



# STRATEGIC PLAN



2013  
2016

Vision Spheres	Advice on Broad Goals
<b>Education in Faith</b>	To deepen the experience of being a member of a Catholic College in the Edmund Rice tradition.
<b>Teaching and Learning</b>	To encourage student engagement in 21st Century learning in order to achieve their highest potential.
<b>Student Wellbeing</b>	To give each individual the best possible pastoral support.
<b>Leadership and Management</b>	To build a contemporary and collaborative learning environment which manifests ethical governance, high standards and compliance.
<b>School Community</b>	To deepen our relationships within and beyond the community.

Intended Improvement Outcomes	First Order Key Improvement Strategies
That the experience of being part of a Catholic school be deepened for all members of the College community.	Continue to build leadership at all levels, creating conditions where individuals and teams feel empowered and are confident that they can and do make a positive impact on the life of the school.
That student learning outcomes, Years 7-12, continue to improve.  That students will be autonomous, confident and responsible learners.	Continue to ensure that the College Mission Statement and EREA Charter are "living documents" that are known, understood and valued by all.  Ensure that teaching pedagogy and professional learning accommodates for the 21st Century learner in order to create a dynamic learning environment to maximise learning for all.
That students will develop into confident and respectful young men with a sense of integrity, compassion, initiative, resilience and well-being, imbued with a sense of responsibility for the local and global community.  That student leadership capacity is increased and student voice is evident throughout the College.	In the traditions of Edmund Rice, continue to create an ethos of care, respect and fairness for all in the school community, recognising and celebrating diversity.  Use performance data at a whole school level to identify, support and monitor student achievement and to plan professional learning for teachers.
That understanding and practice in shared, visionary and supportive leadership are promoted and developed.  That all staff see themselves as leaders of learning.	Focus on broadening and deepening student learning via enhanced partnerships with parents, external agencies and the wider community.
That the participation and involvement with the parent and wider community continue to grow.	

## **Education in Faith (Mission and Vision)**

To deepen the experience of being a member of a Catholic College in the Edmund Rice tradition.

## **Education in Faith (Strategic Direction)**

1. Implement programs and activities to nurture the Catholic Culture of the College.
2. Support staff in obtaining 'Accreditation To Teach in a Catholic School' and 'Accreditation to Teach Religious Education in a Catholic School'.
3. Strengthen links with parishes which are mutually beneficial.
4. Promote a variety of opportunities in the area of Staff Formation including the EREA Formation and Immersion Programs.
5. Provide the College Board and other key groups with formation opportunities.
6. Strengthen the role of College Chaplaincy.
7. Offer students immersion opportunities within and beyond Australia.
8. Participate in opportunities to strengthen interfaith dialogue.
9. Embrace our Indigenous heritage by ensuring a focus on culture and history.
10. Develop an approach to peace, justice and advocacy across the College.
11. Cultivate an understanding of the interdependent relationship between our faith, citizenship and the environment.
12. Continually review the Religious Education courses for due depth, relevance and appropriate Catholicity.
13. Provide further opportunities for students in community action and encourage reflection on the experiences.
14. Monitor the retreat programs for

- maximum effectiveness and relevance.
15. Provide structured experiences of the Eucharist for staff, students and parents.
16. Continue to offer carefully prepared and varied experiences of prayer, reflection and liturgy.

## **Teaching and Learning (Mission and Vision)**

To encourage student engagement in 21st Century learning in order to achieve their highest potential.

## **Teaching and Learning (Strategic Direction)**

1. Ensure that teaching pedagogy and professional learning accommodates for the 21st Century learner in order to create a dynamic learning environment to maximise learning for all.
2. Use performance data at a whole school level to identify, support and monitor student achievement and to plan professional learning for teachers.
3. Review the award system for academic achievement and progress.
4. Provide professional learning in the area of literacy to support the SLIP initiatives.
5. Further develop the programs within the various post-compulsory pathways.
6. Strengthen the Get Real Program to encourage best student academic outcomes.
7. Increase the capacity of teaching staff to use modern, effective and student-centred methods of instruction.
8. Enhance opportunities for increased 'student voice' in terms of students being more involved in areas which impact teaching and learning.
9. Evaluate and strengthen the VCAL program.

10. Continue to challenge students to take responsibility for their own learning.
11. Develop and embed a comprehensive approach to home study and revision across the College.
12. Challenge parents in their role of supporting the learning of students at home.
13. Develop more effective and efficient assessment and reporting practices.
14. Introduce the program 'Cultures of Thinking' in order to assist students with metacognition.
15. Continue to integrate the use of ICT across all learning areas and, in particular, with the use of iPads.
16. Continue developing the Advanced Placement Program in order to meet the needs of high achieving students.
17. Continue to support students with learning challenges through programs and personnel.
18. Strengthen the link between professional learning and the needs of students in the classroom.
19. Increase engagement and motivation levels of the students.
20. Explore the structure of the middle school offerings with a view to strengthening the learning environment.
2. Base the Student Management Policy around Restorative Practices in order to maintain positive working relationships.
3. Encourage students to develop and embrace a set of Christian values and principles through appropriate modelling by all staff.
4. Encourage staff to recognise and engage those students who have additional needs (both at intervention and advanced placement levels) and to offer them support through a variety of learning and teaching styles in and outside the classroom.
5. Further develop the awareness of counselling and psychology services amongst students, staff and parents.
6. Enhance opportunities for student participation in a range of activities.
7. Encourage active and genuine student leadership throughout the College, and provide opportunities for ongoing training for students in leadership roles, so that they can uphold and fulfil the roles and responsibilities of these positions.
8. Increase the level of assistance provided to students through the Homework Clubs at each Campus.
9. Increase Indigenous students' sense of connectedness to their culture.
10. Strengthen students' sense of belonging and connectedness.
11. Review the opportunities for leadership at all levels.
12. Strengthen transition processes.

## **Student Wellbeing (*Mission and Vision*)**

To give each individual the best possible pastoral support.

## **Student Wellbeing (*Strategic Direction*)**

1. Enhance the day to day practice of the Tutor Teacher through appropriate Professional Learning.

## **Leadership and Management** ***(Mission and Vision)***

To build a contemporary and collaborative learning environment which manifests ethical governance, high standards and compliance.

## **Leadership and Management** ***(Strategic Direction)***

1. Continue to build leadership at all levels, creating conditions where individuals and teams feel empowered and are confident that they can and do make a positive impact on the life of the school.
2. Strengthen the integration of the Preston and Bundoora Campuses.
3. Continue to build leadership skills in the middle management group.
4. Ensure staff are held duly accountable for their professional work.
5. Realise the potential for the maintenance and development of College buildings and grounds.
6. Encourage staff to undertake adequate and meaningful professional development.
7. Continue developing the Appraisal and Review processes in order to promote staff development.
8. Ensure communication is clear and inclusive.
9. Provide meeting structures which enhance collaboration and lead to better student learning outcomes.
10. Further strengthen the financial leadership of the College.
11. Increase the observation and feedback opportunities for staff.
12. Strengthen the roles of mentors and members of the PSST (Professional Standards and Support Team) in terms of supporting staff and encouraging improvement.

13. Develop a coaching framework for staff performance.
14. Develop ways of more fully engaging staff in decision-making processes.
15. Explore ways of using technology to enhance communication within the College community.
16. Continue to use strategic planning processes within the context of review and development.

## **School Community** ***(Mission and Vision)***

To deepen our relationships within and beyond the community.

## **School Community** ***(Strategic Direction)***

1. Focus on broadening and deepening student learning via enhanced partnerships with parents, external agencies and the wider community.
2. In the tradition of Edmund Rice, continue to create an ethos of care, respect and fairness for all in the school community.
3. Continue to recognise and celebrate diversity.
4. Invite parents into more effective partnerships and provide them with educational opportunities.
5. Foster the continuing development of the Old Paradians' Association.
6. Foster the connections with the Old Paradians' Association as well as the St Francis' Cricket and St Damian's Football Clubs to enhance playing opportunities for students.
7. Sustain Parade College's role in VCAL partnerships and continue to offer courses to students in the northern suburbs.

8. Strengthen the partnership between VCAL and local businesses and community groups.
9. Review the effectiveness of College communications, especially with parents.
10. Enhance the effectiveness of the marketing of the College.
11. Strengthen the partnerships with local feeder primary schools.
12. Strengthen the relationship with EREA and the schools in the EREA network.
13. Develop a systematic approach to Community Action from Years 7-12.
14. Increase opportunities to develop collaborative projects between the two campuses.
15. Support groups such as Netsports and EFM in making use of College facilities.
16. Strengthen opportunities for all students to participate in co-curricula activities such as sport, debating and other worthy pursuits.



## MISSION

As a long standing Catholic school for boys in the Edmund Rice tradition, Parade College will be a dynamic learning community offering best practice education and pastoral care to its members to nurture fullness of life and holistic growth for all.



## PILLARS

**Education in Faith**  
**Teaching and Learning**  
**Student Wellbeing**  
**Leadership and Management**  
**School Community**



# Parade College

A Catholic School in the  
Edmund Rice Tradition



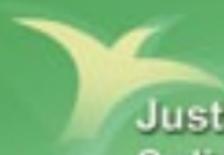
Liberating  
Education



Gospel  
Spirituality



Inclusive  
Community



Justice and  
Solidarity



EDMUND RICE EDUCATION  
AUSTRALIA

For further implementation of this  
Mission refer College website  
[www.parade.vic.edu.au](http://www.parade.vic.edu.au)

## PARADE COLLEGE

1436 Plenty Road, Bundoora Vic 3083

8 Clifton Grove, Preston Vic 3072

Tel: (03) 9468 3300 Fax: (03) 9467 3937

Email: [info@parade.vic.edu.au](mailto:info@parade.vic.edu.au)

Twitter: [www.twitter.com/ParadeCollegePC](http://www.twitter.com/ParadeCollegePC)