



MACS 2030: Forming Lives to Enrich the World

School Staff Handout



MELBOURNE
ARCHDIOCESE
CATHOLIC SCHOOLS



Acknowledgement of Country

We acknowledge that Catholic schools and offices in the Archdiocese of Melbourne are situated on the lands of the Wurundjeri Woi Wurrung, Bunurong, Wadawurrung, Dja Dja Wurrung and Taungurung peoples of the Kulin Nations, who have walked upon and cared for this land since time immemorial.

We acknowledge their continued deep spiritual connection and relationship to Country.

We pay respects to their Elders past, present and emerging, and commit to the ongoing journey of reconciliation, of truth-telling and deep listening, working together for justice.

Artwork: Chelsea, Year 4, St Anne's School, Sunbury

Child safety statement: Melbourne Archdiocese Catholic Schools (MACS) holds the care, safety and wellbeing of children and young people as central and fundamental to all that we do. This commitment is inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the gospel.

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**Thank you for engaging with *MACS 2030:*
*Forming Lives to Enrich the World.***

You can find more information about the strategy and stay across the implementation journey at **www.macs2030.com**.

We would love to hear any suggestions or questions you may have. Please contact **strategy@macs.vic.edu.au**.



About MACS

MACS officially began its governance responsibilities on 1 January 2021.

Several factors led to the change in governance arrangements, including recommendations from a Royal Commission and a Parliamentary Inquiry, and increased legislative and compliance complexity making unincorporated schools unviable.

The establishment of MACS eases the administrative burden on schools and parishes, and allows the parish priest to focus on the mission of education.

Working Together in Mission: Charter for parishes and schools in the Archdiocese of Melbourne can be found on the MACS website.

MACS by numbers



16,000 staff



112,000 students



300 parish primary schools, and regional and archdiocesan secondary colleges



39 congregational and ministerial public juridic person schools supported within the Archdiocese

MACS 2030: Forming Lives to Enrich the World

Purpose Forming lives of faith, hope and love in the light of Jesus Christ

Vision Every student is inspired and enabled to flourish and enrich the world

Strategic themes	 1. Inspired by Faith			 2. Flourishing Learners			 3. Enabled Leaders			 4. Enriched Communities		
Programs	1.1 Compelling faith formation experiences	1.2 Enhanced faith formation pedagogy – best practice faith and leadership formation	1.3 Excellence in religious education – curriculum, resources and teaching practices	2.1 A pedagogical learning framework for excellence	2.2 High-quality curriculum and teaching resources	2.3 Performance-oriented teacher support focused on excellent student outcomes	3.1 Effective leadership selection and evaluation processes	3.2 Enhanced professional learning and development for all staff	3.3 Reimagined Catholic leadership framework	4.1 Office: transformed services supporting our schools	4.2 Schools: positioned at the heart of the MACS system and their communities	4.3 Parishes: working together in mission with our parishes

Initiatives Strategic initiatives support the delivery of our strategic programs. Work has already commenced on a number of early 'no regret' initiatives. Over the coming years, through deep engagement with all key stakeholders, MACS will design, develop and deploy a catalogue of initiatives that align work towards our purpose and vision. Programs and initiatives will be designed with explicit performance measures.



Purpose

Forming lives of faith, hope and love in the light of Jesus Christ.

What we mean by this:

Forming lives – Catholic education seeks to provide the young with the best kind of education possible, one that fosters a formation of the whole person that is deeply and enduringly humanising.

Faith, hope and love – Catholic education forms individuals with more than just skills, but with the virtues to live life as transformative agents in our communities. By cultivating a maturing of faith and the intellectual life through the modelling of good relationships, Catholic students are prepared for living fruitfully in the world.

In the light of Jesus Christ – Christ is our inspiration, the very life of our purpose as Catholic educators. Everything we do is illuminated by this.

Vision

Every student is inspired and enabled to flourish and enrich the world.

What we mean by this:

Every student – This places the individual student at the heart of what MACS does. The dignity and worth of every student is the central element of what parents value about a Catholic education.

Inspired and enabled – ‘Inspire’ comes from the Latin *inspīrāre*, to blow into, breathe upon, excite, inflame. We aim not only to motivate our students to act, but to enable them to act effectively.

Flourish and enrich the world – The word ‘flourish’ is another form of ‘living life to the full’ (John 10: 10). ‘Enrich the world’ takes our impact beyond the student, beyond the school gate, to the positive impact our students will have on the world around them.



Strategic themes

Our strategy includes four strategic themes around which we will organise and structure our programs.



1. Inspired by Faith

What we mean by this:

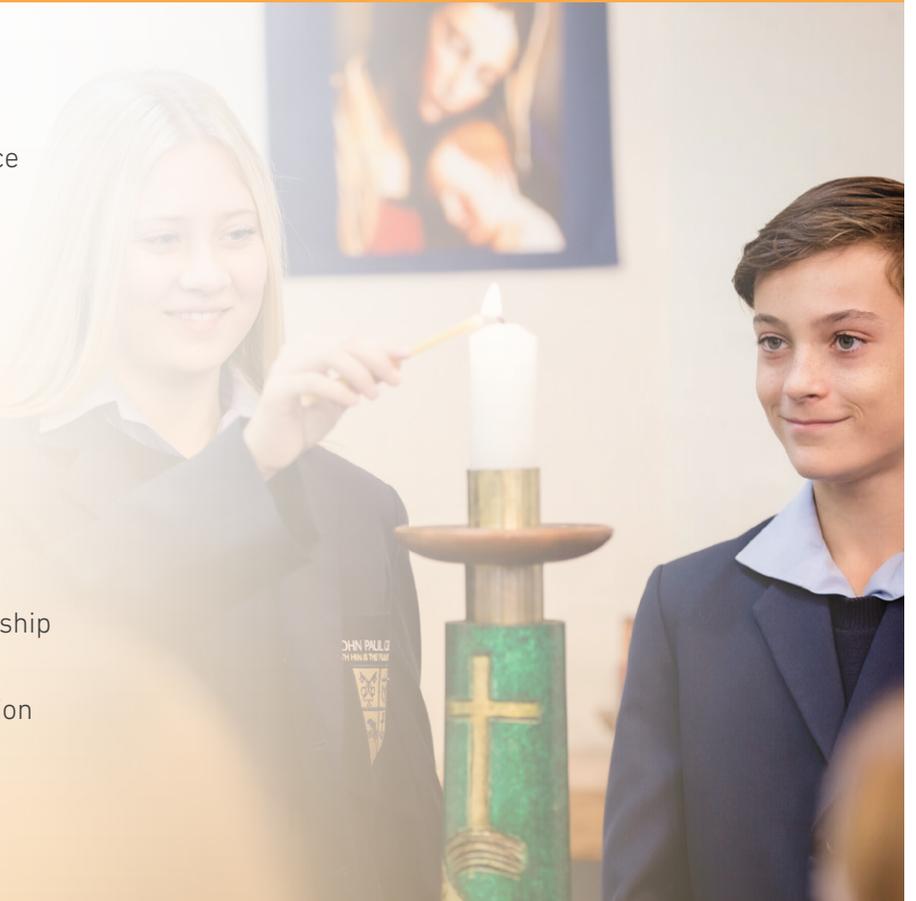
Everything we do is guided by our Catholic faith, recognising that our beliefs and traditions are central to who we are, what we do and how we do it. We actively embrace the understanding that our Catholic faith is not only central to our purpose, but is also foundational to the distinctive educational experiences we offer those who seek to be educated through our schools.

By 2030, we aim:

To become a system of schools where students and staff grow in virtue, supported by an outstanding Religious Education curriculum that is executed with impact, in an environment that enables faith to flourish.

Programs:

- 1.1 Compelling faith formation experiences.** We will support schools to have regular, rich and engaging experiences of prayer, liturgy and sacraments.
- 1.2 Enhanced faith formation pedagogy.** We will ensure best practice faith and leadership formation for all MACS staff.
- 1.3 Excellence in religious education.** We will support principals and religious education teachers with high quality curriculum, resources and teaching practices.





2. Flourishing Learners

What we mean by this:

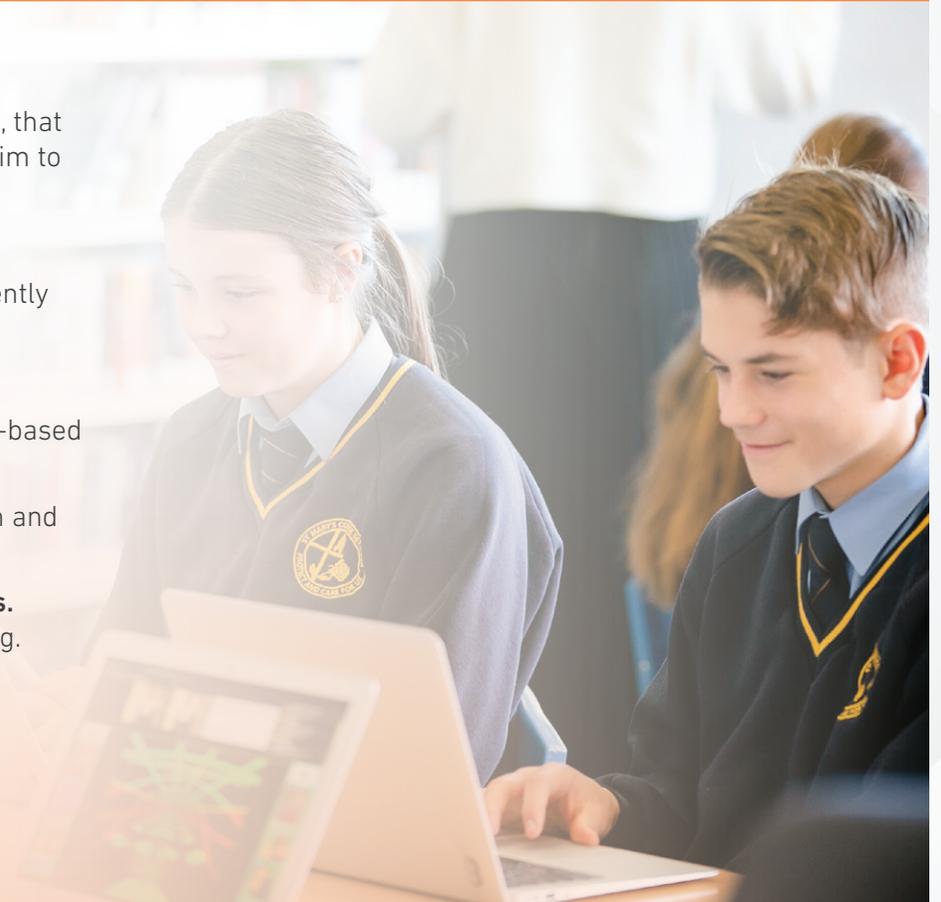
We will provide an outstanding education, focused on formation of the whole person, that has the intellectual, practical and moral excellence of learners at its heart. We will aim to deliver the best educational outcome for every student.

By 2030, we aim:

To become the benchmark for excellence in teaching and learning, through a coherently integrated, academically competitive and distinctively Catholic educational offering.

Programs:

- 2.1 A pedagogical learning framework for excellence.** We will develop an evidence-based approach for 'how MACS educates' that will drive excellence across schools.
- 2.2 High-quality curriculum and teaching resources.** We will ensure the curriculum and resources being used by our teachers are best in class.
- 2.3 Performance-oriented teacher support focused on excellent student outcomes.** We will develop a system-wide approach to provide data insights for our teaching.





3. Enabled Leaders

What we mean by this:

We are committed to empowering great staff to lead great schools. In solidarity with parish priests, our principals will be leaders in their Catholic communities. We will therefore carefully select, invest in and empower our employees in order to deliver excellence across our system.

By 2030, we aim:

To become the employer of choice in the Victorian education sector, and to have Australia's pre-eminent Catholic teacher and leadership formation and training infrastructure, developed in collaboration with others.

Programs:

- 3.1 Effective leadership selection and evaluation processes.** We will attract more highly-accomplished and lead teachers, and nationally certified assessors, and implement leadership readiness measures to inform career pathway planning.
- 3.2 Enhanced professional learning and development for all staff.** We will develop professional learning, retention and recognition programs, learning networks and support systems.
- 3.3 Reimagined Catholic leadership framework.** We will develop a Catholic leadership curriculum, and assessment frameworks to help improve leadership performance.





4. Enriched Communities

What we mean by this:

We believe we can achieve more within a school as part of a system than we can alone, and we can achieve more as a Catholic system because we are an integral part of a broad, vibrant faith community. Recognising this, we are transforming the MACS office to become a 'system architect' and a provider of outstanding support to schools, drawing on the collective strengths of schools and our parish communities.

By 2030, we aim:

To provide best-in-class support services for principals and their schools, working closely with parish priests.

Programs:

- 4.1 Office: transformed services supporting our schools.** We will install new technologies and redesign the MACS office so it can better support your needs.
- 4.2 Schools: positioned at the heart of the MACS system and their communities.** We will develop new and improved offerings to boost enrolments and better serve our communities.
- 4.3 Parishes: working together in mission with our parishes.** We will develop a deeper understanding and practical expression of how we bring to life our commitment to work together in mission with our parish priests.



*When I was a child, I used to talk like a child, and see things as a child does, and think like a child;
but now that I have become an adult, I have finished with all childish ways.
Now we see only reflections in a mirror, mere riddles, but then we shall be seeing face to face.
Now I can know only imperfectly; but then I shall know just as fully as I am myself known.
As it is, these remain: **faith, hope and love**, the three of them; and the greatest of them is love.*

1 Corinthians 13: 11–13