



**GATHERED  
AROUND THE  
SAME TABLE**

# **STRATEGIC PLAN**

**2024-2026**



# STRONG MINDS

# GENTLE HEARTS

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'We endeavour to prepare our students for the demands of the 21st century, to ready them to respond in action to the needs of the world that they will inevitably encounter.'

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## GATHERED AROUND THE SAME TABLE

St Augustine's College's strategic plan for 2024-2026, **Gathered Around the Same Table**, is inspired by the call of Pope Francis to synodality in order to restore and deepen our roots as the People of God journeying together. As we gather as a community, we intend to prepare our students for the demands of the 21st century, to ready them to respond in action to the needs of the world that they will inevitably encounter, and to stay true to Marcellin Champagnat's mission to be good Christians and good citizens.

What better place to begin this journey than at the roots of our Marist beginnings at Lavalla. The Lavalla table represents human kindness at its epitome where our youth can join one another with open hearts and open minds.

St Augustine's is well placed to deliver a world-class, faith-filled education thanks to the outstanding work of our predecessors. However, we will not rest on our previous successes but will continue to critically review our practice and seek improvement. We will not 'cruise' as a school but will keep 'moving' in order to continue offering our students a relevant, holistic education within the Marist tradition. This involves respecting the dignity of all and striving to make Jesus known and loved by forming young men of strong minds and gentle hearts.

**Gathered Around the Same Table** has been developed so it is broad enough to ensure relevance, yet specific enough to provide tangible guidance. Saints is already in an excellent position, and this document will articulate our strategies as we focus on how best to prepare each of our students for the future. I am grateful to everyone who has participated in the development of this plan and encourage you to read this document so we, as a community, can celebrate our diversity and continue to gather around the same table.

**Glen Seivers**

College Principal



# GATHERED AROUND THE SAME TABLE

## 2024-2026

### MISSION

#### Offering encounter:

We look for the face of Christ in others (St John Paul II) and recognise that human life is grounded in intertwined relationships with God, our neighbour and our planet (Pope Francis).

#### Evangelising in a Marian way:

Our College family embraces Mary as our model to provide justice, tenderness, contemplation and concern for others.

We recognise the traces of God's Spirit in events great and small.

We acknowledge and celebrate our diversity of ministries and our oneness of Mission.

### WELLBEING

#### A culture that promotes growth:

We provide personal growth opportunities to foster a culture of continuous learning, improvement and balance ensuring connection, inclusion and belonging for all.

#### Homely warmth in the pursuit of justice:

Staff and student wellbeing is a priority, "where everyone can feel welcomed, loved, forgiven and encouraged to live the good life of the Gospel" (Pope Francis, Evangelii Gaudium #114).

### CURRICULUM

#### Meeting the needs of our students:

Learning opportunities are built on contemporary, evidence-based practices grounded in established educational frameworks.

#### Addressing the demands of an evolving curriculum:

Our curriculum and teaching practices engage and inspire boys with the aim of developing graduates ready to take their place in a changing world.

1930s



1940s



1950s



1960s



1970s



## BOARDING

### **We are safe and inclusive:**

We will continue to provide a welcoming, homely environment built on respectful relationships.

We strive to ensure that boarding is a safe and rewarding experience where our students, from diverse backgrounds, become good Christians and good citizens.

### **Sustainable and contemporary:**

We will continue to adapt to the modern demands of boarding life, maintaining relevance as a sustainable boarding school.

## CO-CURRICULAR

### **A sense of belonging:**

Offer a wide range of co-curricular and extra-curricular activities at local, state and national level that allow all students to enrich their sense of community and belonging.

### **Engagement:**

We offer contemporary and viable co-curricular programs that meets the needs of boys, ensures a holistic education and provides opportunities for all students to be involved.

## DEVELOPMENT

### **Developing a Master Building Plan:**

With the completion of Lavalla Stage 2, we will look 15 years ahead and put in place a Master Building Plan to ensure that Saints continues to offer a relevant and contemporary education.

### **Community partnerships:**

We will engage with wider community groups to enhance opportunities for our school and to foster career pathways and community connections for graduates.



1980s



1990s



2000s



2010s



2020s





# GOALS

## 2024-2026

### Formulating our strategic plan - Gathered Around the Same Table - involved the following processes:

- > In 2021 the College underwent a cyclical five-year, whole-school review conducted by ACER using the National School Improvement Tool. This review was instrumental in helping inform our three-year vision.
- > St Augustine's spent 2023 moving through a considered process of discernment consistent with our Marist tradition.
- > The culmination of that process was the articulation of a set of strategic intentions.
- > **Gathered Around the Same Table** is based on a range of data, dialogue, diocesan directions and research including annual satisfaction surveys, parent and student forums and staff input.

## MISSION

### Offering encounter:

- > Invite all members of the St Augustine's family to experience formation through a Catholic lens in order to provide opportunities to encounter Christ.
- > Provide opportunities for community members to become actively involved in the Eucharist, liturgy and prayer rituals held at the College.
- > Develop a ministry plan that advocates for "Care of our Common Home" guided by the principles outlined in Laudato Si.
- > Continue to provide a relevant, contemporary and engaging Religion Curriculum that involves interfaith dialogue, reflection, discernment and action, aiming to achieve a deeper understanding of world faiths and spirituality including First Nations cultures.

### Evangelising in a Marian way:

- > Continue to live by the principle that everyone is created in God's image and called to fulfil their purpose in life. Also, that each person is valued and celebrated in our diverse learning environment.
- > Continue to partner with outreach groups to provide opportunities for the Saints community to embrace social justice through our service program.
- > Reinstate an immersion program.
- > Incorporate signage around the grounds capturing our Marist charism.

## WELLBEING

### A culture that promotes growth:

- > Identify opportunities for staff, parents and students with a focus on boys' education, inclusion and efforts to prevent risky behaviours.
- > Achieve a student attendance record of over 94%.
- > Use data to measure boys' engagement at St Augustine's.
- > Use the student database to help foster and develop positive relationships with students.
- > Embed a school-wide approach to restorative practices.
- > Strategically monitor new staff in line with college expectations and review our induction process.
- > Create a mentoring program for pre-service, graduate and early career teachers.

### Homely warmth in our pursuit of justice:

- > Align behaviour management guidelines with current legislation.
- > Continue to develop a sense of empathy among students towards our more vulnerable boys through educational programs.
- > Increase opportunities for students to build positive and meaningful relationships with St Monica's students across all year levels.
- > Review the Year 7 transition and induction programs.
- > Map and review our pastoral care program.
- > Identify and develop a graduate profile of a 'Saints man'.

## CURRICULUM

### Meeting the needs of our students:

- > Develop high-quality and well-resourced units of work incorporating a specific focus on boys education.
- > Enhance teaching strategies with a focus on boys' education.
- > Incorporate differentiation in unit planning to promote inclusion and First Nations perspectives.
- > Embed the use of data to enhance inclusiveness, differentiation and improved outcomes for all students.
- > Increase the capacity of staff to identify and respond effectively to those students who have additional learning needs.
- > Use assessment instruments to establish where students are in their learning and to identify skill gaps.
- > Create opportunities for students to enter competitions in all subjects.

### Addressing the demands of an evolving curriculum:

- > Implement version 9 of the Australian Curriculum.
- > Embed school-wide unit-planning templates.
- > Introduce updated units of work for all applied and general subjects as per QCAA timelines.
- > Have a clear school-wide approach to the use of OneNote and Teams.
- > Embed an innovative writing program.
- > Embrace a clear shift to inclusion as a philosophy.
- > Simplify NCDD data collection.

## BOARDING

### We are safe and inclusive:

- > Continue the strong relationships with our First Nations scholarship providers: AIEF/IYLP.
- > Implement a variety of information sessions and programs that promote healthy living and respectful relationships.
- > Concentrate on the academic environment, through the study/homework program, where boarding is viewed by the Saints family as an appealing option for a student's academic outcomes.
- > Provide literacy and numeracy programs.
- > Increase teaching staff participation in the study program.

### Sustainable and contemporary:

- > Implement a residential refurbishment program to enhance boarding facilities.
- > Target families for weekly boarding as a structured program for academic rigour and supportive lifestyle habits.
- > Continue to grow and widen areas within FNQ, Western Queensland and the Northern Territory to promote and attract boarding families.
- > Promote the benefits of boarding by visiting regional areas to maintain connections and provide information sessions.
- > Increase the number of AIEF scholarship beneficiaries.

## CO-CURRICULAR

### A sense of belonging:

- > Map and track student involvement in all co-curricular activities.
- > Investigate ways to subsidise and decrease the cost of attending regional and national competitions.
- > Promote a culture that recognises and rewards effort and participation.

### Engagement:

- > Embrace an inclusive sports program with many activities that cater for all students.
- > Support international student programs to create positive connections with schools and partners around the world.
- > Establish a music program that grants young men early access to bands, choir and music.
- > Establish an Arts program that grants young men early access to bands, choir, music and the arts.

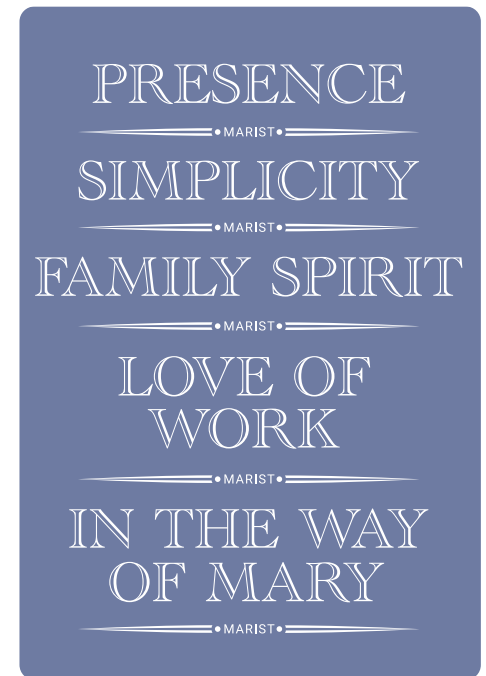
## DEVELOPMENT

### Developing a Master Building Plan:

- > Engage Catholic Education Services in initiating a Master Building Plan to outline major projects for the next 15 years.
- > Present concept art for discernment and feedback.
- > Begin stage 1 of the new Master Building Plan within two years.
- > Consider the following projects: building a new arts centre, upgrading technologies facilities, renovating the boarding residences, expanding the library, increasing oval space, constructing a sporting precinct and refurbishing the pool.

### Community partnerships:

- > Foster wellbeing by supporting the physical, emotional and mental health of staff as well as recognising and celebrating staff achievements.
- > Explore opportunities for teacher recruitment including advertising and visits to universities.
- > Develop networks with universities and other Marist schools.
- > Partner with showground management in order to share showground facilities.
- > Promote music tuition programs for three Catholic primary schools.
- > Enhance parent engagement contact with opportunities such as Parent Forums.
- > Embed a flourishing overseas exchange program.



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Marcellin Champagnat saw education as the way to lead young people to an experience of personal faith and to their vocation as **good Christians and good citizens.**