Loyola College Watsonia

Strategic Plan 2015 ~ 2018
A Catholic Co-Educational College in the Ignatian Tradition
LOYOLA COLLEGE VISION AND MISSION STATEMENT

Loyola, as a Catholic co-educational College in the Ignatian tradition, seeks the education of the whole person and strives to ensure that each student achieves his or her unique potential.

We aspire to develop articulate, adaptable, discerning and confident young men and women of conscience committed to living the values of Jesus Christ in a global community.

As a community we recognise that this is best achieved in a welcoming and collaborative environment committed to Justice, Mercy and Faith.

TABLE OF CONTENTS

VISION AND MISSION STATEMENT .......................................................................................................................... 3

COLLEGE PROFILE 2015 ............................................................................................................................................ 5

INTRODUCTION .......................................................................................................................................................... 7

GOALS AND KEY STRATEGIES
  • FOCUS AREA ~ EDUCATION IN FAITH ........................................................................................................... 9
  • FOCUS AREA ~ TEACHING and LEARNING ..................................................................................................... 11
  • FOCUS AREA ~ STUDENT WELLBEING ........................................................................................................ 13
  • FOCUS AREA ~ LEADERSHIP and MANAGEMENT ....................................................................................... 15
  • FOCUS AREA ~ SCHOOL COMMUNITY ........................................................................................................... 17
  • FOCUS AREA ~ COLLEGE GROUNDS and ENVIRONMENT ......................................................................... 19

CONCLUSION ............................................................................................................................................................ 21
College Profile 2015

Loyola College is a Catholic co-educational College which operates in the Ignatian tradition. It has a projected student enrolment of 1350 students and employs 150 staff including teaching, administration, library, grounds, maintenance and general support staff.

The College serves the seven parishes of St Damian’s, Bundoora, Sacred Heart, Diamond Creek, Our Lady of the Way, Kingsbury, St Francis of Assisi, Mill Park, St Martin of Tours, Macleod—Rosanna, St Mary’s, Greensborough and St Thomas the Apostle, Greensborough North. The College also enrols students from the two affiliate parishes of Our Lady Help of Christians, Eltham and St Francis Xavier, Montmorency. In addition the College enrols students from overseas and hosts exchange students annually. The College also draws a smaller number of students from other areas as it is the only Catholic co-educational option for families living in proximity to the Hurstbridge train line and the Bundoora tram line.

Since its foundation in 1980 the College has cultivated a strong Ignatian charism and has developed strong links with the Society of Jesus better known as the Jesuit Order. The charism fosters the development of the whole person encouraging each student to discover his or her God-given talents and to place these at the service of others.

A consistent pattern of enrolments has been established and has led to an overall increase in enrolments. This has confirmed the ongoing strong community support and interest in the College.

The College has achieved gender balance across year levels. Students attending the College come from a variety of cultural backgrounds. There are a small number of students who come from families of non-English speaking backgrounds.

There has been ongoing refurbishment of buildings over a number of years. This has improved the facilities and grounds for members of the College community so as to enhance the quality of teaching and learning.

Families who enrol their children at the College are in stable financial positions with some from varied socio-economic backgrounds that include families who suffer financial hardship. There is a fair and equitable process whereby individual fee payment arrangements and fee concessions are made available.

The College is conducted on formal lines with a well-structured and developed curriculum and co-curricular program, effective student management procedures based on the Restorative Practices model and a strong emphasis on the nurturing of Gospel values and the importance of belonging to the College community.

"As a Catholic co-educational College we focus on the importance of belonging to our community strongly encouraging each student to discover his or her God-given talents."
Introduction

As a Catholic school in the Ignatian tradition we look for ongoing improvement in order to support the educational and spiritual formation of all the young people entrusted to our care.

This Strategic Plan has been informed by the recommendations of the School Review conducted by the Catholic Education Office Melbourne in 2014 using the School Improvement Framework.

The objectives of the College Strategic Plan are to:

- Implement our College Mission Statement;
- Inform the College community of our future directions and goals;
- Plan for the ongoing improvement and development of facilities to support the educational process;
- Ensure that teaching and learning reflect a contemporary, integrated and relevant curriculum;
- Develop and strengthen our relationships as a College community both spiritually and socially;
- Prepare our students to meet the challenges of life in 21st Century society.

This Strategic Plan was developed in consultation with various College groups including staff, students, parents, the College Board, Canonical Administrators, and past students. Responses from all these groups using the School Improvement Framework review process were taken into account in the writing of the final document.

“An Ignatian education aims to instil in our students a joy in learning and a desire to learn that will remain beyond their days at Loyola College.”
Education in Faith

Education in faith is at the centre of all programs of the College. Hence College practices and policies enhance the development of a community based on Gospel values that actively and unambiguously promotes the Catholic faith through an Ignatian lens.

This is reflected in staff, student and parent formation programs including the introduction of Positive Psychology through an Ignatian lens, curriculum, prayer, liturgy, sacraments, symbolism and care for the marginalized by engaging with the local and wider community.

Goal
That each member of the community gives witness to the truths and values of Jesus Christ and is an active and supportive member of our Ignatian community.

Key Strategies

- Ensure that the College vision for Catholic faith in the Ignatian tradition is lived and embedded in all we do;
- Increase student engagement in Religious Education, prayer, liturgy and social justice initiatives that include care of the marginalised, both local and global and living in a sustainable just manner;
- More fully engage all staff in the faith life of the College by building expertise and providing relevant experiences and programmes and supporting initiatives;
- Ensure our way of proceeding enhances the Catholic Identity of the College by making explicit links between our programmes and the Catholic Faith,
- Continue to nurture and build our connections with the wider Church including Deanery parishes, Jesuit and Ignatian networks, sister schools, College charities and immersion partners.

“Students encounter the person of Christ as friend and guide, coming to know him through Scripture, sacraments, personal and communal prayer, in play and work, and in other persons leading to the service of others in imitation of Christ.”
LEARNING AND TEACHING

We are committed to providing a broad range of opportunities that allows our students to develop life-long connections with their learning. We foster the development of the whole person and encourage our students to achieve their full potential.

Through a contemporary and engaging curriculum, we aim to prepare our students to be able to make a positive and valuable contribution to the wider community. We will continue to strive for academic excellence by encouraging staff to implement informed and innovative teaching practices to enhance their teaching and student learning. We are determined to continue to create learning spaces that utilise technology and contemporary practices to enable our students to prepare well for their future.

Goals
- To develop an engaging and dynamic learning culture that maximises learning for all and builds learner confidence and efficacy;
- To improve student learning outcomes.

Key Strategies
- Develop a whole College vision for engaging, contemporary pedagogy which also understands the needs of the 21st century learner;
- Engage students in the highest quality learning activities centred on student voice and choice;
- Ensure that consistent classroom practices are utilised across the College;
- Continue to expand teachers’ repertoire of effective practice and understanding of best practice informed by the Ignatian paradigm, specifically addressing explicit teaching, feedback, differentiated teaching, active and inquiry learning, formative assessment, and the use of technologies to leverage learning;
- Continue to strengthen professional relationships through active team engagement;
- Develop a culture of high expectations and aspirations focusing on success for all;
- Re-envision the physical and educational use of the Loyola College Library.

“An Ignatian education has a clear purpose – to develop a well-rounded person of competence, conscience and compassion who will be of service in the world seeking God in all things.”
**Student Wellbeing**

We recognise the importance of the whole person when educating and supporting our students. We encourage the development of positive relationships between staff and students and as members of an Ignatian school we have a role to play as companions to our students. This is further supported by our student management process which is underpinned by the philosophy of Restorative Practices, through which we endeavour to provide a safe and collaborative environment.

We recognise the importance of the spiritual, social, physical, emotional and academic development of our students. We provide an environment that challenges and shapes personal development and encourages students to make discerning decisions about self and others.

**Goal**
To value the sacredness and wellbeing of each member of the College and to strive to nurture genuine relationships.

**Key Strategies**
- Embed a Christian restorative culture based on clearly articulated Catholic principles;
- Foster and implement the use of the Positive Psychology through an Ignatian lens approach;
- Develop a systematic approach across all year levels, which serves to equip students with the skills and strategies to be independent, resilient, responsible citizens;
- Establish more consistent behaviour management practices which are aligned with the philosophy of Restorative Practices;
- Extend student leadership and student voice opportunities with the aim to ensure that all leaders undertake active leadership roles and participate inauthentic decision-making forums.

> As each of us is personally known and loved by God, an Ignatian education insists on individual care and concern for each person, encouraging a lifelong openness to growth.
LEADERSHIP AND MANAGEMENT

Our staff offer leadership to the students in our care. As a College we recognise the importance of offering quality professional learning opportunities and leadership opportunities to staff. These opportunities aim to enhance and develop a professional culture of innovation, creativity and collaboration.

Goal
To embed a vibrant, empowering professional culture based on innovation, creativity and collaboration.

Key Strategies
- Introduce, develop and implement an Instructional Leadership model for all leaders within the College;
- Continue to promote feedback as a means of professional reflection and improvement;
- Encourage and develop structures that promote team culture, effective communication and collegiate planning;
- Further promote and develop Ignatian Spirituality using Positive Psychology through an Ignatian lens as a whole school approach.

"An Ignatian education pursues excellence in its work of formation and witnesses to excellence, always reaching for the Magis."
Community

We seek to provide an education that ensures that each student achieves his or her unique potential. We recognise that the support and engagement of parents and guardians as partners is essential in achieving our College vision. We wish to provide more opportunities for our families to feel welcome and to work together in a collaborative environment so that we can develop students committed to the values of Jesus Christ. We also seek to foster active and positive relationships with our ex-students and community organisations which will support and enhance the wellbeing and learning experiences of our students.

Goal
To develop dynamic community partnerships in support of student learning and wellbeing.

Key Strategies
• Develop effective communication and relationships with our families and strengthen links with the feeder parishes and the wider community,
• Extend opportunities for parent voice and engagement in the College in order to build a sense of dual-partnership seeking feedback from families regarding College programs and practices and their needs,
• Continue to explore home, College and parish community links where Catholic Identity and Ignatian ethos can be enhanced,
• Extend opportunities to engage all our students in ongoing Christian Service activities continuing to forge links with the wider community where student learning, wellbeing and College resources and opportunities can be enhanced.

“An Ignatian education helps students to realize that talents are gifts to be developed, not for self-satisfaction or self-gain, but rather, with the help of God, for the good of the community.”
College Grounds and Environment

We are committed to providing a welcoming, inviting, comfortable and safe environment for students, staff, parents and the community. This will be achieved by the continuing development, maintenance and care of the College grounds, buildings and facilities.

Goal
To provide facilities that support the teaching and learning programs of the College leading to improved student outcomes.

Key Strategies
- Construction of a new state of the art Performing Arts Centre which will provide a 500 seat theatre, music classrooms and private tuition rooms, as well as drama and dance rooms.
- Conversion of the current Music area to classrooms;
- Conversion of the current Drama and Dance areas to a new communal staff room and meeting area;
- Redesign and redevelop the central area of the grounds in order to connect the different areas of the campus;
- Upgrade and add to current sporting facilities;
- Provide additional seating, car parking and undercover areas within the College grounds;
- Continue to upgrade the ICT infrastructure of the College.

“Education in an Ignatian school seeks to create a sense of wonder and mystery in learning about God’s creation and finding God in all things.”
Conclusion

This Strategic Plan is to be implemented over the four year period 2015–2018. During this time, various teams within the College will become responsible for implementing different sections of the plan. An Annual Action Plan will be developed to implement the various goals of the Strategic Plan and an annual review of this Strategic Plan will be conducted to monitor progress and implementation. The implementation of the Strategic Plan will be monitored by the College Leadership and the College Board.

In 2019 an evaluation on the implementation of the current Strategic Plan will be conducted in conjunction with the next School Review and a new College Strategic Plan will be developed for the next stage of the College’s development.

The College thanks all contributors to this Strategic Plan through the School Review process.

It is with great confidence and excitement for the future of Loyola College that this Strategic Plan is presented to the College Community. May we all work together under the inspiration of our College patron St Ignatius to achieve the Magis as we move into this next wonderful phase of development for Loyola College.

Joseph Favrin
Principal