

# Illuminate the Path

Mount Carmel College

Strategic Plan 2020 – 2024



# Address

We at Mount Carmel College see the coming years as a period of exciting challenge: a time when the College will consolidate and build on its commendable reputation. Behind this stands a wealth of tradition, inherited from the Sisters of Charity, which was explored by the College community in the development of this plan. When revisiting our heritage, it again reminded us of the courage that these sisters displayed when they decided to come to Hobart and challenged us to be daring and courageous in looking to the future.

The directions outlined on the following pages result from consultation with students, staff, parents, Board members and alumni. We thank all who have contributed to this process. There has been careful analysis of the latest local and global trends in education and where we need to position ourselves in relation to this, but also in relation to the provision of Catholic education for girls in the Tasmanian and Hobart context. These directions must also guide us in the continued improvement and development of facilities to accommodate our school.

Mount Carmel College produces strong and thoughtful leaders, modelled on the person of Jesus. It is a school for girls, belonging to girls and celebrating our students as they aspire to excellence. The pursuit of excellence begins when students commence in our Early Years program and continues to be at the centre of our thinking through to Year 10, when it is time for our students to enter the co-educational world of Guilford Young College with courage, confidence and strength.

Mount Carmel College is proud of the warmth and depth of relationships which bind our staff and students in their learning endeavours. We are a nurturing community that knows each student and whose mission it is to provide excellent learning experiences that recognise the uniqueness of each student. All of this makes for an environment conducive to effective learning, and this process is the firm focus of our new strategic directions. Learning happens in many contexts and at many times throughout one's life. The spirit of community which envelops our young people will enhance their learning progression.

This plan celebrates our uniqueness, our heritage and our commitment to our students to be the best they can be. In Mary Aikenhead's words "God's love illuminates the path and leads us home". This strategic plan will help illuminate our path and remind us of the beauty that is Mount Carmel College – our home.

Mrs Fiona Nolan  
Principal

Mr David Ronaldson  
College Board Chair



## **Realising our mission**

With Christ as our guiding light and in the charism of the Sisters of Charity, we educate each person to exceed their expectations, to nourish faith and contribute to shaping a just society.

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## **Striving towards our vision**

We aspire to develop courageous learners who act with justice and embody a strong sense of inclusiveness and compassion.

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## **Guided by our motto**

Fortes in Fide

# Catholic Identity

Identity | ɪ'dentɪti | noun

Mount Carmel College gives witness to our distinctive educational, spiritual, moral and social purpose.

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Mount Carmel College commits to the ongoing formation of our Catholic Identity while participating in the evangelising mission of the Catholic Church through the following goals:

## **1. Foster the spiritual development of students and staff.**

- a. Plan for the induction and ongoing formation of students, families, and staff.
- b. Strengthen our Eucharistic community and provide opportunities to participate in sacraments.
- c. Ensure our school community has access to the College Chapel for prayer and liturgy.
- d. Promote links between the College and external liturgical celebrations.

## **2. Inspire students to know, understand and live out the Gospel values as an expression of faith in our world.**

- a. Expand the service program to enable education of, and the participation in, the processes that shape a just and inclusive society.
- b. Promote the story of our faith tradition and our First Nations' spirituality connections, so that our Catholic identity is shared and enriched.
- c. Provide a visible witness of our identity and mission through symbolism and iconography within the school buildings and grounds.

# Courageous Learning

Courageous | kə'reɪdʒəs | adjective

All our learning programs support our students to grow, to challenge themselves and to have the courage to use their knowledge to make a difference.

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Mount Carmel College commits to enhancing creativity and innovation in learning from Kinder to Year 10, through the following goals:

**1. To develop learning which is student centered, courageous and will improve student learning outcomes.**

- a. Develop more interdisciplinary approaches to curriculum and student learning to encourage deeper knowledge through active exploration of real-world challenges and issues.
- b. Make explicit the opportunities the College provides for each student to engage optimally with their learning and to set the bar for learning high.
- c. Continue to align the curriculum with Christian virtues and the principles of Catholic Social Teachings.
- d. Integrate and embed core tenets of Positive Education and restorative practices within learning programs to explicitly link the learning and wellbeing of the 'whole person'.
- e. Nurture respect, awareness and engagement in First Nations' cultures and issues.
- f. Develop Digital Citizenship skills that empower students to critically evaluate online content and self-regulate their use of digital technologies.

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Mount Carmel College commits to enhancing creativity and innovation in learning from Kindergarten to Year 10 through the following goals:

## **2. To maintain an exemplary standard of teacher professionalism and practice based on research-based pedagogy.**

- a. Design and implement powerful and innovative practices to foster creative and critical thinking to achieve lifelong learning outcomes.
- b. Increase opportunities for inter-departmental Kinder to Year 10 professional learning activities.
- c. To improve the capacity of all teachers to collect, analyse and use data to inform their teaching.
- d. To develop the teachers' capacity to differentiate learning for all.
- e. To create and embed professional learning communities for teachers to research and collaboratively share responsibility for improving student outcomes.
- f. To provide ongoing opportunities to build cultural competence in Aboriginal and Torres Strait Islander culture, knowledge and contemporary issues to facilitate a learning environment that celebrates, supports and acknowledges First Nation Heritage.
- g. Deliver professional learning, support and resources to enhance the role of the teacher in the vertical Clan system.







# Leading to Serve

Servant Leadership | 'sə:vɪs | |'li:də | Noun

Servant leadership is a philosophy and set of practices that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world.

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Mount Carmel College commits to building responsive leaders who serve their community through:

- 1. Continuing to build leadership at all levels, by facilitating an environment where individuals feel confident that they can make a positive contribution to the life of the College.**
  - a. Implementing programs and strategies to grow and develop leadership capabilities.
  - b. Embedding processes for all to use goal setting and observation to support reflection and professional conversations to improve practice.
  - c. Enhancing the College Board's formation and governance training to develop a deep understanding of the Catholic identity and mission of the College.
  - d. Developing a system for recruitment and retention of exemplary staff and succession planning for organisational stability and growth.





# Sense of Community

Cura Personalis |'kjʊərə |'pə:s(ə)n(ə)| |  
1 noun [mass noun]

Care for the entire person with attention to the needs of each person and their wellbeing. Community is a hallmark of Mount Carmel College.

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Mount Carmel College commits to nurturing the wellbeing of all those in our care and creating a positive culture through:

- 1. Continuing to foster and strengthening a community of care.**
  - a. Focus on wellbeing which encompasses everyday support structures and processes.
  - b. Enhance the connections of parents, alumni and the broader community to the College.
  - c. Maximising restorative processes to build and maintain relationships.
  - d. Formalise the connections with Guilford Young College and like Catholic schools..
  - e. Build community connectedness to maximise our presence on a local, national and global platform.

# Stewardship

Stewardship | 'stju :ədʃɪp | 1 noun [mass noun]

The job of taking care of the College and God's creation.

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Mount Carmel College commits to the stewardship of God's creation through:

- 1. Ensuring strong financial stability and growth to resource the College's aspirational future.**
  - a. Ensure enrolments are at an optimal level and retain existing enrolments.
  - b. Develop communication, promotion and marketing strategies to increase and enhance the community profile of our College.
  - c. Capital Works program to commence to ensure the campus is redesigned to align with the future needs of the College community.
- 2. Continuing to develop, implement and communicate sustainable environmental policies and practices.**
  - a. Research the innovative design of classroom learning spaces to foster courageous learners, inspired teachers and sustainable practices.
  - b. Research connections with the community to facilitate sustainable options.



**Core values** | Courage | Compassion | Justice





## Mount Carmel College

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