



ST PAUL'S
COLLEGE

STRATEGIC PLAN 2022-2025



■ FAITH ■ RELATIONSHIPS ■ EXCELLENCE ■ DIVERSITY





ST PAUL'S
COLLEGE

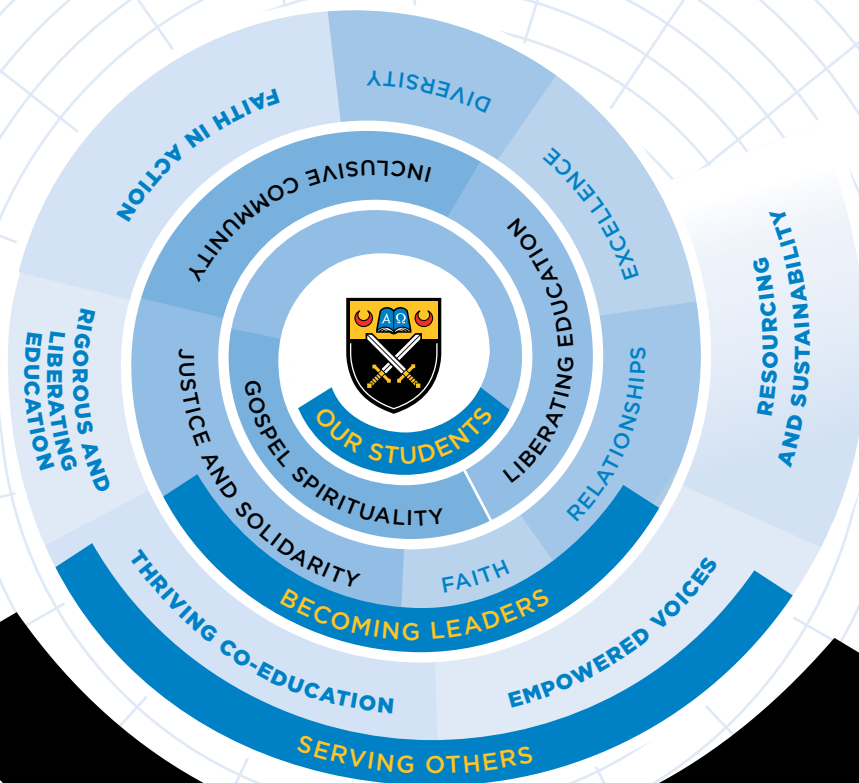
Strategic Commitment

St Paul's College empowers each student to fulfil their God-given potential through active participation in an authentic Catholic Education.

We nurture Christian leadership with a commitment to the Edmund Rice Education touchstones – Liberating Education, Inclusive Community, Gospel Spirituality and Justice and Solidarity. In this way families, students, staff, past students and our broader community experience a great sense of belonging to a community that values their voices and personal contribution, for the benefit of our great college community.

OUR 2022 - 2025 STRATEGIC PLAN

St Paul's Strategic Plan has been developed in accordance with the strategic planning model developed for Edmund Rice Education Australia schools and the corporate plan of Catholic Education South Australia schools - Leading Catholic Education to New Levels of Excellence.



ST PAUL'S COLLEGE

The Strategic Plan will have at its heart the lives of our students and will be built upon the following five pillars...

CERTA BONUM CERTAMEN Fight the good fight - of faith

St Paul's College commits to five strategic directions, achieved by 2026 through aspirational goals.

These strategic directions motivate the College to lead our community in contemporary ways, as a Catholic co-educational College in the Edmund Rice tradition, during this most innovative period of St Paul's College.

Strategic Directions

1 Faith in Action

Demonstrate contemporary and inclusive expressions of faith and spirituality in an Edmund Rice Tradition.

2 Rigorous and Liberating Education

Measured and continuously improved learning outcomes as evidence of a rigorous and liberating education.

3 Thriving Co-Education

Transform into a vibrant, inclusive, and authentic co-educational College that successfully and safely manages a significant increase in students and staff.

4 Empowered Voices

An established norm that all past and present students, staff, and families have a meaningful voice within the College.

5 Resourcing and Sustainability

Human, social, and built environments that are sustainable, ecologically aware, environmentally considerate and facilitate safe meaningful experiences for learners.



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Faith in Action

Demonstrate contemporary and inclusive expressions of faith and spirituality in an Edmund Rice Tradition.

GOALS

Design and develop a contemporary Sacred Space that captures our Catholic tradition and commitment to being an Inclusive Community.

A program of multifaith celebrations and multifaith dialogue to enhance knowledge, understanding and community.

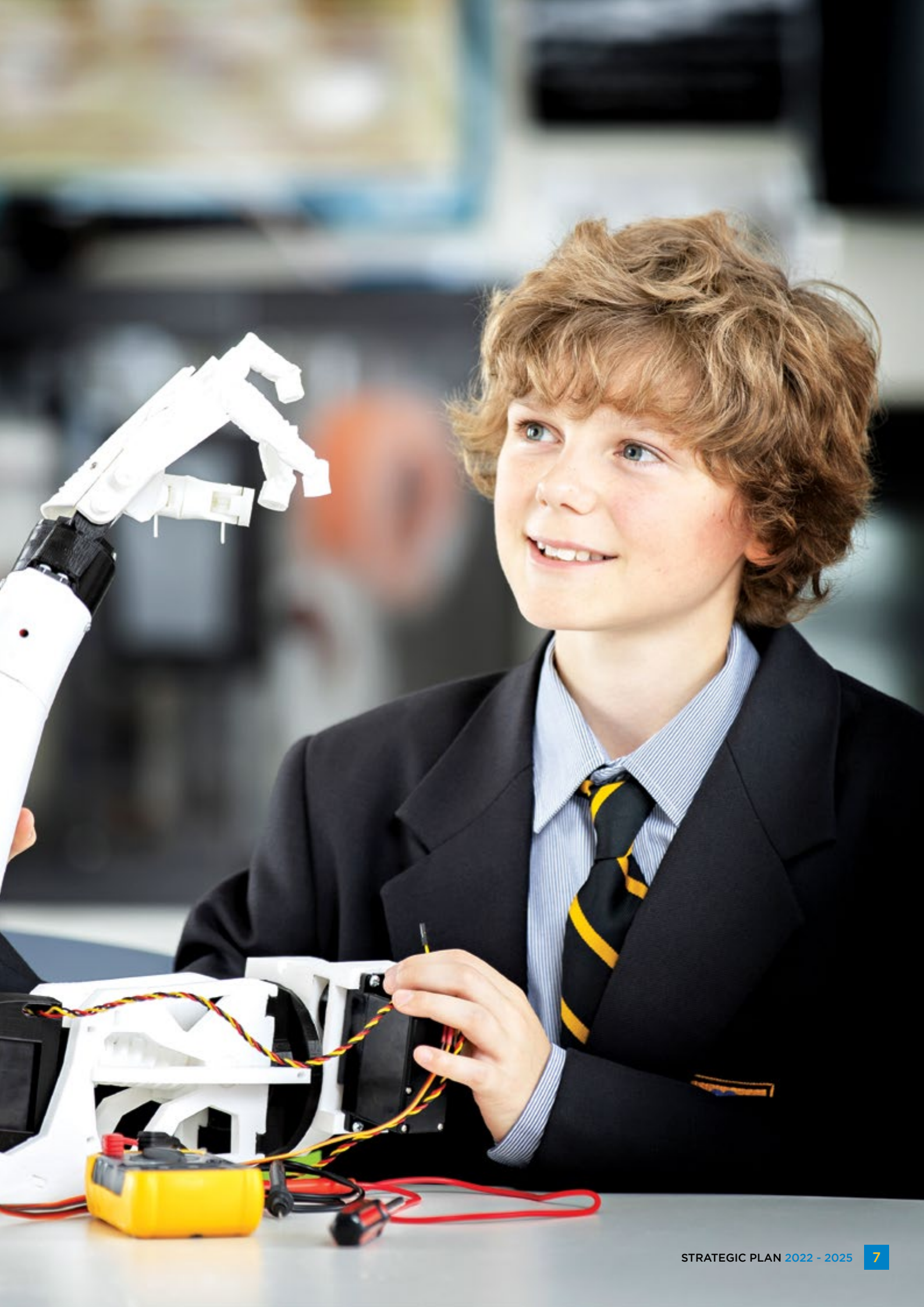
A detailed plan to partner with all Edmund Rice social justice initiatives and charitable works linking to service and advocacy.

To develop a streamlined approach to fundraising that centres around local Catholic agencies.

Expand and consolidate a Religious Education Curriculum that explores, deepens and recontextualizes students' understanding of our Catholic traditions, and other world religions and spiritualities, including links to Catholic parishes.

A measured improvement of Liturgical, Retreat, Formation, and Rite of Passage experiences from student and staff perspectives.

A recontextualised understanding of symbols, imagery and best practices that are physically represented throughout our community.





2.

Rigorous and Liberating Education

Measured and continuously improved learning outcomes as evidence of a rigorous and liberating education.

GOALS

An evidenced-based literacy and numeracy approach for all students that measurably improves student learning outcomes.

A functional EALD plan that is appropriately resourced and reflects best practice to meet the linguistic and cultural needs of students.

A clear and concise student data-tracking system that monitors progress and informs intervention (further assistance and/or extension) for improved student outcomes.

Meaningful and collaborative partnerships with external organisations that enhance learning outcomes and provide additional opportunities for students (through learning experiences and/or pathways).

A student recognition and awards structure that celebrates achievement, improvement and personal development in various ways.

Consider a Learner Profile that recognises holistic, liberating growth in personal, academic, spiritual and social capabilities over time.

An Education Program that identifies gifted and talented students and provides support and enrichment opportunities.

A consistent, clearly outlined and site-specific approach to EREA Learning Statement that details the College's approach to teaching and learning.



.3.

Thriving Co-Education

Transform into a vibrant, inclusive, and authentic co-educational College that successfully and safely manages a significant increase in students and staff.

GOALS

Equitable enrolment profile that considers gender equality.

Curriculum implementation that targets our co-education development and the increasing number of students and abilities for R-12.

A measurably more diverse co-curricular offering, including and beyond sport.

Expand and consolidate a gender-inclusive R-12 Pastoral Care Program, in conjunction with appropriate external agencies, that ensures a contemporary understanding of age-appropriate personal, social, mental and spiritual wellbeing, in connection with our Edmund Rice Education Australia Touchstones.

Successful transition of students through Primary, Middle and Senior Years in a co-educational environment.

Clear and effective processes and procedures for student wellbeing, including counselling services that manage a significant increase in demand.

Empowered Voices

An established norm that all past and present students, staff, and families have a meaningful voice within the College.

GOALS

A successful and regular process for Student Voice to inform the College's Leadership Team.

Measurably increased satisfaction from students, parents and staff in relation to communication, feedback and consultation opportunities.

Strengthened communication and partnerships with families that recognise the many linguistic, cultural and family circumstances.

A meaningful process and cycle for staff appraisals, including position and Positions of Leadership reviews, recognising opportunities to develop professional growth.

A meaningful leadership program that encourages students to be autonomous contributors as part of the College and wider community.

Develop, submit, and enact an approved Reconciliation Action Plan (RAP)

An Action Plan for Safeguarding that embeds Child Protection throughout all components of our College.

Restorative Practices are embedded for all staff and students, such that associated language and processes are commonplace.

A vibrant old scholars' network that includes past students willing to support current student experiences and College events.





5

Resourcing and Sustainability

Human, social, and built environments that are sustainable, ecologically aware, environmentally considerate and facilitate safe and meaningful experiences for learners.

GOALS

A reviewed and implemented, flexible Capital Works Masterplan having set and met bold, agreed timelines, and reflecting the changing physical, educational and wellbeing needs of the College.

An effective compliance culture through policy platforms, where staff recognise its relevance and it informs their roles.

A staff and student Environmental Group that actively leads environmental sustainability through education and action, onsite and offsite.

Annually improved gender balance across all areas of employment within the College.

A professionally empowered staff who collaborate, share responsibility and are mutually accountable, as measured by the efficacy of staff.

A strategic and public approach for celebrating leadership, identifying leaders and providing leadership opportunities, pathways and associated professional learning; including acting positions, shadowing and formal leadership education.

A shared responsibility amongst the College Leadership Team and all staff in a Position of Leadership for the College's Strategic Vision, measured by the review and appraisal processes of staff with a Position of Leadership.

Appropriately facilitate a staffing structure that manages growth in student and staff numbers, delivers on this Strategic Plan, and considers the consolidation of Primary, Middle and Senior Years while maintaining a unified College.

A reduction in our carbon footprint through education, behavioural change and capital works.



ST PAUL'S COLLEGE

**A CATHOLIC COLLEGE IN THE
EDMUND RICE TRADITION**

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