

# OLMC Strategic Plan 2016–2019

## Introduction

This OLMC Strategic Plan 2016–2019 is premised on our College Mission, as articulated in the OLMC Mission and Values Statement.

In implementing this Strategic Plan, we will continue the collaborative dialogue and analysis that featured so prominently in its development and we will uphold the following key features of our identity and endeavours:

- The centrality of our Catholic faith and the Gospel values of justice, compassion, courage and joy
- Our courage and perseverance in pursuing effective learning for students
- Our outward-looking and thoughtful openness to change.

## Our Vision for OLMC Girls

This Strategic Plan is also premised on the following aspirations for OLMC girls:

- They will be awakened to the life-giving traditions and spirituality of the Catholic faith.
- They will recognise their own and others' innate dignity and humanity.
- They will be independent, active and curious learners.
- They will be encouraged, supported, challenged and heard.
- They will engage in respectful and authentic discernment about the scripts of their lives.

## Key Commitments

*Our key commitments for the period 2016–2019 are that we will:*

1. Become a stronger dialogical school, assisting students and staff to experience and value the Catholic story in our culturally diverse communities
2. Deepen staff and students' understanding and knowledge of Catholic moral and social teaching and support students in apportioning personal meaning in their lives
3. Draw on the treasures of the Scriptures, the Catholic tradition and the Mercy story to build student and staff capacity for empathetic, compassionate and active citizenship
4. Ensure that our learning and teaching narrative, with its genesis in the College's *Learning and Teaching Charter*, is enacted in teaching practice, classroom dynamics and professional learning programs
5. Strengthen staff-student relationships and student wellbeing initiatives to maximise the aspirations and learning behaviours of students
6. Investigate and implement strategies for optimal use of our resources to promote and sustain contemporary learning and community development
7. Strengthen student voice and dialogue to facilitate their learning and development
8. Investigate and implement employment policies and strategies to enable the College to recruit, develop and retain high performing staff at all stages of their work life.

# Strategies

**Commitment 1** *We will become a stronger dialogical school, assisting students and staff to experience and value the Catholic story in our culturally diverse communities.*

- 1a) Provide staff with ongoing learning at an intellectual and spiritual level in matters of religion, Catholic identity and post critical belief.
- 1b) Explore the traditions of Christian prayer and contemplation with staff and students and facilitate opportunities for students to find 'pockets of Spirit' within themselves and others.

**Commitment 2** *We will deepen staff and students' understanding and knowledge of Catholic moral and social teaching and support students in apportioning personal meaning in their lives.*

- 2a) Develop and implement professional learning to support staff in fostering open and active dialogue about moral and social issues while maintaining the centrality of Catholic teachings in the conversations.
- 2b) Ensure that the Catholic identity of the College is expressed and explicit in learning and teaching programs.

**Commitment 3** *We will draw on the treasures of the Scriptures, the Catholic tradition and the Mercy story to build student and staff capacity for empathetic, compassionate and active citizenship.*

- 3a) Facilitate opportunities for students and staff to connect with women and men who embody faith in action and who embrace a rich tradition of prayer, reflection and spiritual growth.
- 3b) Develop and implement a framework for praxis in social justice and community engagement.

**Commitment 4** *We will ensure that our learning and teaching narrative, with its genesis in the College's Learning and Teaching Charter, is enacted in teaching practice, classroom dynamics and professional learning programs.*

- 4a) Further develop our understanding and practice of differentiated and inquiry-based learning and the implications for pedagogy and curriculum.
- 4b) Strengthen expectations and extend opportunities for staff to work and interact more collaboratively across and within domains.
- 4c) Establish the College Library as a Centre for learning, knowledge management and collegial practice.
- 4d) Facilitate opportunities for student engagement in the creative production and development of technologies.

**Commitment 5** *We will strengthen staff-student relationships and student wellbeing initiatives to maximise the aspirations and learning behaviours of students.*

- 5a) Consolidate and continue to develop initiatives to meet the learning and wellbeing needs of students.
- 5b) Document and develop curriculum that supports social-emotional learning, with particular regard to respectful relationships and the development of personal efficacy.
- 5c) Engage in research and discussion to identify organisational and structural factors that may increase student confidence and positive relationships with peers and teachers and implement changes as required.

**Commitment 6** *We will investigate and implement strategies for optimal use of our resources to promote and sustain contemporary learning and community development.*

- 6a) Identify and adjust the school structures where they are barriers to innovative and collaborative practice.
- 6b) Implement the next stages of the College Master Plan for developing facilities that enable contemporary learning.
- 6c) Review the OLMC communications strategy and current practices to establish more effective communication within and beyond the College.
- 6d) Continue to engage with parents about the relationship between parental collaboration and student engagement in their learning.

**Commitment 7** *We will strengthen student voice and dialogue to facilitate their learning and development.*

- 7a) Develop a cohesive approach to facilitating student engagement with and confidence in decision making about the scripts of their lives.
- 7b) Facilitate staff engagement with personal and theoretical understandings of student voice.
- 7c) Increase the range of opportunities for student consultation, input, collaboration and decision making on matters of College life and their learning programs.

**Commitment 8** *We will investigate and implement employment policies and strategies to enable the College to recruit, develop and retain high performing staff at all stages of their work life.*

- 8a) Explore opportunities and create greater flexibility in the College program and workplace arrangements.
- 8b) Develop a model for the provision of professional learning that is responsive to staff in different stages of their careers and that reflects College priorities.