



**SACRED
HEART
COLLEGE**

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STRATEGIC PLAN 2014 - 2017

OUR STRATEGY

Strategic Imperatives for Nurture and Development

We have identified a number of areas in which we will seek to nurture the acknowledged strengths of our College:

- **Our Catholicity:** A practical and knowledgeable Catholicity that is expressed through strong faith and tangible commitment to service to the community.
- **High Standards:** A tradition of excellence and success in our educational endeavours.
- **Pastoral Care:** A practice of intimate pastoral care in which members of our community are known, formed and valued within all of the networks and structures of the College, particularly the relationships between students and their teachers.
- **Inclusivity:** A College community that strives to be diverse and inclusive in the tradition of the importance of Catholic social teaching, Gospel values and preferential treatment of the disadvantaged. Strategic Imperatives for Growth and Improvement We have identified a number of areas in which we will seek improvement for our College:
- **Teaching and Learning:** A more contemporary, relevant, aligned and shared culture of teaching and learning that helps our students to become confident, creative and resilient learners with advanced emotional intelligence, interdependence, digital literacy and problem-solving capacity.
- **Staff Formation:** A stronger process of formation that empowers, equips and enables our staff to lead and participate in our learning culture with passion and a clear understanding of their strong value to our community.
- **College Systems and Processes:** An enhanced strategic capability in integrated thinking, sustainability and connecting and communicating with our community.
- **Facilities:** A refined sense of the relationship between our learning culture and the facilities and environment of our College within which this culture is situated.

Strategic Initiatives 2014 - 2017

To these ends, we have identified a number of strategic initiatives that we believe will assist us to continue the vision of our College as we approach our Jubilee year:

1. **A Sacred Heart College Pedagogy of Engagement and Pastoral Care:** Building a shared understanding of contemporary teaching and learning strategies, designed to engage and promote the growth of the whole person.

2. A Sacred Heart College Program of Staff Formation and Leadership Development: Formalising a process that affirms and develops all staff in order to promote excellence in the College's operations including examining and implementing structures to extend the leadership capacity of all staff.
3. A Sacred Heart Faith Development and Service Learning Project: Establishing a clear link between the charism and mission of the RNDM Sisters and the Gospel imperative to serve our neighbour, whilst nourishing the individual's spiritual journey.
4. A Sacred Heart Strategic Competence, Sustainability and Stewardship Framework: Introducing a project management framework that enhances effective governance through efficient processes, procedures and practices, develops sustainability of physical, financial and human resources and provides the discipline to ensure we focus on the strategic imperative.
5. A Sacred Heart College Community Engagement Program: Articulating and promoting our story to the internal community (students, staff and parents) and the external community (alumni, parishes, schools and local businesses, agencies and other organisations).
6. Master Planning for Facilities and ICT Development: Ensuring that current and future resources, ICT and buildings meet the ever-changing environment in a manner that embraces and enhances pedagogical innovation and our learning programs.

We will review and evaluate our progress in enacting our Strategic Plan with reference to the following domains and key questions:

ACHIEVEMENT

How might we;

- Improve our capacity to engage students in their learning?
- Improve the experience of and outcomes for both our less able students in mainstream classes and the students of our Mary MacKillop Centre?
- Improve the quality and engagement of learning in Religious Education?
- Improve participation in the cultural pillar?
- Monitor the improvement of achievement of each student?
- Develop a shared pedagogy at the College?
- Monitor the pedagogy at the College?
- Ensure the participation and achievement of boys in all areas of the College?

RELATIONSHIPS

How might we;

- Preserve and enhance the special character of Sacred Heart College, especially its strength of relationships and its ethos of care and compassion?
- Promote inclusivity, differentiation and diversity within our College?
- Best maintain and improve pastoral care, student wellbeing and attend to mental health issues as the student population increases?
- Support staff formation and wellbeing, and at the same time develop staff quality, consistency and accountability?
- Better engage our parents?

COMMUNICATION

How might we;

- Strive to gain further clarity in the content and delivery of our communications?
- Develop our capacity to tell our story honestly and compellingly for internal and external audiences?
- Best reach out to our alumni?
- Build our community relations within our local region?
- Ensure we communicate the College's core values to our target audience?
- Gain an understanding of the expectations of our parents?

INITIATIVES

How might we;

- Improve the quality of our leadership, especially with respect to strategic thinking, decision-making, project management and feedback at all levels?
- Best attend to the quality of our attention to detail, follow-through and implementation in all of our initiatives?
- Refine our sustainability in developing and implementing projects and initiatives?
- Improve the alignment of our building projects to our teaching and learning objectives and operations?

REPUTATION

How might we;

- Maintain our cultural, strategic and operational success within our community from a marketing perspective?
- Address stewardship in our community?
- Ensure that the College remains aligned to both the demographics of its market and also its distinctive ethos, charism and mission?
- Balance the needs for accountability and high standards of performance as the College grows while still maintaining a strongly relational and personable culture?