



XAVIER
COLLEGE

Strategic Plan

2022 - 2027

A CATHOLIC CO-EDUCATIONAL COLLEGE
Educating in the Salesian Tradition



Educating in the Salesian tradition

Xavier College strives to be a home that welcomes, a parish that evangelises, a school that prepares for life, and a playground where friends meet and enjoy themselves.

Context

Strategic Plan

Our financial forecast for the future is designed to underpin and support our broad strategic goals.

Master Plan

Our vision for the future expansion and improvement of the College's built environment and facilities that is aligned with our Strategic Plan.

Five Year Financial Plan

Our vision for the future and the outcomes we strive to achieve. This thinking is embedded in everything we do.

Annual Development Plan

Our yearly milestones to achieve our four-year Strategic Plan.

Annual Professional Learning Plan

Our staff aligning their personal professional learning with the strategic vision of the school.

Our Mission

To be a high quality Catholic school in the Salesian tradition.

Our Vision

Xavier College will provide an authentic Catholic learning environment that is animated by Salesian educational practices in relation to the holistic development of young people. The expectation is that all members of the College community will be transformed by their experiences into fuller, richer, deeper human beings.

They will be inspired to achieve their personal best and to accept the responsibility to make a difference in the world.

Our Strategic Purpose

The motto of the College, 'One in Christ', expresses our unity as children of the one God, regardless of our background, race or heritage.

We are children of God, blessed by God, gifted by God and given an opportunity to use these gifts for all people.

The College accepts the challenge expressed in the Charter for Salesian schools to be: A Home that Welcomes, a Parish that Evangelises, a School that Prepares for Life and a Playground where Friends meet and enjoy themselves.

Achieving Our Goals

We will endeavour to achieve our Strategic Outcomes by:

Investing in the capacity of our teachers, support staff and academic tutors.

Nurturing deep partnerships with our families and the members of our broader community.

Experiencing rich opportunities for prayer, reflection and building a thriving connected community.

Continuously **improving** and developing our College resources, programs and learning opportunities across multiple campuses.

Our Core Values

By using RUAH, Respect, Understanding, Affection and Humour, we are helping to create the Spirit of our College. Every single person's actions and attitudes determine the mood of our College community.

Respect

Our school community is based on mutual respect. The way that we speak to one another and the way we treat one another with dignity and respect is extremely important. In a Salesian school this should be obvious for anyone to see.

To do this effectively we should:

- Avoid being sarcastic
- Never hurt others physically, verbally, or emotionally
- Don't isolate others
- Turn up on time for class
- Complete work
- Not use offensive or inappropriate language

Understanding

We need to recognise and celebrate each others different abilities, talents and skills. We need to try to understand ourselves and others better, particularly if things are difficult.

To do this effectively we should:

- Be interested in what others are doing
- Celebrate other people's success
- Support school initiatives and events
- Celebrate diversity

Affection

This means that we show kindness to others both in our school and in the wider community. It means that we establish and grow strong friendships to create an environment where everyone feels safe and happy.

To do this effectively we should:

- Forgive others when they have hurt us
- Be genuine
- Avoid being angry
- Care for others
- Be generous with our time and fundraising for others in the world

Humour

This means that we keep things in perspective all the time. We remember to enjoy school and all that it offers.

To do this effectively we should:

- Stay cheerful
- Avoid taking out our bad moods on others
- Be creative
- Join in all activities
- Spend time getting to know other students
- Keep the College grounds safe for others
- Celebrate success
- Smile!

Overview

As highlighted in Figure 1, Xavier College's Strategic Plan draws upon CESA's Living, Leading Learning Framework for Catholic Education in South Australia (as shown in Figure 1) by encompassing CESA's vision of learning for every child, namely, to help shape thriving people, capable learners, and leaders for the world God desires.

In addition to this the Strategic Plan captures the key capabilities associated with thinking, learning and leading in a rapidly changing and complex world.



Figure 1: Catholic Education South Australia, *Towards 2027: Expanding Horizons and Deepening Practices*, (February 2022), Page 3.

Outcomes

As a systemic school we will use these Strategic Outcomes as the key drivers that help focus our work and assist the College in directing our operational planning and resource allocation through to 2026.

Catholic Identity and Mission

- 1.1 To re-contextualise the Salesian Charism to staff across three campuses. Seek out and foster opportunities to make the core values of Catholic education known the Xavier College name.
- 1.2 Embody Catholic values into every aspect of College life.
- 1.3 Create and implement structures to align all campuses with the CESA ecological conversion and action plan.

Students

- 2.1 Create a welcoming and engaging learning environment in which students have agency in their learning and embrace the Key Capabilities Continua to measure and reflect on their individual learning journeys.
- 2.2 Design, develop and implement a wellbeing and a learning and teaching framework which embraces the Salesian tradition of the College with the view to forming thriving people, capable learners and leaders for the world God desires.
- 2.3 Further refine the existing data informed approach to improve student educational and well-being outcomes.

Diversity, Equity and Inclusion

- 3.1 Work in collaboration with families and support agencies to respond to the specific needs of children and young people in our community.
- 3.2 Be a welcoming and nurturing environment for all students and families from a variety of diverse backgrounds.
- 3.3 Recognise and respond to the abilities of students striving to overcome challenges and barriers to their education.

Learning and Teaching

- 4.1 Review and refine the curriculum from Reception to Year 12 with the focus of the inclusion of authentic assessment practices.
- 4.2 Design, develop and implement a cross-campus shared vision for improving student literacy and numeracy.
- 4.3 Ensure learning and teaching programmes are underpinned by quality pedagogy and enrich the pedagogical practice of teachers.

People, Leadership and Culture

- 5.1 Build upon the existing positive staff culture that enables all staff to be fully engaged and to thrive as effective educational professionals.
- 5.2 Create and maintain a dynamic, energised and sustainable workforce which is actively engaged in networking across the system of Catholic schools.
- 5.3 Develop a human capital management plan with the vision of expanding multiple campuses.

Financial Stewardship and Improvement

- 6.1 Reduce the carbon footprint and utilize natural resources where possible.
- 6.2 Continue the successful management of the College finances to plan for and execute future expansion and growth in line with CESA strategic priorities enabling access to Catholic education for all (B-12).
- 6.3 Develop outstanding infrastructure and facilities designed to meet the needs of the existing and emerging communities of the Northern region.

Participation in Mission and Purpose

- 7.1 Work in partnership with Alive Catholic Early Learning to create thriving pathways from B to Year 12 in the Northern region.
- 7.2 Be a visible Catholic witness within the local community.
- 7.3 Foster new opportunities to support other schools, students and families to co-construct a shared vision of Catholic education for the North.

