



St Mary's College Toowoomba

Strategic Plan 2018 - 2022



Introduction

St Mary's College is a Catholic school for boys from Years 5–12 which was established in 1899. Located in Toowoomba, it has been an integral part of regional education in Queensland for over a century. Over this time period, the College has served the community through educating young men in a faith-based, holistic education grounded in the values of Spirituality, Community, Justice and Solidarity, and Excellence.

St Mary's is an Edmund Rice Associate School and part of the Toowoomba Catholic School Office where Catholic identity is central in the boys' education we deliver. We focus on providing a safe, inclusive learning environment for all students which enables them to establish and achieve shared high expectations in all areas of College life – faith, academic, social, sport and culture.

The boys are supported by the generous contributions of the College staff, parents and past pupils to create a warm, unique and identifiable family spirit. This is St Mary's heritage, tradition and legacy and our aim is for this to live on through the 2018-2022 strategic plan.

This Strategic Plan focuses on the next five years and has been created at a time of significant change in our society. As part of the plan we will endeavour to define the attributes of a St Mary's graduate. In a fast-changing global era, this will present a challenge for the whole community as we attempt to understand the trends and complexities of our graduates' futures.

Kevin Gates
CHAIR ST MARY'S COLLEGE BOARD

Throughout 2017, the St Mary's Executive Leadership Team and the College Board have worked with staff, parent and peak school-community bodies to develop this strategic plan. It builds on the considerable achievements of the past five years and looks forward, with hope, to the continued fulfilment of Edmund Rice's vision for educating young men to make an enduring difference in our society. It is based around 6 focus areas:

- Identity
- Teaching and learning
- Co-curricular
- Well-being
- Workforce capacity and capability building
- Stewardship and sustainability

Underpinning the plan is our commitment to live authentic lives based on Gospel values in the tradition of the Blessed Edmund Rice. We commend the St Mary's College, Toowoomba 2018-2022 Strategic Plan to you. Our aim is to continue to be a school of improvement and capacity building for the boys in our care.

Michael Newman
PRINCIPAL



Our Vision, Mission, Values

Our Vision

To strive for excellence, so as to reach one's full potential, making a difference to our world.

Our Mission

To provide a quality holistic Catholic education in the Edmund Rice tradition, empowering our students to be men of faith, integrity, action and excellence.

Our Values

As stated in the Charter of Catholic Schools in the Edmund Rice Tradition our values are grounded in the gospel stories of Jesus. We strive for:

Spirituality (A Gospel Spirituality)

Our community endeavours to foster in each member, the Gospel values and traditions that underpin the College heritage.

Community (An Inclusive Community)

Our community embraces diversity, through a welcoming spirit and mutual support for all, ensuring the realisation of each person's potential.

Justice and Solidarity

Our community seeks to support the marginalised by providing practical assistance through Christian service and social justice initiatives that build and promote dignity, compassion, respect and right relationships.

Excellence (A Liberating Education)

Our community strives for excellence in holistic education aiming to achieve the College motto "Conanti Corona" – the one who strives will win the crown" by nurturing and developing students academically, physically, socially, emotionally and spiritually to ensure the realization of each member's potential.





Identity

Intent

St Mary's College is an inclusive, diverse Catholic Community which enlivens the Edmund Rice charism.

Strategies

To further develop the Edmund Rice Charism and Community, the College will:

- Educate the staff and students in how to live out the touchstones and ideals of Edmund Rice Education.
- Celebrate the diversity of our community.
- Further strengthen connections with the Old Boys of St Mary's College, the parents and the wider community.
- Increase community participation in religious celebrations and spiritual enrichment opportunities.
- Take a lead role in the diocese in the delivery of Edmund Rice programs.
- Further developing a record of the history of the College.

To enrich the understanding of our Catholic identity and our aspirations for our graduates, the College will:

- Provide opportunities for personal faith development.
- Continue to develop a commitment to our College Culture as outlined clearly in the College Values statement.
- Promote all levels of social justice activity: charity/fundraising; immersion; and advocacy.
- Continue to deliver retreat programs in the context of Religious Education, welfare, social justice and faith development.
- Ensure that service learning becomes a mandatory requirement for the St Mary's College graduate.
- Continue to have high expectations for its students.
- Develop a profile of a St Mary's College graduate.
- Provide Religious Education classes which enable students to develop in their personal faith experiences.

Teaching and Learning

Intent

St Mary College is a leader in teaching and learning.

Strategies

In high-stakes testing, the College will strive to:

- Be above National Mean in all domains, in all year levels of the National Assessment Program – Literacy and Numeracy (NAPLAN)
- Achieve continuous improvement across all domains in Years 5, 7 and 9 NAPLAN.
- Ensure all students exit with a qualification or OP/ATAR.
- Ensure all students exit with a Queensland Certificate of Education.
- Assist all students to gain a QTAC, tertiary entrance, offer if they so require.
- Continue to build a positive test culture which caters for external exams.
- Achieve, up until 2020, :
 - » Over 90% OP 1-15.
 - » Over 25% OP 1-5.
 - » 0% OP 20-25.
 - » Over 390 on the Tracking and Academic Management Indicator.

In relation to teaching and learning practices, the College will:

- Offer a variety of pathways in Senior schooling.
- Track, monitor, counsel and advise students and parents in relation to senior schooling pathways.
- Use data to personalise and differentiate learning and establish tiered/targeted intervention programs.
- Utilise the Marzano learning framework refine and prioritise our Whole School Literacy and Numeracy practices.
- Further develop Digital Literacies.
- Offer introductory Literacy and Numeracy classes for new students.
- Utilise demographic, educational “big school data”
- Foster a culture of independent learning and intrinsic motivation through the Grit and Growth Mindset approach.
- Investigate cross-curricular opportunities for junior and middle year classes.

To ensure there are strong connections with post-school destination and world global technologies, the College will conduct the following reviews:

- The careers education program.
- Use of digital technology in all classrooms.
- Development of gifted and talented intervention and programs for students throughout all areas of the college.





Co-Curricular Activities

Intent

St Mary's College is a major participant in sporting and cultural activities and various competitions.

Strategies

The College will:

- Monitor and Encourage individual student participation in all levels of co-curricular.
- Continue to celebrate excellence and success in co-curricular activities.
- Support high performing students in sport and culture.
- Attract talented sporting and cultural students to the college.
- Further develop and promote cultural activities.
- Acknowledge contributions made by members of the wider St Mary's College community in the areas of sport and culture.

Well-Being

Intent

St Mary's College boys live authentically in God's image and likeness.

Strategies

The College will continue in its:

- Endeavour to ensure that each child is known, cared for and individually monitored and challenged to grow, improve and develop through the mentor, house, discipline and welfare programs of the college.
- Tracking of each student's punctuality, behaviour, uniform, general appearance, academic progress and extra-curricular involvement by House Leaders.
- Monitoring of the effectiveness of College Anti-Harassment policy.
- Active participation in the Rock and Water program.
- Expectation of 95% student attendance.
- Implementation of focused mental health programs for Year 5-12.
- Offering of the opportunity for the boys to engage in social events with local girls' schools.

As part of its commitment to a high-quality pastoral program, the College will conduct the following reviews:

- Mentor, Skills lessons and Extended Mentor programs
- The effectiveness of the Responsible Thinking Process (RTP) and discipline procedures at the College.
- Welfare structure of staffing and their roles.
- Camp programs.





Workforce Capacity & Capability Improvement

Intent

St Mary's College a high performing staff committed to improvement and growth.

Strategies

In recognition of the current success experienced by the College, the following initiatives shall continue:

- The PLT program to develop a strong Professional Learning Community.
- The use of the Marzano teaching and learning framework.
- The formation for Religious Education teachers.
- 'Understanding the Learner' activities.
- Strong connection between pastoral and academic.
- "Cross-training" model in workforce.
- Implementation of a PLT program for administration staff.
- College Improvement Program where evidence and data based improvement in teaching and learning is an expectation.

In recognition of our diocesan responsibilities, the College will continue to develop aspiring leaders not only for St Mary's but the whole of the Toowoomba Catholic Education Diocese.

The College will continue to deliver high quality staff Professional Development prior to the introduction of new programs.

Stewardship and Sustainability

Intent

St Mary's College is a well-resourced and sustainable organisation.

Strategies

During the five years period of this strategic plan, the College will:

- Actively apply for grants.
- Deliver on the construction of a Performing Arts Centre.
- Establish a St Mary's College Foundation.
- Investigate ways to have a worthwhile Chaplain presence in the school.
- Develop an environmental stance on sustainability.
- Review learning spaces for the future, including the role and use of school libraries.

The College will grow the College's social media presence to promote sporting, spiritual/social justice, cultural and academic achievements.

The College will continue to:

- Ensure financial viability.
- Provide excellent facilities.
- Keep abreast of technological advances.
- Manage the annual calendar.
- Work towards sustainability of resources.



The Realisation of our Strategic Plan

This Strategic Plan has been developed to inform the direction of St Mary's College between 2018 and 2022. The School Board, in collaboration with the College Leadership Team and Middle Leaders, have reviewed each focus area and created defined and measurable actions. This plan will provide the basis for shaping the College's Annual Operational Plans in each focus area.

The Strategic Plan will be monitored by the College Board through an annual cycle of reporting for each Strategic Focus area. It will also be reported on annually to the wider community by the principal.

Our College has a rich history and significant traditions. This plan is designed to honour the past while embracing the realities of a world of change in which we will remain grounded in our Edmund Rice touchstones.

We commit to regularly evaluating the success of the plan's implementation and reaffirm our commitment to being people inspired by the charism of Edmund Rice and guided by the Gospel values. Through current and evolving channels of communication, we will regularly update our St Mary's College community on our pursuit and achievement of each strategy within this plan.

“Honour the past while embracing the realities of a world of change in which we will remain grounded in our Edmund Rice touchstones”

College Song

The Christian Brothers built a school
On the Darling Downs
Where boys would grow to men of faith
And strive to win the crown

May we fulfil our Founder's dream
The dream of Edmund Rice
To be the best that we can be
To share the love of Christ

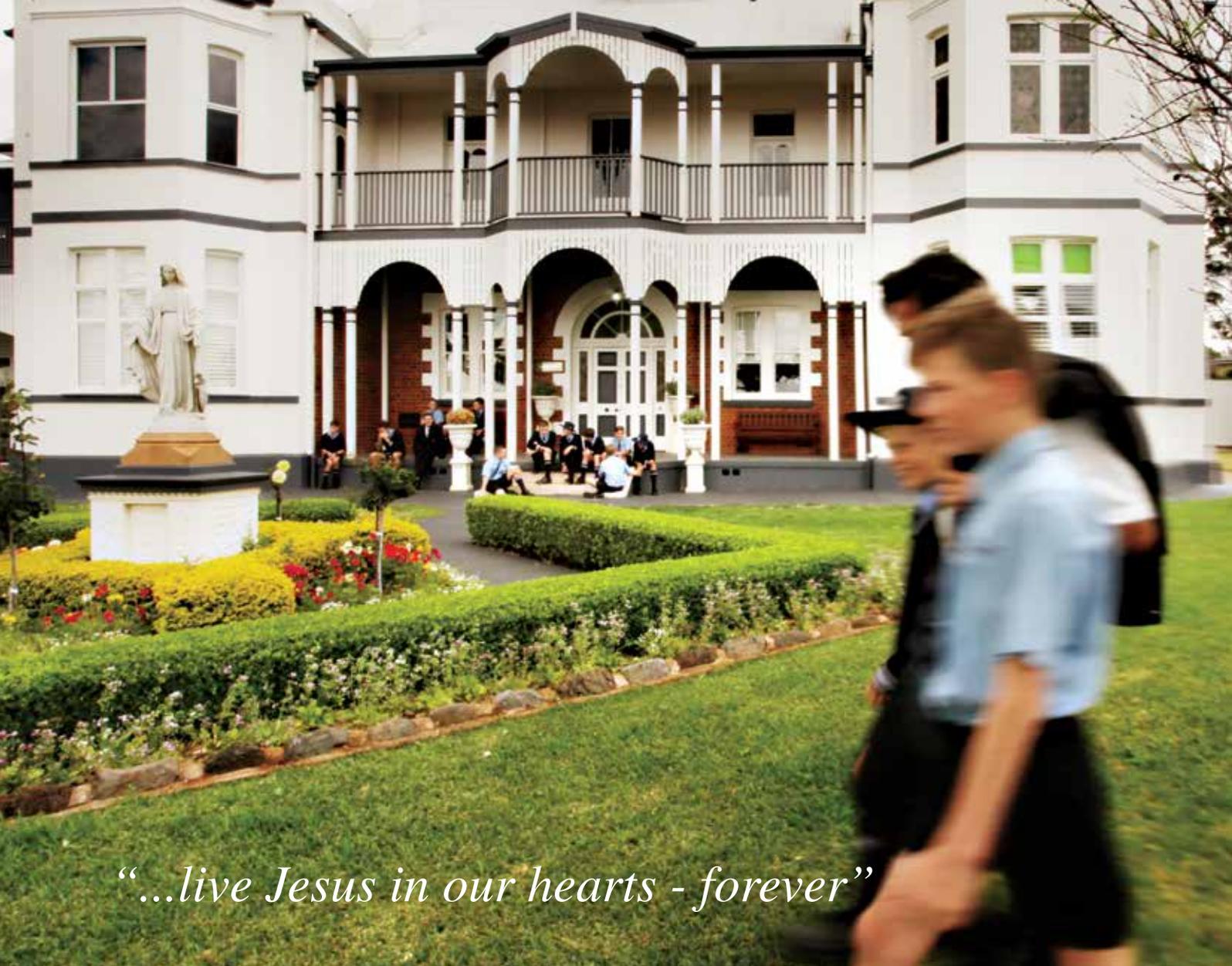
Oh we stand in faith as brothers
Men of integrity
Men of action, men of excellence
We're the men of St Mary's

In the classroom, on the field
We wear the blue and white
When we are put to the test
We strive to do what's right

We never let a brother down
These special bonds we share
As we go out into the world
As true St Mary's men

Oh we stand in faith as brothers
Men of Integrity
Men of action, men of excellence
We're the men of St Mary's.





“...live Jesus in our hearts - forever”

The St Mary's College, Toowoomba Strategic Plan
has been developed with the assistance of
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