



St Joseph's College, Albany
Shaping Our Future: Strategic Plan 2021 - 2024

A MESSAGE FROM THE PRINCIPAL

In 2018, St Joseph's College reached a significant milestone, the 40th anniversary since the College was formed from the amalgamation of Ave Maria College, Pius X and St Joseph's Primary School. It marked an even longer period of Catholic schooling in the region involving the formation and education of the young people of Albany. This anniversary provided the College Executive the prompt to consider our journey to date and what the next 40 years will look like.

Early in 2019, the College embarked on a significant consultation process across the breadth of the community. The intent was to obtain feedback on how well we are going as a College and what might be the emerging challenges, trends and opportunities likely to be faced in the future. In this way we could start our next 40 years with a clear vision and ambition. We are appreciative of the feedback provided through the consultation sessions and are committed to turning our aspirations for St Joseph's College into a clear way forward.

The result of our reflection is this new Strategic Plan. It outlines how we will continue to shape the future of the College and the young people of Albany and the surrounding region.

This Strategic Plan is also based on the Catholic Education Commission of Western Australia (CECWA) *Strategic Directions* for schools. The CECWA calls on all schools to:

- inspire Christ-centred leaders
- be a Catholic school of excellence
- be a Catholic pastoral community and
- to continue to be affordable, accessible and sustainable.

A strategy that is grounded in the context of our Western Australian and local community and the challenges we face, is therefore crucial. *Shaping Our Future: Strategic Plan 2021 - 2024* outlines the priorities within each of these four domains that have been developed through our reflection.



The priorities outlined in this plan capture our aspirations and are intended to:

- clearly articulate to all in our community, the overarching goals and direction being pursued
- build on our strong foundations and the progress we have made over recent years and
- reinforce the actions required to advance the Mission of the College and our Core Values.

It should be noted that this plan does not outline everything that we do. There are a number of very successful programmes and initiatives which are not referred to; these will continue. This plan only highlights the areas we are targeting for additional attention and focus.

I am confident that the actions we have developed under each of the four domains will ensure that St Joseph's College continues to 'shape the future' of students in Albany and the broader Great Southern Region.

It is with pleasure that I present our new Strategic Plan. *Shaping Our Future: Strategic Plan 2021 - 2024* articulates our ambition for the next four years and will guide us through the next stage of our journey. I look forward to maintaining our strong partnership with parents as we embark on this plan.

Mr Mark Browning
Principal

*"Dear Young People, do not bury your talents, the gifts that God has given you!
Do not be afraid to dream of great things."*

Pope Francis



VISION

St Joseph's College is a school community focussed on the development of Three-Year Olds through to Year Twelve. With Jesus as our role model, we are proud to be an inclusive community where each child and their family are recognised as individuals and as valued members of the College.

Our vision declares our context and our long-term aspiration:

In the context of Catholic faith and values, we aspire to be a leader in the development of young people in the Great Southern community.



MISSION

Our mission and motto 'Open to Wisdom' are at the heart of how we bring our vision to life. To be a leader in the region requires a holistic approach to student development and an openness to learning. All in the College community should be seeking to empower others to reach their full potential.

In partnership with parents and care-givers, we seek to:

Empower all to:

- Be 'Open to Wisdom'
- Be their best and
- Live out our core values



CORE VALUES

Underpinning our vision and mission is a commitment to six 'lighthouse' or core values. These values guide the way that we go about our daily work.

Our core values inspire our community to be:

- Welcoming
- Enthusiastic
- Sorry
- Thankful
- Inclusive
- Encouraging

OUR STRENGTH: A THREE-YEAR-OLD TO YEAR TWELVE PHILOSOPHY

St Joseph's College is a place where young people are valued for their God-given individual gifts, encouraged to accept responsibility for their actions and challenged to enact Jesus' Word and deeds. The College provides a continuous developmental journey from 3-year-olds through to 18-year-olds and operates with sub-schools, specifically focussed on age appropriate development of our students. The advantages of a Three-Year-Old to Year Twelve College are many – continuity of learning, a smooth transition through the years, expert teachers for particular age groups, access to specialist facilities, students mentoring students and perhaps most importantly, every student being known by name and need as they progress through the College. We are proud of the strength this provides us and will continue to leverage it in leading the development of young people in the Great Southern Region.

The journey through St Joseph's College is broken into 3 sub-schools with a focus on transition within the sub-school and from one sub-school to the other.

JUNIOR SCHOOL – Three-Years-Old to Year Six

The Junior School provides a quality learning environment that caters for the spiritual, academic, social, physical, and emotional needs of early and developing learners. Students are empowered to be their best through academic activities, play, reflection, prayer, art, music, sport, use of technology and service to others.

MIDDLE SCHOOL - Year Seven to Year Nine

The Middle School provides a learning environment characterised by opportunities to explore and learn. The specific needs and issues of young adolescents and their desire for greater independence is nurtured through the activity of the Middle School. Students are empowered to be their best through opportunities to mentor and serve others, increased choice in what and how they learn, as well as an emphasis on the important skills of critical thinking, problem solving and increased academic rigour in preparation for the 21st Century world.

SENIOR SCHOOL - Year Ten to Year Twelve

The Senior School provides a learning environment that acknowledges the emotional and psychological needs of young adults are significantly different from those of younger children. Students are empowered to be their best through greater freedom, independence and an expectation of responsibility for themselves and others in order to achieve personal development and growth.

1

INSPIRING CHRIST-CENTRED LEADERS

GOAL: Faith-filled individuals who actively live out the College values



Our goal in detail

As a Catholic College where 'all are challenged to live out our core values', the statement is a call to demonstrate our core values in the wider community, through our daily interactions with others.

The actions we will take to inspire Christ-centred leadership include:

1. Provide opportunities for all to understand the College core values of being Welcoming, Enthusiastic, Sorry, Thankful, Inclusive and Encouraging and how to demonstrate the values in their daily actions.
2. Review and revitalise the Christian Service-Learning programme so it provides age appropriate opportunities from Kindergarten – Year Twelve, for active service in the College and local community.
3. Provide opportunities for students, staff and parents to increase their understanding of the Catholic Faith Tradition and to incorporate aspects of the *Making Jesus Real* programme in their every-day life.
4. Provide opportunities for students, staff and parents to develop their Christian leadership skills and to use their gifts for the benefit of the St Joseph's College community.



2 A SCHOOL OF EXCELLENCE

GOAL: A complete Three-Year-Old to Year Twelve learning journey with high levels of student achievement

Our goal in detail

As a Catholic College that is committed to excellence, our mission calls us to empower the young people in our care to learn and 'be their best'. A learning culture is critical in this respect. The St Joseph's learning culture will be marked by an openness to learning and new ideas, collaboration, prioritising teaching time and staff who are contemporary in their knowledge and teaching pedagogy.

The actions we will take to be a school of excellence include:

1. Establish and maintain a Vision for Learning with consistent approaches and structures across the College, aimed at raising the performance of students across all Learning Areas.
2. Ensure the College calendar of events and the timetable minimise disruptions to time for teaching and learning.
3. Expand opportunities for collaboration, critical thinking, creative thought and integrated learning across the whole school curriculum.
4. Maintain a Professional Learning programme that supports the needs and aspirations of staff.



Our goal in detail

As a College community that draws students from a society that is experiencing more new arrivals to Australia and a higher incidence of mental health challenges, we seek to maintain an openness to all and a healthy College community. At St Joseph's College, our first priority will be the wellbeing of the students in our care.

The actions we will take to ensure a Catholic pastoral community include:

1. Continue to create an environment where all children feel safe and supported.
2. Build on the existing provision of student support services (psychology and counselling) and increase the availability of specialist support from Kindergarten – Year Twelve.
3. Maintain an openness to student voice and in particular their ideas for improving College rules, uniforms and play that affects them.
4. Continue to provide a range of opportunities through the College Board and Parents & Friends for members of the school community to experience a sense of belonging and shared purpose.
5. Celebrate diversity within the College community.
6. Ensure reporting and feedback on academic progress and student well-being is timely, frequent and continues to engage parents as the first educators of their children.



4

ACCESSIBLE AND SUSTAINABLE

GOAL: Full double stream enrolment from K- 12 with contemporary infrastructure that supports learning

Our goal in detail

As a Catholic College focussed on the development of young people, we seek to have a strong enrolment base, the resources to provide a breadth of opportunities for students and sustainable practices, all whilst maintaining affordability and accessibility.

The actions we will take to advance accessibility and sustainability include:

1. Develop a Marketing Plan, with a complete Three-Year-Old to Year Twelve learning journey as a unique value proposition, to ensure enrolments are maintained at sustainable levels.
2. In developing a Marketing Plan, identify groups from the community that are under-represented within the school, why this might be the case, and develop a plan to improve access.
3. Establish and implement a Capital Development Plan for the consistent upgrade of classrooms, grounds and staff facilities.



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