



**St Mary MacKillop College**

CHOOSE LIFE WITH COURAGE

# Strategic Plan

2021-2024





## Foreword

### Opportunities for growth in a nurturing community

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 formed in 2016 following the amalgamation of St Joseph's School and MacKillop Catholic College and now caters for more than 1500 students from Pre-Kindy to Year 12.

The College's initial strategic plan focused on the processes required to achieve the amalgamation of the two schools. So successful was this plan that the growth in student numbers has exceeded all expectations. The Strategic Plan 2021 - 2024 now guides the College through the next stage in its development. The College's motto is Choose Life with Courage and the question at the heart of the consultation for this Strategic Plan has been: "As the College reaches optimum size, how to keep quality relationships, positivity, wellness and our values of faith, inclusion, respect, service and truth at the heart of all we do."

The plan focuses on personal growth of each individual. While it identifies the final build requirements for the Secondary campus and upgrades for the Primary campus, people are at the core of this Strategic Plan.

The Plan is organised around four key elements as specified by the Catholic Education Commission of Western Australia's Strategic Directions 2019 - 2023: Catholic Identity, Education, Community and Stewardship. The priorities articulated are focused on strengthening our fundamentals being:

- **a clear commitment to our Catholic faith and its guidance of our community**
- **excellence in education, catering for the growth of each student**
- **supporting and nurturing the wellness and connectiveness of all in the College community**
- **ensuring that the management and organisational foundations of the College are strong and enduring**

As we embark on the next stage of our journey, the School Advisory Council 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 value those around them and Choose Life with Courage.

**Frank Norton**  
Principal

**David Forster**  
Advisory Council Chair



The St Mary MacKillop College journey starts with our mission. It is enduring and declares our core purpose as a College, serving as a standard against which we consider our actions and our decisions as a College.

### Our mission

Our mission is to provide a rich holistic education, empowering each individual to choose a life with courage in the spirit of Jesus and St Mary MacKillop.

### Our core values

Our Core Values guide us as a Christian Community that fosters a love of learning. We look to learn more, give more and be more through forming a relationship with Christ. We call on courage to live our core values:

**Faith** - *the Courage to Believe* - 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 God, self and others.

**Inclusion** - *the Courage to Welcome* - 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** - *the Courage to Care* - 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** - *the Courage to Give* - we are guided by the example of our patron, 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** - *the Courage to Live Authentically* - we seek to find truth in ourselves, to 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 Gospel values and to be the best we can be.



# Catholic Identity

## INSPIRING CHRIST-CENTRED LEADERS

### CECWA STRATEGIC DIRECTION

- *Contemporary models of Gospel leadership that are inclusive, flexible and responsive to the increasing requirements of church, governments and society.*
- *Shared leadership and governance practices that embrace Catholic Social Teaching principles emphasising common good, participation, subsidiarity and co-responsibility.*
- *Inclusive leadership formation and development reflecting the commitment and diverse talents of staff, students, parents and community members.*

Our strategies to achieve this are ...

### Inspiring Christ-centred leaders

- Review the College's approach to its Catholic Mission to integrate student life with their faith through Christian Service, Liturgy and Reflective opportunities, as well as the Religious Education Program.
- Review the school's Evangelisation Plan and enact a new plan that strengthens the call for each student to respond to needs through the Christian Service Learning Program across K-12.
- Promote the College House system with particular attention to the College Values and how they can be found in one's everyday life.
- Continue to develop the Student Leadership Program with increased provision for Student Voice in College life.

### SUCCESS MEASURES

- Students can readily articulate the College Values.
- College Masses and Liturgies are conducted in a reflective and reverent manner.
- Student Christian Service opportunities focus on giving.
- Students understand the intent of service.
- Students are engaged and provide input into College decision making through areas such as Student Leadership.



## Education

### CATHOLIC SCHOOLS OF EXCELLENCE

#### CECWA STRATEGIC DIRECTION

- *Effective communities developing students as whole Christian persons*
- *Catholic schools witnessing effective, contemporary pedagogy and mission-inspired practice and outreach*
- *Shared understanding and commitment to a Catholic Vision for Learning across all schools*
- *Commitment to providing high quality Religious Education*

Our strategies to achieve this are ...

#### A Catholic school of excellence

- Foster a culture of high expectations & academic excellence across the College.
- Use student data to inform academic achievement and set performance targets.
- Develop Academic Tracking processes to monitor student growth across their College journey.
- Develop a structured student reporting process where students reflect on their academic performance, attitude and effort and set goals for the future.
- Build a professional development learning environment which engages staff in best practice pedagogy, collaborative working processes and growth and development personal appraisal.
- Continue to develop the Gifted and Talented program. Educate students and parents about the importance of expectations being high rather than average. Provide effective Learning Support Programs for students requiring assistance.

#### SUCCESS MEASURES

- Achieve performance targets in NAPLAN, WACE and Positive Performance Indicators
- All staff access PowerBI to assess student data and set performance targets.
- Each student has a Student Learning Profile, monitored by their primary classroom teacher or secondary homeroom teacher.
- Each student completes a My Report self analysis each semester.
- Professional conversations and critical analysis of teaching strategies are present in all learning opportunities.
- All staff participate in growth and develop appraisals.
- A range of programs have been created that cater for diverse student needs.

## SUCCESS MEASURES

- A College Vision for Learning, Positive Education Plan, K-12 House Activities, Liturgies and Carnivals.
- K-12 program development in Health and Physical Education, The Arts, Science, Languages and ICT.
- Students have cross campus experiences in Health and Physical Education, The Arts, Science, Languages and ICT.
- The School Climate Survey reflects positive trends in students feeling safe and cared for.
- Students use College frameworks to express concerns or initiatives.



## A CATHOLIC SCHOOL OF EXCELLENCE

- Continue to develop cross campus links to ensure a sequenced plan for Curriculum delivery across Kindergarten to Year 12.
- Continue to develop the Years 5 to 8 Project, exploring transitions opportunities available in a K-12 College.
- Continue to implement Explicit Direct Instruction in the primary years with an emphasis on Numeracy and Literacy.
- Review the College's response to the Child Safe Framework with particular emphasis on the Voice of the Child.

# Community

## CATHOLIC PASTORAL COMMUNITIES

### CECWA STRATEGIC DIRECTIONS

- *Inclusive communities welcoming and supporting students with diverse learning and social needs.*
- *Shared understanding and commitment to the Transforming Lives: Strategy 2025.*
- *Open processes for conversation and engagement with all members of CECWA communities and their local church.*
- *Services to enhance the safety and wellbeing of students and staff across all contexts.*

### A Catholic pastoral community

Our strategies to achieve this are ...

- Continue the College progression to Positive Education with an emphasis on what should happen rather than what should not, whilst remaining cognisant of varying developmental levels of students K-12.
- Develop a College wide focus on Wellness of students, staff and parents.
- Further develop the Pastoral Tracking structures in the College and its link to student reflection through the creation of structures such as My Reports.
- Explore research that seeks to look into the student need behind their behaviours.
- Conduct regular parent workshops that provide information on topics related to the development and growth of children.
- 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.
- Undertake a comprehensive student, teacher and parent survey to gauge opinion on the first five years of the College's life as St Mary MacKillop College and its aspirations for the future. Add the results to the further development of this Strategic Plan.
- Use the results of the above survey to inform ways to increase parent engagement in the cultural life of the College.

## SUCCESS MEASURES

- 80% of students are measured at 80/20 Personal Performance Indicators from Years 1-12.
- The number of Aboriginal students enrolled at the College increases to 2.1% in line with local demographics.
- Teachers utilise the resources provided by the CECWA Aboriginal Education team and integrate this knowledge into their teaching, relationships with students and lesson plans.

## SUCCESS MEASURES

- Creation of an Aboriginal Education Plan and Progress across the Development Matrix.
- Formalised and regular meetings and communication with Our Lady of the Cape and St Thomas More.

## A CATHOLIC PASTORAL COMMUNITY

- Provide Aboriginal Education PD for all College staff. Create an Aboriginal Education Plan, strengthen the way in which the College reflects its link to this land and the Aboriginal culture.
- Increase opportunities to promote the Aboriginal culture in its curriculum, support Aboriginal students and connect with the local community to promote greater connection to the College. Create a grounds area focused on our local Aboriginal culture.
- Review the College Student Reporting structures to allow greater reflection in College Participation.
- Develop a shared educational K-12 plan with Our Lady of the Cape and St Thomas More to strengthen parent understanding of links and promote staff collaborative efforts.
- Continue to develop a systematic Marketing Plan to consistently position the College as the school of choice in the Busselton and surrounding region.



# Stewardship

## ACCESSIBLE, AFFORDABLE AND SUSTAINABLE SYSTEMS OF SCHOOLS

### CECWA STRATEGIC DIRECTIONS

- *Initiatives ensuring the accessibility, affordability, sustainability and growth of schools.*
- *Transparent and inclusive processes for distributing resources that build equity and co-responsibility across all schools.*
- *Responsiveness to the diverse needs of students.*

Our strategies to achieve this are ...

### An accessible, affordable and sustainable school system

- Achieve permanent 6 stream Secondary status and working towards 3 stream Primary status to ensure access to a quality Catholic education for students.
- Undertake a building program to support the growth of the College including provision of increased infrastructure in the Early Learning Centre, build a dedicated Learning Support Centre on the Primary campus, increased Primary campus classroom space, additional classrooms in the Secondary campus and increased technology facilities.
- Grow enrolment numbers and manage College budgets to achieve surplus budgets, etc.

## SUCCESS MEASURES

- Approval for the creation of a 6 stream Secondary campus.
- College facilities are sufficient to accommodate a full secondary 6 steam intake in 2023.
- That works have commenced in increasing Primary classroom space.
- That in the 2023 calendar year the College have a cash surplus and hold no overdrafts.









College Avenue  
West Busselton  
Western Australia 6280

Phone: 08 9752 7400

[admin@mackillop.wa.edu.au](mailto:admin@mackillop.wa.edu.au)

[www.mackillop.wa.edu.au](http://www.mackillop.wa.edu.au)



**St Mary MacKillop College**

CHOOSE LIFE WITH COURAGE