



**XAVIER CATHOLIC COLLEGE  
STRATEGIC RENEWAL PLAN  
2012 - 2016**

**PRIORITY 1. MISSION AND RELIGIOUS EDUCATION  
BOARD POLICY**

At Xavier Catholic College we will develop a dynamic faith community with a shared vision, striving to be responsive to the needs of all our members in our changing and complex educational and social context. This dynamic faith community will be clearly identified as a Catholic Christian Community within an Ignatian tradition.

As a response to Catholic Social Teaching, we will actively work to build community, acknowledging the dignity of each person, displaying tolerance and respect to all, promoting a "Faith that does Justice" and the need for love and compassion to be the basis of all endeavours.

At Xavier there will be a cohesive and integrated approach for the spiritual formation of all in our community (students, parents and staff) and for the professional learning of staff in religious education and theology.

**BRISBANE CATHOLIC EDUCATION  
STRATEGIC RENEWAL FRAMEWORK**

**Strategic intents**

- 1.1. Policies, programmes and practices which explicitly articulate the nature and purpose of Catholic schooling, within the broader evangelising mission of the Church.
- 1.2. A religious education curriculum that promotes knowledge, deep understanding and skills about the Catholic and broader Christian tradition.
- 1.3. A cohesive and integrated approach to nurturing and promoting the religious life of the school, the faith formation of students and participation in the worshipping community.
- 1.4. A cohesive and integrated approach for the spiritual formation of staff.
- 1.5. A cohesive and integrated approach for the professional learning of staff in religious education and theology.
- 1.6. A shared understanding of and practical responses to Catholic Social Teaching.

	INTENTIONS EXPECTATIONS	TEAM LEADER	COMMITTEE/ SUPPORT STAFF	TIMELINE				
				12	13	14	15	16
1.1 Goal - Design and implement a P-12 Personal Social Development Education program aligned to BCE review of Guidelines.	1.1/1.3/1.6	APA Middle APREs	Student Support Faith & Mission	<b>X</b>	<b>X</b>			
1.2 Goal - Design and implement a spiritual formation program for staff, students and parents.	1.2- 1.6	APRE's	Faith & Mission		<b>X</b>	<b>X</b>	<b>X</b>	
1.3 Goal - Design and implement a P-12 Religious Education program based on 2012/2013 Archdiocesan Guidelines.	1.2	APRE's	Faith & Mission		<b>X</b>	<b>X</b>		



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2010 - 2016**

**PRIORITY 2. LEARNING AND TEACHING  
BOARD POLICY**

The curriculum at Xavier will meet BCE and Government requirements and be responsive to the changing needs of students and the community. It will be holistic in approach, providing comprehensive whole school response to the individual academic, vocational and pastoral needs of all students.

Improved outcomes for all students will be achieved through pedagogical practices that are data informed and evidence-based with targeted strategies for specific diverse student populations. Information, communication and learning technologies will be deployed to improve teaching and learning.

**BRISBANE CATHOLIC EDUCATION  
STRATEGIC RENEWAL FRAMEWORK**

**Strategic Intent**

- 2.1 Enhanced pedagogical practice that is data-informed and evidence-based.
- 2.2 Implementation of the Australian Curriculum within the context of the BCE Learning Framework as a means of realising equity and excellence.
- 2.3 Improved literacy and numeracy standards.
- 2.4 Learning and teaching environments are adaptive and responsive to the changing structure of schooling e.g. school based kindergarten and year 7 to secondary.
- 2.5 Comprehensive whole-school approaches provide pastoral care, protection of students, student behaviour support and foster social and emotional well-being.
- 2.6 Targeted strategies that ensure the identification, monitoring and improved education outcomes for specific diverse student populations.
- 2.7 Career education and creative curriculum planning that improves student access to pathways and maximises school and post school options.
- 2.8 School leadership teams and classroom teachers have well developed capacities to utilise information, communication and learning technologies to improve learning and teaching.

	INTENTIONS EXPECTATIONS	TEAM LEADER	COMMITTEE/ SUPPORT STAFF	TIMELINE				
				12	13	14	15	16
2.1 Goal - To provide professional development for improved classroom teaching practices focussed on student learning outcomes.	2.1	HOS	Curriculum	X	X	X	X	
2.2 Goal - Develop and implement strategies to improve literacy and numeracy standards across P-12.	2.3	APAs	Curriculum	X	X	X	X	
2.3 Goal - Review and implement changes to our Middle Years Program to ensure that it is meeting the needs of students and that there is pedagogical alignment and appropriate transition from Junior years and to Senior years.	2.2/2.4/2.5	APAs & APA (Middle)	Curriculum/ Student Support		X	X	X	



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**PRIORITY 3. PROFESSIONAL PRACTICE AND COLLABORATIVE RELATIONSHIPS  
BOARD POLICY**

At Xavier Catholic College we will actively work to build community through collaboration and building of partnerships with students, families, parish, Brisbane Catholic Education and the wider community.

Our staff will be committed to the development of a learning community through high professional standards and ongoing and effective professional learning

We will provide a comprehensive approach to staff well-being and pastoral care. We are committed to developing a safe, healthy and productive school environment for all.

As the prime educators of their children, parents are called upon to play an integral part in this learning community.

**BRISBANE CATHOLIC EDUCATION  
STRATEGIC RENEWAL FRAMEWORK**

**Strategic Intentions**

- 3.1 Structures, processes and collaboration with clergy and parish bodies to strengthen the shared mission of parish and school.
- 3.2 Partnerships that provide for consultation and engagement with parents as the primary educators of their children in the mission of the Catholic school.
- 3.3 A comprehensive approach to staff well-being and development including professional learning, professional standards, performance management and pastoral care.
- 3.4 Leadership development and succession planning informed by the mission and purpose of Catholic Education.
- 3.5 Development of effective professional learning communities both within schools and across the wider BCEO community.
- 3.6 Productive links are forged with professional bodies and institutions, the broader community and government agencies.
- 3.7 A safe, healthy and productive school environment for students, staff and community.
- 3.8 Consultative and collaborative partnerships are evident among schools and between schools and BCEO.

	INTENTIONS EXPECTATIONS	TEAM LEADER	COMMITTEE/ SUPPORT STAFF	TIMELINE				
				12	13	14	15	16
3.1 Goal - Develop and implement strategies and processes to further engage parents as the primary educators of their children.	3.2	CP	CLT	X	X	X	X	
3.2 Goal - Develop and implement strategies to engage staff in professional learning communities.	3.5	CP	CLT		X	X	X	X



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**PRIORITY 4. STRATEGIC RESOURCING  
BOARD POLICY**

Xavier Catholic College is committed to the provision of high quality, affordable, inclusive Catholic education through a responsible, accountable and equitable distribution of resources. In doing so we recognize the complex individual needs of our families, particularly the marginalized, and the importance of the College being an active participant in our local community.

Strategic resourcing will align with our College's Mission and Vision. Decisions will be made via transparent planning and renewal processes that are appropriate and accountable and include input from all stakeholders.

**BRISBANE CATHOLIC EDUCATION  
STRATEGIC RENEWAL FRAMEWORK**

**Strategic Intent**

- 4.1 The strategic renewal plan informed by the principle of stewardship directs the allocation of school resources.
- 4.2 Collaborative processes are in place to develop the budget and to allocate resources.
- 4.3 The formation and professional learning of staff is clearly evident in budget priorities.
- 4.4 Resourcing decisions and priorities support financial accessibility for families.
- 4.5 Information and learning management systems enhance student and staff engagement with learning, teaching and school operations.
- 4.6 Sustainable environmental practices are embedded into the organisational structure and processes of schools.
- 4.7 Contemporary learning approaches inform the planning, design and use of facilities.

	INTENTIONS EXPECTATIONS	TEAM LEADER	COMMITTEE/ SUPPORT STAFF	TIMELINE				
				12	13	14	15	16
4.1 Goal - Implement "Life" information and learning management system to enhance student and staff engagement with learning, teaching and school operations.	4.5	CP	ICLT	X	X	X	X	
4.2 Goal - Develop and implement an outdoor space Master Plan to maximise utilisation of available space for student / staff activities.	4.6/4.7	HOSJ	CLT	X	X	X	X	X
4.3 Goal - Implement the College ICLT Master Plan to support flexibility in pedagogical practice, improve community communication and provide a technological environment to support College priorities.	4.2/4.5/4.7	CP	ICLT	X	X	X	X	