and behaviour, and in College policies and practices.

Service - we are guided by the example of our patroness – St Mary MacKillop, whose commitment to: 'never see a need without doing something about it' calls us to serve others. In this service of others we choose life in its fullness and realise that it is in giving that we receive.

Truth - we strive to live authentically from deeply held beliefs about what it means to be human, and to live with faith and purpose. We are genuine about who we are and what we aspire to be. We seek always to live our values and to 'walk the talk'.



LEARNING

CECWA STRATEGIC DIRECTION

LEARNING is what we do – we are committed to learning at every level. The outcomes we seek are to:

- Enhance student achievement and well being**
- Increase student and staff engagement in their own learning and faith formation**

Our strategies to achieve this are ...

QCS REF 303

Learning culture

- Foster a culture of high expectations & academic excellence across the College
- Develop a culture where student data drives learning.
- Create an environment which fosters passion in teachers to engage all students in their own love of learning

QCS REF 306

Systematic curriculum delivery

- Establish and implement a coherent, sequenced plan for Curriculum delivery across Kindergarten – Year 12, responsive to the key points of transition and the needs of learners
- Maintain a Charter for Early Childhood Education that complies with the National Quality Standards and gives life to the aspiration to be the provider of choice in the Busselton region
- Maintain a consistent team based approach to the teaching of Literacy and Numeracy in the early primary years and lift student performance
- Review and refine processes to prioritise earliest possible intervention for students identified by data in Years K-2 Literacy and Numeracy

SUCCESS MEASURES

- School Climate Survey – indicates an increasing percentile for Team Based Practices and high expectations of students
- Observe consistency in Literacy and Numeracy teaching approaches across K to Year 2
- Student data walls are created to monitor and develop progress of all students in Year 7-9
- NAPLAN data – like school comparison indicates student performance at Year 3 exceeds that in comparison schools on each measure
- Professional conversations and critical analysis of teaching strategies are embedded in all learning opportunities

SUCCESS MEASURES

- Pastoral Care structures are established in the primary years
- Pastoral Care Program has been developed and communicated to the wider community
- BMP has been reviewed and is being implemented consistently
- School Climate Survey – indicates students continue to feel safe and cared for on the College grounds

QCS REF 402

Pastoral care of students

- Develop a sequential Pastoral Care Program from Kindergarten – 12 that meets the specific developmental needs of students as they grow from young children to young adults
- Review and refine pastoral support structures in the primary years to better accommodate the pastoral needs of students and establish consistency of approach across the College
- Review and refine the Behaviour Management Policy (BMP) and its implementation to ensure a consistent approach across Kindergarten – Year 12 which upholds the dignity of every individual



ENGAGEMENT

CECWA STRATEGIC DIRECTION

ENGAGEMENT is essential – we are committed to Catholic Education’s Mission through relationships with all. The outcomes we seek are to:

Enhance parental engagement in their child’s learning and faith formation

Develop our people to be leaders in Catholic Education’s mission

Our strategies to achieve this are ...

QCS REF 201

Engagement with the school community

- Continue to develop and refine avenues of communication with parents, both physical and virtual, to enable families to know about their child’s development and progress
- Conduct parent workshops at each stage of transition in order to engage parents in building the resilience of their children and understanding the teaching and learning programs of the College
- Maintain a strong “Regional College” focus by strengthening relationships with feeder schools
- Develop a comprehensive approach to supporting teaching and learning through the Leadership, Professional Learning and Development opportunities provided for staff
- Develop a systematic Marketing Plan to consistently position the College as the school of choice in the Busselton and surrounding region
- Develop and articulate a set of key messages that succinctly describe the benefits and capabilities of the new and unified College

SUCCESS MEASURES

- School Climate Survey –the percentile measure for community engagement is maintained above the 70th percentile
- The number of parents using each mode of communication is known and used to guide future decisions
- Parent survey in 2018 on clarity of communication, indicates effectiveness
- Staff feedback indicates Professional Learning opportunities are meaningful and inclusive
- Enrolments from regional feeder primary schools continue to be strong – no decline in numbers
- Marketing Plan is established and implemented
- Key messaging strategy is developed and resourced
- 90+ enrolment applications for kindergarten are received annually by 2018
- 150+ year 7 enrolment applications are received annually by 2020



Accountability

CECWA STRATEGIC DIRECTION

ACCOUNTABILITY is not optional – we have personal and collective responsibility for our System’s success. The outcomes we seek are to:

Increase understanding of our personal and collective responsibility for Catholic Education’s Mission

Ensure inclusivity, good governance and the resource allocation required to meet our mission

Our strategies to achieve this are to...

QCS REF 304

Targeted use of resources

- Establish a new College Board, with representation across K -12 appropriately reflecting the make-up of the new College, to undertake the governance of the College for the next five years
- Resource the Marketing Plan to enable the consistent reinforcement of key messages beyond historical associations
- Resource media relations and digital communications focused on developing an understanding of the unified College and thereby increase brand recognition
- Plan for consistent upgrades of College infrastructure such as classrooms, playgrounds, ICT and staff facilities ensuring spaces are contemporary, attractive and conducive to learning
- Prioritise resourcing of the strategies in this plan through annual budgets

SUCCESS MEASURES

- New College Board is established and is functioning well
- School Master Plan and 5 year Capital Development Plan are produced and receive the necessary CECWA approvals
- Observe that classroom & playground upgrades have been undertaken
- Increased use of community newspaper, events, childcare centres, College website and other media to promote the school
- Ensure that content for website to position the College is in place prior to January 2016
- New Prospectus is in place prior to January 2016
- New signage is designed, manufactured and erected by January 2016



Discipleship

CECWA STRATEGIC DIRECTION

DISCIPLESHIP is our calling; we are committed to deepening our relationship with Jesus. The outcomes we seek are to,

Enhance opportunities for personal faith development

Increase enrolment of the vulnerable, poor and marginalised as a visible sign of our faith in action

Our strategies to achieve this are ...

QCS REF 102

Integrating faith and life

Review the school Evangelisation Plan and enact the new plan

Review and refine the Christian Service Learning program to include progression of commitment from primary through to secondary as a means of teaching students how to integrate faith and life

Strengthen community alignment to the new College Mission and Core Values and use these to motivate a broadening of Christian service in the community

Develop a program to identify Scholarships/Bursaries opportunities

SUCCESS MEASURES

- Evangelisation Plan is reviewed and updated
- Christian Service Learning program is reviewed and refined
- Increased level of Service Learning opportunities and take-up across the 4 years of this plan
- Observe the provision of at least 3 activities or publications per year undertaken to promote understanding of the College Mission and Core Values
- Students can readily articulate the College story and the FIRST values of the College





College Avenue
West Busselton
Western Australia 6280

Phone: 08 9752 7400

admin@mackillop.wa.edu.au

www.mackillop.wa.edu.au



St Mary MacKillop College

CHOOSE LIFE WITH COURAGE