



LEARNING AND FLOURISHING AT THE ORATORY

DOMINIC COLLEGE STRATEGIC PLAN 2023 – 2026





An Introduction from the Chair of the Board and the College Principal



It is with great pleasure that we present the Dominic College Strategic Plan for 2023 to 2026 titled *'Learning and Flourishing at the Oratory'*. This plan stems from extensive consultation and deep discernment of the voices of students, families, and staff of our College. Dominic College has witnessed significant growth and development over the past 13 years and is extremely proud of its long and rich history in the Salesian and Dominican traditions.

'Learning and Flourishing at the Oratory' is based on the four key central pillars of the Charter for Salesian Schools that strives to encapsulate Don Bosco's vision of schools being places where everyone belongs as part of a **HOME**, can nurture their faith and spirituality through **PARISH** and service, are able to prepare for life beyond **SCHOOL** and where everyone can gather and flourish in a **PLAYGROUND** where friends meet and enjoy themselves. Just as Don Bosco did at the Oratory of St Francis de Sales at Valdocco, it is our hope and aim to work with our community to help Dominic College continue to be a place where students can learn, play, thrive and, most importantly, 'know that they are loved.'

Dominic College is committed to ongoing review and improvement so that it continues to offer a safe, caring, innovative and contemporary learning environment that helps all students to flourish and thrive to their fullest potential. In doing this it takes up the call of what Jesus the Good Shepherd came to reveal – 'the loving-kindness of the heart of our God'. Don Bosco in his work with the Salesians knew that 'all starts from Jesus' and 'all leads back to him'. Love is the beginning, love is the end, love is the way, and it will help us to flourish in all that we do.

The work undertaken at Dominic College each day is holy and intentional in that it respects the presence of God in its everyday activities. The efforts of all are an expression of the ministry of the Church which itself is an expression of Jesus' call for us to be people of service to others, especially the most vulnerable. We acknowledge the insightful voices of students, staff, parents, old scholars and the broader community that have been used to develop the goals and priorities to be achieved over the next four years in this Strategic Plan.

The *'Learning and Flourishing at the Oratory'* Strategic Plan 2023-2026 is one part of many key documents that shape and direct this process. These include the College Mission and Vision Statements, the Charter for Salesian Schools, the Archbishop's Charter and the Dominic College Pedagogical Framework. Together, these will guide and assist us to formulate annual goals to keep our work centred and directed in a meaningful way to help students to flourish spiritually, academically, socially and emotionally so they may live their lives with hope, confidence and joy.

As we continue *'Learning and Flourishing at the Oratory'* over the next four years, may we be guided by our Jesus Christ, our patron saints and the voices of our students, staff, and families to celebrate our rich past traditions and delve confidently with openness into our future aspirations.

Fr Bernie Graham SDB
Dominic College Board Chair

Mr Stephen Casni
Dominic College Principal

A photograph of two young students, a boy and a girl, in school uniforms. The boy is on the left, smiling and looking towards the right. The girl is on the right, smiling and looking towards the camera. They are both wearing dark blue blazers with maroon and gold stripes. The girl has her arm around the boy's shoulder. A semi-transparent white box with text is overlaid in the center of the image.

OUR VISION

Our vision is to be a community of passionate and reflective learners who strive to flourish and grow to achieve their fullest potential.

A photograph of two young students, a girl on the left and a boy on the right, both smiling warmly. They are wearing dark blue school blazers with maroon and gold vertical stripes. The girl has her arm around the boy's shoulder. The background is a blurred outdoor setting with greenery and a red structure. A semi-transparent white box is overlaid in the center, containing text.

OUR MISSION

We are a diverse and contemporary Catholic College in the Salesian tradition who works in partnership with students, staff, families and the broader community to enable students to be confident, honest, loving and resilient citizens centred on Christ's model of service.

KEY STRATEGIC GOALS

These key goals will allow us to continue to celebrate the achievements of the past and to meet the needs of our students, staff and families into the future as expressed in our Vision and Mission.

- 1** ***Faith, Mission and Identity** - Reimagine a deeper, grounded, contemporary spiritual life in keeping with the Salesian and Dominican traditions, and Christ's example of love and compassion.*
- 2** ***Leadership for Learning** - Develop a culture to build leadership capacity and responsibility, to challenge, form and equip staff, students and families to be change agents in the lives of young people and the wider community.*
- 3** ***Innovative Learning and Wellbeing** - Nurture young people to become courageous and confident lifelong learners with empathy, purpose, passion, responsibility and resilience, to move towards independence of thought and action.*
- 4** ***Community Partnership** - Facilitate strong partnerships between families and the College, and explore local, national and global connections to allow students to flourish in their learning and wellbeing.*
- 5** ***Compliance, Resources and Systems** - Maximise efficient and effective resource management to provide the best quality education and facilities that enhance the sustainability of our environment in a manner that nurtures a positive attitude to risk management and compliance.*

The 'Learning and Flourishing at the Oratory' Strategic Plan consists of FIVE Strategic Areas for 2023-2026 that stem from the Dominic College Vision and Mission Statements. Each of these areas contains a goal and FIVE key priorities that will help us to achieve each goal. The Strategic Plan will be implemented through our Dominic College Annual Plan each year and will help us to develop improvement plans targeting the needs of all parts of our College community. As part of our Governance reporting protocols, we will undertake reporting to the Dominic College Board that provides evidence of the achievement and improvements in each of the FIVE Strategic Areas.



Strategic area

1

Goal

Reimagine a deeper, grounded, contemporary spiritual life in keeping with the Salesian and Dominican traditions and Christ's example of love and compassion.

We will achieve this by:

- Using and adopting the language and principles from the Charter for Salesian Schools, and challenge students and staff to understand the concepts of belonging, learning, celebrating and reflecting as members of a Salesian community.
- Developing a cycle of professional learning for all staff in faith, mission and identity that helps broaden individual and collective spiritual awareness that can be transferred into classrooms, prayer life, masses, and retreat formation settings.
- Acknowledging and engaging our First Nations people by working closely with community to understand our local Aboriginal context and histories and strengthening our commitment to reconciliation.
- Developing a student service-learning model as part of learning and wellbeing programs, that challenges students to think with a Salesian, Dominican and Catholic lens to better understand their place in the world and how they can be agents of change for the justice of all.
- Implementing Dominic College's response to the Archbishop's Charter and ensuring that all people who are part of the community are welcomed, valued and nurtured, regardless of religious background or spiritual commitment.

'I am not capable of doing big things, but I want to do everything, even the smallest things, for the greater glory of God.'



Strategic area

2

Goal

Develop a culture to build leadership capacity and responsibility, to challenge, form and equip staff, students and families to be change agents in the lives of young people and the wider community.

We will achieve this by:

- Using evidence to target staff professional learning to improve teacher practice that leads to growth in student outcomes.
- Providing opportunities for leadership formation through mentoring and coaching to all members of staff to drive educational change and improvement.
- Using research, data and feedback in response to an ever-changing educational climate as we strive for best practice in teaching, learning, assessment and reporting across all areas of the curriculum.
- Broadening student leadership opportunities and nurturing student voice to build their leadership capacity and confidence as they prepare for future pathways.
- Implementing the new leadership structure, its accountabilities and provide professional learning opportunities to support the work of the Learning and Wellbeing Teams across the College.

‘The greatest among you must behave as if they were the youngest, the leader as if they were the one who serves ... I am among you as one who serves.’

Luke 22:26-27



Strategic area

3

Goal

Nurture young people to become courageous and confident lifelong learners with empathy, purpose, passion, responsibility and resilience, to move towards independence of thought and action.

We will achieve this by:

- Implementing a curriculum informed by data and evidence that strives for excellence in literacy and numeracy skills for all students.
- Implementing a timetable that caters for the principles of using deeper learning and integration to deliver an innovative, student focused curriculum targeting the future skills that young people need to thrive as local and global citizens.
- Developing the Don Bosco Oratory Program focusing on student growth and wellbeing, strengthening relationships, and cultivating a welcoming environment based on the Charter for Salesian Schools.
- Continuing to build a culture of respect and dignity in a child safe, inclusive and welcoming learning environment.
- Strengthening student voice to personalise the learning and wellbeing programs of all students.

'Guide them in any difficulty and give them advice and corrections in a kind manner. Spend as much time as you can with your pupils. Try to whisper a kind word to them privately, as you well know, whenever you see the need.'



Strategic area

4

Goal

Facilitate strong partnerships between families and the College, and explore local, national and global connections to allow students to flourish in their learning.

We will achieve this by:

- Collaborating with families to provide opportunities for learning with educational staff to understand and address the current learning and wellbeing needs of students.
- Establishing and maintaining local, national and global collaborative partnerships with a range of external organisations to provide real world learning and assessment experiences for students aimed at keeping them engaged and preparing them for future study and career pathways.
- Strengthening our partnerships with Salesian schools and organisations to facilitate staff and student networking opportunities.
- Utilising talents, skills and expertise of our families to enhance learning and wellbeing opportunities on offer to students.
- Evaluating communication methods with families and the community and upgrading these to a contemporary standard of best practice.

‘Love everyone with a deep love based on charity...but form friendships only with those who can share virtuous things with you. The higher the virtues you share and exchange with others, the more perfect your friendship will be.’

St Francis de Sales

Ditto's 3 Rules

for keeping safe



RULE 1

We all have the right to feel safe with people!

RULE 2

It's OK to say NO if you feel unsafe or unsure!

RULE 3

No yucky or scary things!



Strategic area

5

Goal

Maximise efficient and effective resource management to provide the best quality education and facilities that enhance the sustainability of our environment in a manner that nurtures a positive attitude to risk management and compliance.

We will achieve this by:

- Achieving school registration in 2023 and develop an ongoing audit and reporting system for College compliance in line with school registration requirements.
- Monitoring and updating systems and processes that promote the sustainability of the College, including the review of student recruitment and enrolment strategies.
- Reviewing the current Master Plan and undertake the next stage of planning and construction to cater for the needs of current and future enrolments.
- Developing ongoing reporting and analysis of the suitability of College resources to meet the future educational and operational needs of the College.
- Reviewing human resource management and processes and supporting the College Board to develop its own governance and development plans.

‘Do all you can with the means at your disposal and calmly leave the rest to God. We must pray that God may direct us to do what will please God most and tend to the common good.’



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