



St Mary
Star of the Sea College
I AM BORN FOR HIGHER THINGS

STRATEGIC PLAN
2016 - 2019

The background image shows the exterior of St Mary Star of the Sea College, a large brick building with Gothic-style architecture, including arched windows and a statue in a niche. In the foreground, a group of students in school uniforms are sitting on a wooden bench on a grassy lawn, engaged in conversation. A large blue circular graphic is overlaid on the right side of the image, containing the college's vision, mission, and values.

OUR VISION

St Mary Star of the Sea College aspires to be recognised for leadership in the holistic education of young women: in a caring, engaging and inspiring environment – allowing them to use their gifts to change their world, for the better.

OUR MISSION

Inspired and informed by our Good Samaritan heritage, St Mary Star of the Sea College educates young women, encouraging all to realise the full potential of each individual and to act for social justice, to make a difference in the world.

OUR VALUES

St Mary's is a Good Samaritan college in which the Benedictine values of: love of God, love of learning, hospitality, stewardship and peace are embedded in the everyday lives and experiences of the College community.

OUR COMMUNITY

THE SCHOOL

St Mary's College is a community of learners living out the Gospel values in the Good Samaritan Benedictine tradition, dedicated to enabling the community, including the wider Wollongong community, to achieve higher things.

THE GRADUATES

The St Mary's graduate is a confident and compassionate young woman. She is a global citizen, a lifelong learner and an independent thinker who has engaged in a range of rich learning experiences, allowing her to develop an understanding of the world. She values her relationship with God and has the capacity to continue her spiritual journey. She displays integrity and social justice in her dealings with others, and strong values nurtured by the Catholic ethos of the college.

THE STAFF

Staff members of St Mary's College are compassionate people who model social justice, are committed to the Catholic Benedictine ethos and actively promote the religious and spiritual life of the college. They are dedicated professionals who inspire and facilitate holistic education in a dynamic learning environment that meets the challenges of contemporary society and help each student realise her potential.

THE BOARD MEMBER

Board members are people committed to Good Samaritan Education who bring expertise and rich experience to the college. They facilitate the vision of the graduate and the staff member and are fully supportive of the values of the college and the charism of the Good Samaritan Sisters.



STRATEGIC INTENTS

1 GOOD SAMARITAN ETHOS

Strengthen the core Good Samaritan /Benedictine values as the foundation for the spiritual journey of all members of the College community and the wider community by:

- 1.1 Deepening the experience of the Good Samaritan/ Benedictine charism and a Catholic worldview for all members of the College community and its significance in achieving the vision of the College
- 1.2 Continuing to develop a culture of contemplation, prayer and worship among students and staff
- 1.3 Maintaining and enhancing the social justice experience for all students and staff.

2 STAFF

Enhance the development of College staff members as committed educators, exemplary practitioners and people of faith by:

- 2.1 Enhancing teacher capacity to develop and deliver a contemporary teaching and learning experience to each student
- 2.2 Developing the distinctive characteristics of Good Samaritan/Benedictine tradition and leadership at all levels of the College
- 2.3 Maintaining a culture that maintains and enhances staff well being
- 2.4 Attracting and retaining quality staff.

3 RELATIONSHIPS

Create opportunities to promote 'right and respectful' relationships among all members of the College community and with the wider community by:

- 3.1 Developing a shared understanding of what 'right and respectful' relationships mean in the Good Samaritan/ Benedictine tradition among all members of the College community
- 3.2 Ensuring that shared understanding of 'right and respectful' relationships is incorporated in relevant College policies and processes of decision making and everyday behaviour
- 3.3 Maintaining and enhancing a culture that promotes and fosters 'right and respectful' relationships within the college and wider community.



4 LEARNING EXPERIENCE

Nurture graduates who understand how to realise their potential as independent, continuing, life-long learners and critical thinkers who can contribute to society by:

- 4.1 Ensuring each student develops the ability to contribute in a collaborative way to the achievement of shared outcomes
- 4.2 Enabling each student to realise their academic and personal potential
- 4.3 Developing the capacity of each student to pursue knowledge independently
- 4.4 Ensuring each student has well-developed critical thinking and collaborative learning skills
- 4.5 Developing and enhancing initiative, perseverance and resilience in each student
- 4.6 Ensuring each student develops and enhances an appreciation of different global contexts and world views and how they can contribute positively to society.

5 COLLEGE ENTERPRISE

Conduct an ethical, effective and innovative organisation which enables the College to undertake its mission by:

- 5.1 Ensuring the College operates within an ethical business framework
- 5.2 Ensuring that the number of students and College infrastructure takes into account the appropriate balance between optimising both business and educational outcomes.
- 5.2 Developing and maintaining exemplary facilities
- 5.3 Becoming an environmentally aware community
- 5.4 Maximising effective technology utilisation in teaching, learning and business management.
- 5.5 Maintaining a safe and secure environment for learning.



STRATEGIES

1 GOOD SAMARITAN ETHOS

- 1.1 Continuing to participate in GSE formation opportunities.
- 1.2 Providing internal professional development opportunities at the College, including Retreat and Mission Days for students
- 1.3 Continuing to build capacity in staff to promote the ethos and values of the College.
- 1.4 Embedding and encouraging prayer at all significant gatherings in the College including meetings, briefings, tutor group and House assemblies.
- 1.5 Monitoring and encouraging participation in College clubs and Community Service programs.
- 1.6 Continuing to build student led fundraising activities to reflect the College vision and global challenges.
- 1.7 Identifying curriculum opportunities to highlight social inequality and promote action and response.

2 STAFF

- 2.1 Providing high quality professional development opportunities internally and through outside providers.
- 2.2 The implementation of The Performance and Review Cycle.
- 2.3 Continuing to support and development of the Professional Mentor Program.
- 2.4 Broadening recruitment strategies to attract a broad range of applicants.
- 2.5 Developing and introducing exit surveys to identify the opportunities and challenges of employment at St Mary's College.
- 2.6 Continuing development of SEQTA, Google Drive and other technologies to support teaching, learning and administration in the College.
- 2.7 Providing opportunities for staff to develop their personal faith life.

3 RELATIONSHIPS

- 3.1 Putting appropriate pastoral programs in place to focus on healthy relationships.
- 3.2 Continuing to develop a culture within the College community and the wider community that focuses on the Benedictine values of peace and hospitality.
- 3.3 Continuing to provide a range of targeted pastoral care opportunities for all members of the College community.
- 3.4 Providing ongoing development of rigorous and contemporary pastoral care programs.
- 3.5 Regular review of student management policies and responsible use of technology policies.
- 3.6 Providing ongoing professional development for middle leaders and supervisors in conducting difficult conversations and performance reviews.



4 LEARNING EXPERIENCE

- 4.1 Educating staff and parents in the issues facing girls and how they learn, focusing especially on developing resilience and creating a culture of independent learners.
- 4.2 Continuing to develop outstanding teaching and learning through curriculum differentiation, where space and technology better serve pedagogy, and supporting integrated learning through a process of curriculum mapping.
- 4.3 Regularly monitoring and evaluating the quality of teaching.
- 4.4 Providing targeted teacher professional development to support differentiated learning programs.
- 4.5 Developing and introducing resources for alternate pathways for students.
- 4.6 Developing the Middle Years Program, highlighting the development of metacognition skills through the Middle Years Program Approaches to Learning (ATLs).
- 4.7 Collaborating with International Baccalaureate Mentor and Professional Development Team to improve and transform teaching programs.
- 4.8 Incorporating the analysis of data in the teaching and learning cycle.

5 COLLEGE ENTERPRISE

- 5.1 Identifying areas in which facilities need to be upgraded.
- 5.2 Reviewing staffing structures to ensure they meet the needs of the College.
- 5.3 Reviewing the current plans for the number of enrolments, to ensure community needs are being met.
- 5.4 Exploring possible future property needs and possibilities.
- 5.5 Monitoring and analysing recruitment strategies and data to maximise opportunities for all students.
- 5.6 Continue to develop strategies that ensure students from a range of economic backgrounds are welcomed into the College
- 5.7 Investigating and developing sustainable practices across the College campus.
- 5.8 Providing on-going professional development for support staff to ensure that technology is being used effectively.
- 5.9 Showcasing best practice in regards to effective use of technology and innovative pedagogical initiatives.
- 5.10 Continuing to create state of the art educational environments for students and staff.
- 5.11 Investigating the opportunities and benefits of becoming a centre of innovation.
- 5.12 Continue to implement projects that support the healthy environment of the College and promote conservation and prudent use of resources on the campus.





St Mary

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