



# Edmund Rice College

A CATHOLIC SCHOOL IN THE EDMUND RICE TRADITION



EDMUND RICE EDUCATION  
AUSTRALIA

Strategic Plan 2020-2024



## Edmund Rice College

is an independent Catholic high school for young men in the Edmund Rice Tradition. One of a network of over 50 schools across Australia in the Edmund Rice Education Australian network, the College is located on 9 hectares at the base of Mt Keira in West Wollongong. Centrally located in the heart of the Illawarra, the College is a regional, comprehensive school for young men, drawing students from all regions of the Illawarra.

An extensive building program has accompanied sustained student growth over the past 5 years. The College offers substantial modern facilities in a picturesque setting. With a broad curriculum and an extensive co-curricular program, Edmund Rice College caters for interests, skills and abilities across a wide spectrum in a contemporary, technologically rich educational setting.

Striving to live the charism of Edmund Rice and Christ's example of service, we invite students to 'Make a Difference for Justice and Peace' through the Christian Service and Solidarity Learning program. Inspired by the goals of the Edmund Rice Charter, it is more than a service experience, as reflecting on the act of serving others gives students a deeper understanding of the dignity and worth of all people and the natural world. All are challenged to articulate learning about their own spirituality as they make real-life connections to the marginalised in our 'community classroom'.



## Acknowledgement of Traditional Owners

We acknowledge the Aboriginal and Torres Strait Islander Peoples of Australia as the Traditional Owners of the land on which our College is placed. We are inspired and nurtured by the wisdoms, spiritualities and experiences of our First Peoples. Together we work actively for reconciliation, justice, equity and healing.

## College Mission Statement

The mission of Edmund Rice College is to be an authentic Catholic community grounded in Gospel values and enriched by the tradition of Edmund Rice. Through quality learning and teaching experience the College seeks to inspire each person to be a critical and reflective thinker who engages with the world in a context of service and solidarity.

## College Vision Statement

Our vision is to educate boys for life, a holistic approach that integrates faith, leadership and service in the Edmund Rice tradition. We commit to excellence where boys are motivated to discover what is possible within themselves and to strive to achieve a life less ordinary.

## College Values

The core values of Edmund Rice College are embedded in the Touchstones of a Catholic school in the Edmund Rice tradition. The College Values of Compassion, Dignity, Service and Solidarity are reflected across the touchstones of Gospel Spirituality, Liberating Education, Inclusive Community and Justice and Solidarity.

## The Students and Staff

Our students are engaged in learning experiences so that they become critical and reflective learners who engage in the world in a context of service and solidarity. Our dedicated staff aim to provide robust and innovative teaching and learning experiences in a Catholic environment that build connectedness and commitment to personal growth and thereby inspire our students to become life long learners.

## The Parents and Board

Our parents and carers are engaged as co-educators in providing support for the boys as they experience the array of engaging and exciting religious, academic, social and co-curricula opportunities during their journey with us at the College. Our College Board play an instrumental leadership role in shaping and evaluating College policies and programmes, fiscal responsibility and planning, together with maintenance and capital works.





## Our Identity

### Strategic Intention

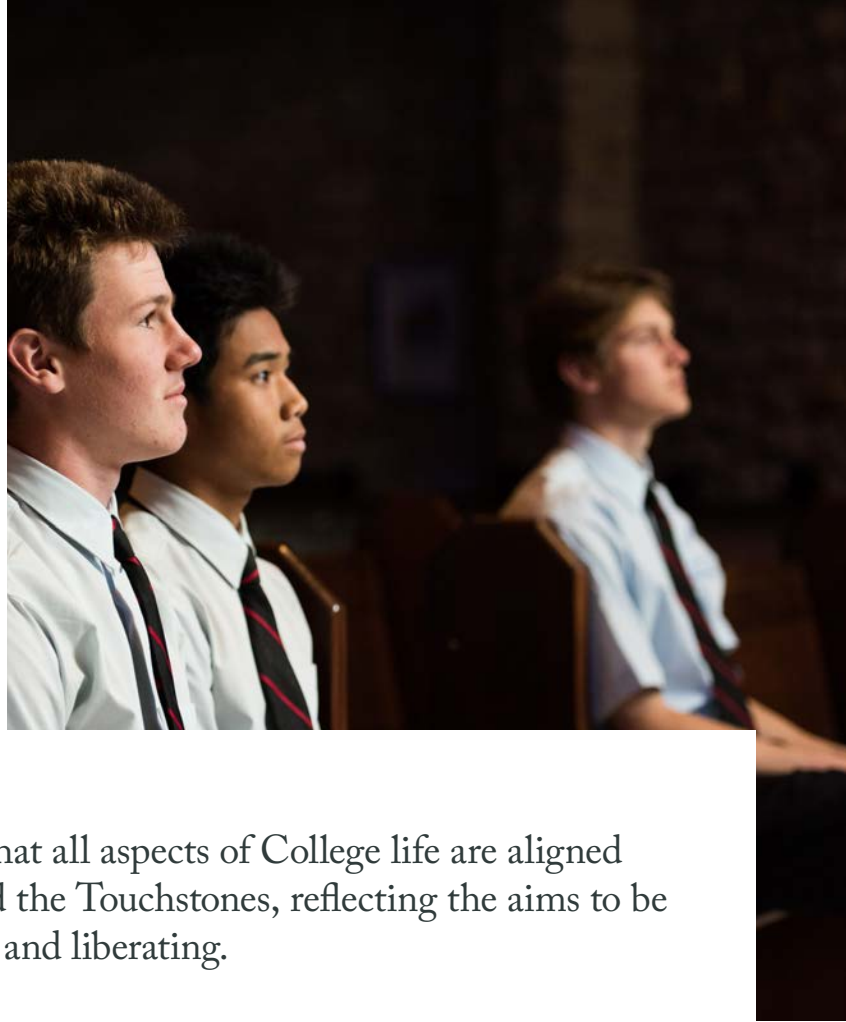
We recognise that spiritual and religious formation are critical elements of educating for justice and peace, reflecting the EREA Charter and Touchstones. Inspired by the Gospel and the tradition of Edmund Rice, people in our College community will have a lived experience of an engaged spirituality.





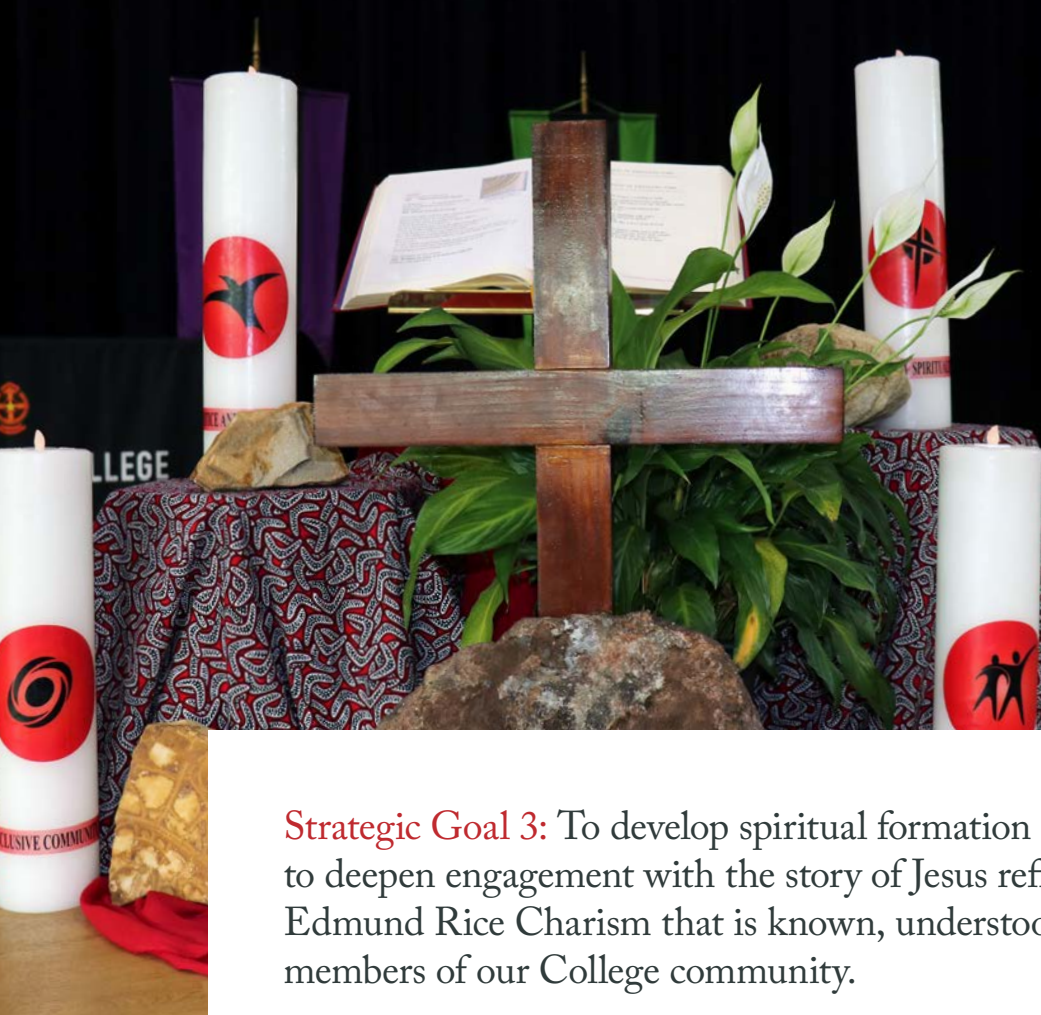
**Strategic Goal 1:** To deepen the variety of learning experiences that will enable each person to be an active participant in building our Catholic school community.

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| 1.1 | Maintain and enhance a high quality Religious Education Curriculum, in partnership with the Wollongong Diocese.                                     | 1.5 | Identify opportunities to align the objectives, values and experience of CSL into Key Learning Areas.                                   |
| 1.2 | Develop contemporary educational experiences that deepen student understanding of how prayer, Liturgy and Sacraments contribute to personal growth. | 1.6 | Foster and extend academic acceleration opportunities in Studies of Religion II.                                                        |
| 1.3 | Develop opportunities for staff, students and parents to participate in Service and Solidarity Learning initiatives.                                | 1.7 | Support staff members to achieve and maintain accreditation in Religious Education.                                                     |
| 1.4 | Promote, encourage, monitor and report on student participation in Christian Service and Solidarity Learning (CSL).                                 | 1.8 | Maintain and develop Student Leadership structures that foster learning about and engagement in Social Action, Advocacy and Solidarity. |



**Strategic Goal 2:** To ensure that all aspects of College life are aligned with our Catholic culture and the Touchstones, reflecting the aims to be compassionate, inclusive, just and liberating.

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| 2.1 | Ensure the presence of visible signs of our Catholic identity throughout the College campus.                                             | 2.5 | Enable student voice to be heard and included in all aspects of College life, in order to respond to their developing needs.                 |
| 2.2 | Foster continued good relationships with the Church, local Bishop, Clergy, Catholic Education Office and EREA.                           | 2.6 | Develop the Youth Ministry and Outreach portfolio to foster stronger connections to community and Church.                                    |
| 2.3 | Empower Aboriginal and Torres Strait Islander Australians to express and celebrate their cultures within a safe and inclusive community. | 2.7 | Enhance and develop the House System to enliven and support school spirit, pride and ownership of the Edmund Rice College history and story. |
| 2.4 | Develop and maintain strong partnerships with local organisations that provide services to the marginalised, poor and God's creation.    | 2.8 | Nurture links to the community of Christian Brothers to maintain the legacy and charism of Edmund Rice.                                      |



**Strategic Goal 3:** To develop spiritual formation opportunities that aim to deepen engagement with the story of Jesus reflecting an authentic Edmund Rice Charism that is known, understood and owned by all members of our College community.

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| 3.1 | Ensure that faith formation is a priority in all aspects of College life.                                                                              | 3.5 | Support all staff to participate in appropriate EREA Formation opportunities.                                                                |
| 3.2 | Develop a College Formation Plan to maintain a focus on participation, wellbeing and spiritual growth reflecting our Mission, Catholicity and charism. | 3.6 | Foster meaningful relationships with families that encourage participation and connection to the College and Church community.               |
| 3.3 | Provide opportunities for members of the College community to learn about the Touchstones and their particular accent on the Gospel.                   | 3.7 | Expand local and global partnerships and immersion opportunities for Mission aligned with the goals of Edmund Rice Education Beyond Borders. |
| 3.4 | Plan for age appropriate student Reflection and Retreat experiences to foster spiritual growth and development.                                        | 3.8 | Conduct Feedback Surveys to ascertain engagement with, understanding of and participation in aspects of the Identity Program at the College. |

### Strategic Intention

We aim to foster each student's engagement in relevant and dynamic learning so that their full potential can be realised in an authentic atmosphere of high quality teaching in an educationally rich setting that offers a broad and dynamic curriculum.





**Strategic Goal 4:** Continue to consolidate learnings through researching best contemporary practice and providing opportunities that enhance contemporary learning and teaching.

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| <p>4.1 Develop strategies and approaches to deepen student teacher relationships, underpinned by learning and resulting in better outcomes for students.</p> <hr/>                                                                      | <p>4.3 Offer a broad and comprehensive range of curriculum courses for students to access and seek expansion possibilities for acceleration and Gifted and Talented opportunities in appropriate courses.</p> <hr/> |
| <p>4.2 Develop and consolidate a professional learning community through Professional Learning Teams and Professional Learning partners, emphasising reflection and goal setting, professional practice, feedback and review.</p> <hr/> | <p>4.4 Continue to develop and expand co-curricula opportunities including Camps, local and international Immersions, and Sport.</p> <hr/>                                                                          |
|                                                                                                                                                                                                                                         | <p>4.5 Ensure that ICT is utilised as an effective tool for learning and improvement.</p> <hr/>                                                                                                                     |



**Strategic Goal 5:** To lead school academic improvement and student engagement across all year levels to enable our students to become better learners.

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| <p>5.1 Consolidate the use of the College Learning Framework to enhance the practice of Teacher Clarity and create classroom cultures that support the students to collaborate, think critically and creatively, communicate effectively and become self-reflective learners.</p> <hr/> | <p>5.6 Develop a comprehensive Literacy initiative (Reading and Writing) focussing upon student improvement, staff training, tracking of student achievement, targeted students and interventions.</p> <hr/> |
| <p>5.2 Cultivate habits and attitudes among students that enable them to become better learners, and able to face difficulty and uncertainty calmly, confidently and creatively.</p> <hr/>                                                                                              | <p>5.7 Use data walls to track student achievement outcomes.</p> <hr/>                                                                                                                                       |
| <p>5.3 Develop a culture where students set academic and personal goals, including future-focused goals for senior students.</p> <hr/>                                                                                                                                                  | <p>5.8 Introduce and develop Case Management to respond to those students that need learning support and enhancement.</p> <hr/>                                                                              |
| <p>5.4 Initiate and promote Student Voice in negotiating assessment tasks, developing assessment and success criteria, and parent conferencing.</p> <hr/>                                                                                                                               | <p>5.9 Continue to develop and enhance programs for Learning Support in differentiated classwork and assessments.</p> <hr/>                                                                                  |
| <p>5.5 Support the Narandha Learning Centre in providing learning opportunities for all members of the College and wider community, including the facilitation of the Homework Club.</p> <hr/>                                                                                          | <p>5.10 Enhance the Merit Certificate Award system for rewarding student performance.</p> <hr/>                                                                                                              |
|                                                                                                                                                                                                                                                                                         | <p>5.11 Set and achieve academic targets in NAPLAN and the Higher School Certificate.</p> <hr/>                                                                                                              |





## Strategic Goal 6: To enhance Staff Professional Development and training opportunities.

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| <p>6.1 Build capacity in each KLA by Co-ordinators modelling and coaching best practice with their teaching staff.</p> <hr/>                                                                            | <p>6.4 Utilise data analysis to inform whole school decision making, school improvement, enhance learning and teaching, and support the staff in providing effective feedback to students and parents/carers.</p> <hr/> |
| <p>6.2 Provide relevant professional development opportunities that align with the Australian Professional Teaching Standards to support staff in achieving learning and teaching excellence.</p> <hr/> | <p>6.5 Provide staff training in the use of data walls to track student achievement outcomes.</p> <hr/>                                                                                                                 |
| <p>6.3 Research and implement strategies that create authentic and flexible learning opportunities, promote independent learning and differentiation in the learning.</p> <hr/>                         |                                                                                                                                                                                                                         |

## Strategic Intention

We aim to provide each community member (students, staff, parents) with quality pastoral support that builds and sustains dignity, respect, resilience and the capacity for quality relationships.





**Strategic Goal 7:** To strive for excellence in a happy, caring and supportive environment where every student is experiencing a balanced education taking responsibility for their academic learning, behaviour, and relationships with others.

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| <p>7.1 Strong and supportive pastoral programs including restorative justice practices, professional counselling at school and access to external support services.</p> <hr/>                      | <p>7.4 Provide programs that develop leadership skills.</p> <hr/>                                                                      |
| <p>7.2 Have appropriate student pastoral care programs in place to focus on wellbeing, resilience, behaviour, and respectful relationships involving staff, students and parents/carers.</p> <hr/> | <p>7.5 Enable College community members to report whole-school commitment to focused learning behaviours.</p> <hr/>                    |
| <p>7.3 Provide rich and engaging co-curricula programs for all students involving student input.</p> <hr/>                                                                                         | <p>7.6 Continue to ensure high levels of classroom engagement through developing classroom atmosphere conducive to learning.</p> <hr/> |



**Strategic Goal 8:** To provide comprehensive strategies that build resilience and support for all students.

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| 8.1 | Establish wellbeing programs that enrich resilience within the students such as Resilience Project.                                                                  | 8.6 | Review the structure and implement models which could provide more opportunities for managing and engaging boys.   |
| 8.2 | Develop positive pastoral engagement and relationship with students for their wellbeing.                                                                             | 8.7 | Develop and implement strategies that enhance mentoring opportunities for students.                                |
| 8.3 | Recognise and reward academic and co-curricula achievement.                                                                                                          | 8.8 | Develop pastoral engagement and relationship with students for their wellbeing underpinned by positive psychology. |
| 8.4 | Continue to develop a culture within the College community policies and practices that focus upon the College values of Compassion, Dignity, Service and Solidarity. | 8.9 | Continue to involve professional presenters to the community on contemporary topics of health and wellbeing.       |
| 8.5 | Integrate the use of data which informs strategies for student wellbeing and learning.                                                                               |     |                                                                                                                    |





**Strategic Goal 9:** To maintain that the College values are reinforced by authentic pastoral care of staff, students and their families.

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| 9.1 Continue to provide broad and targeted pastoral care opportunities for all members of the College community.                                      | 9.5 Maximise the College Counselling service to offer continued support for the College community. |
| 9.2 Embed strong relationships between the Year Co-ordinators, students and parents.                                                                  | 9.6 Review and develop wellbeing and mental health initiatives for College staff.                  |
| 9.3 Conduct satisfaction surveys that indicate levels of response to Pastoral Care initiatives for students and staff.                                |                                                                                                    |
| 9.4 Monitor and evaluate Mental Health initiatives to meet the changing needs of the community, enhancing and sustaining student and staff wellbeing. |                                                                                                    |

### Strategic Intention

We commit to the prudent stewardship of financial resources, ethical management of the resources entrusted to us and the transparency in our operations as we support the mission of our College.



**Strategic Goal 10:** To ensure the prudent stewardship, sustainability and compliance in our business operations.

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| 10.1 Develop medium term financial modelling to support the annual budget process and to inform strategic thinking and planning.                        | 10.5 Refine marketing and promotional activities to optimise the College profile and student enrolments.                                                                           |
| 10.2 Review College operations and staffing structures to ensure they meet the needs of the College.                                                    | 10.6 Optimise the use of technology and innovation to enhance College operations and ensure transparency in communication                                                          |
| 10.3 Develop and maintain facilities and other resources to enhance and support learning and teaching through the execution of the College Master Plan. | 10.7 Implement projects that support a healthy, safe and environmentally sustainable College environment where the College can achieve its transformational goals.                 |
| 10.4 Ensure that risks are managed effectively by meeting or exceeding all statutory requirements                                                       | 10.8 Embed staff appraisal, review and professional development processes that support a high standard of clarity and encourage professional practices and collaborative dialogue. |





**Strategic Goal 11:** To foster respectful and collaborative relationships with our stakeholders and to sustain a high degree of clarity and transparency in all interactions with our community.

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| <p>11.1 Maintain and develop relationships with key tertiary educational organisations and employers to maximise curriculum and post-school opportunities for our students.</p> <hr/>               | <p>11.5 Explore further opportunities to partnership with St Mary Star of the Sea College.</p> <hr/>                                                                                                                      |
| <p>11.2 Develop a sustainable and collaborative involvement with past students through the establishment of an Old Boys network with structured opportunities to socialise and volunteer.</p> <hr/> | <p>11.6 Sustain and further develop networking opportunities with EREA and Diocesan schools.</p> <hr/>                                                                                                                    |
| <p>11.3 Provide comprehensive and meaningful feedback to parents through the full implementation of the parent portal.</p> <hr/>                                                                    | <p>11.7 Support College Board effectiveness by providing educational initiatives for Board members, including membership, succession and renewal opportunities.</p> <hr/>                                                 |
| <p>11.4 Systematically collect and analyse parent feedback through online parent satisfaction surveys to inform the strategic development of the College.</p> <hr/>                                 | <p>11.8 Foster and sustain collaborative interaction and involvement of parents with the College by enhancing the Parents and Friends Association and other opportunities for parent involvement in the school.</p> <hr/> |



# The Touchstones of a Catholic Education in the Edmund Rice Tradition



## Liberating Education

We open hearts and minds, through quality teaching and learning experiences, so that through critical reflection and engagement each person is hope-filled and free to build a better world for all.



## Gospel Spirituality

We invite all people into the story of Jesus and strive to make his message of compassion, justice and peace a living reality within our community.



## Inclusive Community

Our community is accepting and welcoming, fostering right relationships and committed to the common good.



## Justice and Solidarity

We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself.



Edmund Rice  
College

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