



STRATEGIC PLAN 2019 - 2021

Following from the successful implementation of the *Merici College Strategic Plan 2016-2018*, a new assessment of future needs and objectives is required to ensure a continued commitment to providing a positive and nurturing learning environment that supports our school's mission and vision for the future.

Mission Statement

"Merici challenges you to love life, have hope, be faithful and build futures more wondrous than you dare to dream."

Merici College prides itself on its future focussed approach to planning that is informed by a diversity of data sources and feedback from across the College community. As with all schools in the Canberra region, Merici is impacted by drivers in both the internal and external environment that influences the sustainability of a quality learning environment, contemporary teaching practices, access to resources and effective business practice. The College has referred these have included an environmental analysis, the results from the parent, student and staff annual survey, and the commendations and recommendations from the registration process.

Upon reviewing the feedback and considering the challenges and opportunities outlined in the environmental scan, Merici has identified four priority areas of Strong Faith, Powerful Learning, Thriving Community and Sustainable Future as depicted in the following illustration:



Merici College is a systemic school with oversight by the Catholic Education (CE) Office in the Archdiocese of Canberra and Goulburn. The CE Office provides broad objectives in their *Strategic Plan 2018-2020* that support consistency in operational standards and effective utilisation of systemic resources, functions and processes. The CE Office has determined the following three priority areas and enablers:

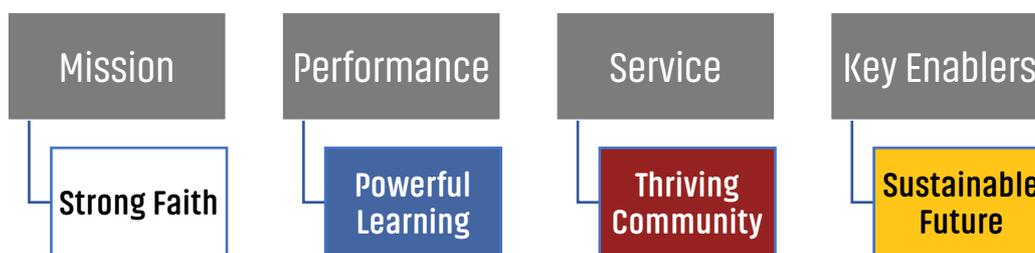
Strategic Priorities:

1. Mission (Strengthen Catholic identity across the system)
2. Performance (Intensify the focus on improving student engagement and learning outcomes)
3. Service (Clarify how everyone contributes to the growth and wellbeing of students)

Key Enablers:

1. Celebrate (Promote Catholic Education as a compelling choice for students, families and staff)
2. Professional Growth (Cultivate and extend talent and leadership)
3. Accountability (Use data to inform decision making and drive performance)

Merici's four priority areas are designed to align to the CE Office's strategic priorities as follows:



Each of the priority areas identify domains for improvement, with a long term aspirations for each. The College Strategic Plan will form a series of Annual Improvement Plans (AIP) over the three year time frame. These AIPs will monitor the progress against the aspirational objectives with detailed actions, a timeline for implementation, and specific measures

Priority 1: Strong Faith

Aspiration – To build a strong and positive catholic identity where faith is nurtured, and all are empowered to serve others

Domain: Catholic Culture

Strategy 1.1 - Align founding charisms to College culture.

Strategy 1.2 - Increase visibility of Catholic signs and symbols throughout the College.

Strategy 1.3 - Increase awareness and usage of prayer rooms.

Domain: Service Learning

Strategy 1.4 - Build understanding and commitment to Social Justice activities.

Domain: Faith Formation

Strategy 1.5 - Formalise Professional Learning and Religious Education Accreditation for Staff.

Strategy 1.6 - Strengthen Youth Ministry opportunities for the student body.

Strategy 1.7 - Promote parent engagement in faith formation activities.

Domain: Religious Education

Strategy 1.8 - Implement contemporary religious education practices.

Priority 2: Powerful Learning

Aspiration: An educational environment that inspires life-long learning, enabling everyone to achieve individual excellence.

Domain: Learning Frameworks

Strategy 2.1 - Develop and implement the International Baccalaureate for MYP and DP Programs.

Strategy 2.2 - Embed inquiry learning across all curriculum areas.

Strategy 2.3 - Develop collaborative planning strategies for horizontal and vertical alignment of curriculum and the design and delivery of interdisciplinary studies.

Domain: Reflective Practices

Strategy 2.4 - Expand learning opportunities and support a Growth Mindset across the student body.

Strategy 2.5 - Create and trial innovative feedback techniques for teachers and students.

Priority 3: Thriving Community

Aspiration: A connected community that cultivates compassionate relationships, wellbeing and the whole person

Domain: Staff Wellbeing

Strategy 3.1 - Develop a systemic response to staff wellbeing and support.

Domain: Student Engagement and Wellbeing

Strategy 3.2 - Promote student engagement and support mechanisms.

Domain: Parental and Community Engagement

Strategy 3.3 - Establish mechanisms to increase parent engagement, involvement and consultation across the school.

Strategy 3.4 - Expand engagement of the Alumni in current school activities.

Strategy 3.5 - Build on connections with Marist College as the 'brother' school to Merici College.

Priority 4: Sustainable Future

Aspiration: Ethical practices ensure shared responsibility for the stewardship of all resources.

Domain: Marketing and Communications

Strategy 4.1 - Develop a communications approach to sustain the College's reputation, enrolment target and diversity.

Domain: Facilities and Infrastructure

Strategy 4.2 - Maintain and improve facilities and supporting resources to enable best practice in teaching and learning.

Domain: Financial Sustainability

Strategy 4.3 - Ensure financial status sustains the desired educational offering.

Domain: Stewardship and Environmental Sustainability

Strategy 4.4 - Strengthen college participation in sustainable practises.