



# Strategic Plan: 2016 – 2021

## Our Vision

To be a pre-eminent Catholic Co-Educational College, where academic and personal excellence is the aspiration of every student.

## Our Mission

In the spirit of John XXIII, Mary Ward and Ignatius Loyola we seek to be people of competence, conscience and compassion who are committed to God and the service of others.

## Our Values

The Gospel of Jesus Christ informs our values of justice and faith, love and service of others, respect for the individual and care of the marginalised.

## Our Value Proposition

We are a Catholic, co-educational College in the Ignatian Tradition that is renowned for its academic achievement, inclusivity, comprehensive co-curricular program and iconic Pre-Kindergarten—12 campus.

## Strategic Objectives

### Spiritual

To strengthen our Community to discern the presence of God in our lives.

We are committed to being a distinctive community who identify with the Gospel of Jesus Christ, and the Ignatian imperative of practising faith in action.

- Review our involvement in faith formation activities including Retreats. **2020**
- Review the use of the Chapel and make recommendations for its use and appearance. **(2019)**
- Provide a contemporary Religious Education Program to students Pre-Kindergarten to 12, that is based on the person of Jesus and Ignatian Spirituality **(2018)**
- Evaluate the Inigo Centre for Spirituality and Relationships as an effective means of formation for parents and the wider community.
- Implement the Evangelisation Plan to ensure currency and alignment with College Mission. **(2017)**
- Engage through the local, national and international networks of Loreto, Jesuit and Archdiocese to provide opportunities for students, staff and parents to be “seekers of truth and justice” **(2016)**

### Educational

To support each student to achieve academic and personal excellence.

We are committed to providing an aspirational learning journey to every student, every year from Pre-Kindergarten to Year 12.

- Refine our well-being initiatives for students. **2020**
- Create a school timetable reflective of our Vision for Learning. **(2019)**
- Evaluate and further develop the educational program so that it reflects the Ignatian commitment to the development of the whole person **(2018)**
- Create analytical tools for the monitoring and measurement of student academic performance (Grade Point Average). **(2017)**
- Implement course counselling and ‘One to One’ interviewing processes.
- Create a Curriculum Plan from Foundation to Year 12 that has as core priorities, teaching programs, academic rigour, optimal class size and composition **(2016)**
- Attract and retain high performing students
- Explore best practice in the implementation of 21st Century Learning and Teaching **(2016)**

### Professional

#### Strategic Statements

To attract and retain staff of the highest calibre and further develop their capability.

#### Key Actions

We are committed to excellence and professionalism in our engagement with, and expectations of the staff of John XXIII College.

- Create a professional learning program with a focus on high impact teaching strategies (HITS) and professional growth opportunities for all staff. **2020**
- Refine strategies to attract, induct, develop and retain staff. **(2019)**
- Create a staff culture of consultative and participatory communication, decision making and leadership within the staff **(2018)**
- Develop staff induction, review and mentoring processes **(2017)**
- Implement a Professional Learning Program for Teachers incorporating the Australian Professional Standards **(2016)**
- Recognise and resource staff who are innovative successful and generous
- Induct and form our staff in Ignatian Spirituality and Pedagogy

### Community

To engage and activate our Community to develop awareness of and alignment with our Mission.

We are committed to working with our community to build partnerships that are beneficial to our students, staff, parents and Alumni.

- Respond to the global COVID pandemic. **2020**
- Develop and refine purposeful contact with Alumni. **(2019)**
- Coordinate and resource Parent Association and subsidiary associations to further the Mission of the College
- Encourage participation of student, staff, parent and Alumni in activities that align with College mission
- Evaluate the College’s Sporting program to ensure appropriate opportunities are provided for students **(2018)**
- Promote College Mission through 40 year celebrations **(2017)**
- Promote the College Mission through internal and external channels of communication **(2016)**

### Resources

To maximise the effective utilisation of all available resources through responsible stewardship.

We are committed to ensuring the sustainability, growth and independence of the College.

- Implement the first stages of our Masterplan including library and A Block re-development and creation of a new Administration and Staffroom. **2020**
- Develop a Business Plan to reflect the initiatives articulated in the 2018 Masterplan. **(2019)**
- Identify and engage expert capacity in the Governance Structures of the College **(2018)**
- Develop a Master Plan to maximise educational, environmental and economic capacity of the College campus **(2017)**
- Maintain a viable and sustainable Business Plan for the College **(2016)**

John XXIII College School Improvement Strategies 2021

CECWA Strategic Directions 2021

The CECWA Strategic Directions outline the focus areas for Catholic Education Western Australia for a defined period.

Strategic Plan

Strategic Area	2021 Initiatives
<b>Spiritual</b>	Provide a contemporary faith education plan that focusses on the development of the 4Cs – competence, conscience, compassion and committed to God and the service of others. <i>Indicator: Students and staff can explain the College Mission and College Prayer and give examples on the way it is lived.</i>
<b>Educational</b>	Explore best practice in learning and teaching through the implementation of High Impact Teaching Strategies (HITS). <i>Indicator: Two groups of staff have completed an extensive professional learning program and all teachers are implementing learning intentions and success criteria.</i>
<b>Professional</b>	Implement professional growth plans to develop and support individual staff members. <i>Indicator: Teachers have an individual growth plan linked to the College's strategic initiatives.</i>
<b>Community</b>	Coordinate connections between the College, Alumni and Foundation. <i>Indicator: The three groups have worked collaboratively with respect to master plan fundraising efforts.</i>
<b>Resources</b>	Commence Stages 1 and 2 of the Masterplan including library and A Block refurbishment, creation of a new Administration and Staffroom and movement of the Maintenance facility. <i>Indicator: Master plan is proceeding on schedule.</i>

Principal Key Performance Indicators

Strategic Area	Initiative
<b>Spiritual</b>	Provide contemporary Faith Education to students - pre-kindergarten to Y12
<b>Educational</b>	Every student to have the opportunity to reach their potential
<b>Professional</b>	Facilitate a staff culture that supports, inspires, respects and values excellence
<b>Community</b>	Create a clear, strategic and coordinated communication plan reflecting College activities and mission
<b>Resources</b>	Deliver budgeted net surplus accommodating for emerging changes/situations and advising Council of changes in a timely manner
<b>Personal Development</b>	Develop and engage in a personal development plan

