

Catholic Identity and Faith Development

As a faith community with Christ as our focus, we, like Mary MacKillop, follow Him and inspire: strong, clear minds which value learning; compassionate hearts; and courageous spirits to serve others with confidence.

GOALS	ACTIONS	MEASURES	WHO	WHEN
Creation and furnishment of a College Chapel	Refurnish A202 into a small 45 seat chapel	All staff and students are able to access the chapel for class masses, reconciliations and personal and small group prayer	Principal APRE Youth Ministers	Term 1 2023
Whole school approach to classroom prayer	Provide prayers and visual resources for all classes throughout the day. Include prayers and reflections on the mysteries of the Rosary in the college diary.	Students become familiar with the events in Jesus' life Students learn traditional Catholic prayers (Our Father, Hail Mary, Glory Be)	All Staff, supported by the Principal APRE Youth Ministers	At the beginning of each lesson
Youth Ministry	Use student accessible language in liturgies, prayers, masses and lessons.	Readings for masses and liturgies sourced from the Youth Bible	Principal APRE	Throughout the year
	Empower Youth Ministers to build effective contemporary evangelisation programs in the life of the college	Surveys and interviews with staff, students and the wider community regarding the effectiveness of the team	Principal APRE Youth Ministers Community	Throughout the year and in the 3rd line elective
	Youth Ministers to support the Parish in running Rite of Christian Initiation for Teenagers (RCIT)	Program to run in its entirety	Principal APRE Youth Ministers	Once per year
Iconography and visual renaming of College buildings	Renaming the College buildings and signage to reflect the Sainly influences of Mary MacKillop. A life size bronze statue of MacKillop welcoming our students each day	Signage and statue of Mary MacKillop unveiled	Principal APRE Community	Conclude by August 9th 2023
Professional Development	Facilitate the delivery of the BBI Cornerstones program to all staff.	All staff will have met CEO Accreditation Policy	All staff	Term 4 2023
	All RE Staff to be provided training in the New Made in the Image of God Program	Well presented lessons with clear guidelines on Catholic Sexuality and Ethics	Principal APRE	
Christian Service Learning throughout the College community	Each student contributes a minimum of 50 hours to a recognised charitable organisation or institution during their senior years	Year 11 students are provided with logbooks for Religious Education Teachers to record	APRE Religious Education Teachers Year 12 Coordinator	Term 4 of year 11 Terms 1-3 of year 12
Education, Evangelisation and Evaluation	Creating and revising new SACE programs for students that are engaging and evangelise the Good News.	Surveys with staff and students regarding the effectiveness of the program	APRE Year 11 and 12 Students SRM Teachers	2023
Family Involvement	Strengthen family and school bonds through shared faith experiences and celebratory events	Invitations to families and friends to attend Special occasions sent via email and social media sites	Media, Promotions and Publications officer APRE Principal	Beginning term 1 2023

Pastoral Care and Wellbeing

GOALS	STRATEGIC DIRECTIONS	MEASURES	WHO	WHEN
<p>Training and supervision for staff delivering the resilience curriculum.</p>	<p>Engage with Resilience Project and set dates for online professional development during general staff meetings throughout the year.</p>	<p>Identify suitable dates for the personal development opportunities.</p>	<p>DPPC</p>	<p>30th May – Staff Authentic Connection Presentation during general staff meeting.</p>
<p>Enlist support from CEO Inclusion services to unpack and analyse the data collected from the wellbeing survey</p>	<p>Leadership team to schedule appointment with key personnel from the CEO. Data provided prior to meeting.</p>	<p>Make an analysis of data to identify trends and areas of concern for student's wellbeing.</p>	<p>Pastoral Care and Wellbeing Coordinator alongside DPPC and Wellbeing Officer.</p>	<p>June 2023</p>
<p>Clarity is required about the role and intent of rugby academy, access and parameters. Many disruptive behaviours displayed by rugby team members therefore opportunity to set code of conduct, life and work ready skills.</p>	<p>Review the Community Approach for Behaviour Development and Restorative Practices policy.</p>	<p>Clarify what consequences there are for breaches of the College's behavioural policy. The policy needs to be specific and clear in details.</p>	<p>College Leadership team.</p>	<p>June 2023</p>
<p>Teacher/middle leaders skill set to support Adolescent mental health and suicide awareness and support training for year coordinators, ISCs, leadership, Youth Chaplains, ISAs</p>	<p>Provide ongoing professional development to staff with regards to mental health and suicide ideation awareness training.</p>	<p>Identify suitable dates for professional development.</p>	<p>DPPC, Wellbeing Officer and Catholic Care Councillors.</p>	<p>October 2023</p>
<p>Continue to develop a culture for teachers to provide a positive learning environment that fosters student wellbeing and sense of belonging.</p>	<p>Engage with teachers on a regular basis providing strategies to enhance teacher-student relationships that reinforces a positive learning environment.</p>	<p>Staff briefings, memos, meetings and professional development.</p>	<p>DPPC, Wellbeing Officer and Youth Ministry.</p>	<p>Throughout 2023</p>

Teaching and Learning

GOALS	STRATEGIC DIRECTIONS	MEASURES	WHO	WHEN
<p>To develop and implement College-based programs, policies and procedures that lead to successful outcomes for all members of the MacKillop Catholic College community.</p>	Develop and use a data plan to inform wellbeing, literacy & numeracy and EALD plans.	<ul style="list-style-type: none"> The Data plan is shared with those who have responsibilities within. GANTT Chart 	DPAS/DPPC DIP	Term 1
		<ul style="list-style-type: none"> The Data plan is shared with the whole staff. Present data as a percentage of the student population. 	DPAS/DPPC Person listed in the Data plan - DIP	Term 1 Ongoing
	Embed Inclusive practices that support students with additional needs.	<ul style="list-style-type: none"> Continue to update data on EALD, Literacy & Numeracy so we start to get longitudinal data Develop and Implement Literacy & Numeracy General Capability rubrics 	L&N Coordinator EALD Coordinator DIP	Ongoing
	Ensure Gifted & Talented learners are supported through appropriate programs.	<ul style="list-style-type: none"> All staff trained in Inspire and regularly accessing Staff complete NCCD training Heavy Work Program implemented into MCC in 2023 	L&N Coordinator MYCC Emma & Binu	Literacy Semester 1 Numeracy Semester 2 Ongoing Every 2 years By Term 1 2023
	Increase teacher performance through Instructional Coaching and Profiling.	<ul style="list-style-type: none"> Logic Mills Art Focus Chess Tournaments Mentorship 	Mitch & Academic Studies Team	Ongoing
	Continue developing mentoring programs for students and Staff.	<ul style="list-style-type: none"> 3 Instructional Coaches in 2023. Goal to have all teaching staff coached in 2023 	Craig, Kat and Candice	Ongoing
	Develop a Professional Learning Plan that moves the focus of staff meetings from operational to T&L to support the College AIP.	<ul style="list-style-type: none"> Mentor team at year 12, assessment deadlines and policy adjustment 	DPPC, YLC12, PCT12	Ongoing
		<ul style="list-style-type: none"> Staff PD on Policy and Application process is shared with staff. 	DPAS	Term 1
		<ul style="list-style-type: none"> Use data from above to inform PD plan. 	DPAS	T1
	<p>To improve student learning culture and academic rigour through quality programming, assessment, and feedback/reporting designs.</p>	Develop consistent assessment types across the College.	<ul style="list-style-type: none"> Review of the 4 assessment types to align with SACE. 	Curriculum Team
Target assessment design to the student's abilities and knowledge.		<ul style="list-style-type: none"> Staff PD on writing quality assessments. ACV9 PLC Unit Planning 	Curriculum Team	T4
Provide quality feedback & reporting on student progress to families.		<ul style="list-style-type: none"> New report descriptors Introduce a PLP/Careers/Transitions Coord. EALD Coord 	DPAS	T1
		<ul style="list-style-type: none"> New reporting for ACV9 Learner Profile – Reporting to capabilities instead of what we have. Microcredentials 	DPAS	T4 - 2024
Develop Programming in line with the Aust. Curriculum V9 and SACE. Promote a College wide pedagogical model.		<ul style="list-style-type: none"> Run staff PD Assessment Design Book staff PD with CENT staff with follow up sessions. Classroom setup Classroom Management Successful completion of high-quality VET programs 	DPAS/MYCC and other staff CENT Staff & Academic Studies Team	Ongoing T1 & Workshop
<p>To provide quality vocational training leading to career outcomes or further training.</p>	Deliver high quality VET programs linked to workforce needs which are accessible to all students.			Ongoing
	Establish collaborative partnerships with employers, community and other agencies to provide successful transition to higher qualifications or employment.			Ongoing
	Provide flexible student-centred learning and support services.	<ul style="list-style-type: none"> Merge RTO with CENT 	RTO Manager and VET Coordinator	Ongoing

Community and Culture

MacKillop Catholic College is a community where every person is valued and where relationships and a sense of belonging are fundamental. We understand that relationships are at the heart of a safe, positive and effective place to learn, and we actively pursue and promote opportunities to develop relationships with parents and the wider community.


GOALS	STRATEGIC DIRECTIONS	MEASURES	WHO	WHEN
<p>To strengthen collaborative partnerships between the College and the community to both enhance student learning and provide service to the community.</p>	<p>Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success</p>	<p>Primary school engagement in enrichment activities</p>	<p>DPPC DPAS Pastoral Coordinators MD RTO</p>	<p>By end of 2023</p>
	<p>Enhance partnerships with local primary schools and prospective students through innovative and formalised curriculum-aligned enrichment opportunities</p>	<p>P&F engagement among parents and community</p>		
	<p>Develop and implement a Community Engagement and Partnership Plan</p>	<p>Community Engagement partnership plan in place - Participants express high level satisfaction</p>		
	<p>Re-establishing a MacKillop P&F Association</p>	<p>Improved reach and impact of alumni network</p>		
<p>Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feel connected.</p>	<p>Revamp MacKillop Catholic College Alumni Association</p>	<p>Reconciliation plan in place, enacted and reviewed</p>	<p>DPPC DPAS Pastoral Coordinators MD RTO</p>	<p>By end of 2023</p>
	<p>Enhance community confidence through the strategic marketing and promotion of College programs, initiatives and achievements</p>	<p>Aboriginal and Torres Strait Islander subcommittee in place and outcomes and effectiveness reviewed annually</p>		
	<p>Revise the Reconciliation Action Plan</p>	<p>Cultural diversity is regularly recognised and celebrated</p>		
	<p>Aboriginal and Torres Strait Islander subcommittee meets regularly to focus on identified student and community needs, outline actions and make recommendations</p>			
	<p>Ensure appropriate commemoration of significant dates, for example, NAIDOC, National Reconciliation Week</p>			
	<p>An improving organisational and learning culture that our staff embrace as positive, measurable, and valued</p>			
<p>Positive College symbolism clearly evident e.g. internal and external facing branding, student uniform, facilities, school student leaders etc.</p>				

Finance, Facilities and Resources

GOALS	STRATEGIC DIRECTIONS	MEASURES	WHO	WHEN
To improve efficiency in budgeting processes	<ul style="list-style-type: none"> Ensure active participation and involvement of all HODs and Leadership Team in establishing the College's budget for the next year. Ensure a greater awareness of the College's actual financial situation, and how this directly impacts and affects our ability to operate within those constraints. 	BM and Principal to meet with DPs and all HODs in Term 3 to discuss current year's financial performance and to plan for the following year in line with, and based on, financial constraints.	Principal, Business Manager, Deputy	Late Term 3/early Term 4
To improve efficiency in purchasing process	<ul style="list-style-type: none"> Ensure HODs are being proactive and are making purchases based solely on the approved budget and their efficient planning. Ensure that "emergency" and incidental purchases (purchases due to lack of planning) are minimised. 	As per the above.	Principals and HODs. As per the above.	Ongoing

Leadership

GOALS	STRATEGIC DIRECTIONS	MEASURES	WHO	WHEN
With the appointment of a permanent Deputy Principal of Pastoral Care, the College can reinforce the College's culture of inclusivity	<p>Reaffirm the message that each student has a sacred dignity as a child of God.</p> <p>Make behavioural expectations clear and promote the values of respect, compassion, acceptance and reconciliation.</p>	Staff meetings/PD, assembly content, retreat programs	Principal DPPC Heads of Year	By end of 2023
Lead staff in their professional development to a renewal of their vocation as teachers	<p>Provide strong internal Professional Development opportunities for staff.</p> <p>Foster and promote a renewal of the sense of vocation, as a calling from God.</p> <p>Revisit the notion of MacKillop Catholic College as being a place of mission.</p>	Guest speakers for whole staff PDs/Meetings	Principal DPPC DPAS APRE	By end of 2023
Demonstrate to staff a clear model of servant leadership, as Christ came not to be served but to serve and give his life as a ransom for many	<p>Demonstrate at all times a solidarity in the implementation of College policies.</p> <p>Exhibit an availability to the needs of staff through an open-door policy.</p> <p>Be seen to be publicly witnessing to the Gospel values in word and deed.</p> <p>Taking on the responsibilities and duties of classroom practitioners, such as yard duties, teaching, assessing and marking students' work.</p>	Implementation from start of Term 1 2022	Principal DPPC DPAS APRE Middle and Senior Years Curriculum Coordinators Inclusion Support Coordinators MD-RTO	By end of 2023

A portrait of St. Mary of the Cross MacKillop, a young woman with blue eyes, wearing a white turtleneck and a dark brown habit with a white veil. She is looking directly at the viewer with a calm expression. Her hands are clasped in front of her, and a ring is visible on her left hand.

“Do what you can with the means at your disposal, and leave the rest to God.”

St Mary of the Cross MacKillop, 1871



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