



STRATEGIC PLAN

2023-2026

MARIST COLLEGE CANBERRA



A VISION FOR THE FUTURE

'Let us maintain our focus on the individual students and how best we prepare each of them.'

As we move further into the 21st Century we are struck constantly by the need to plan and prioritise in our educational provision, in response to the world's ever changing circumstances and demands. It is important to recall however that we are not only preparing our students for that world, but most particularly preparing them to respond in action to the needs of the world that they will inevitably encounter.

The College spent the 2022 School Year moving through a considered process of discernment consistent with our Marist tradition, arriving at a new Vision and Mission statement and the articulation of a set of strategic intentions.

Shaped by the College Executive, Marist Schools Australia and the Advisory Council, the Strategic Plan has benefited from wide consultation from across the entire Marist Canberra community. We would like to express our gratitude to everyone who has participated in this process.

The Strategic Plan 2023 - 2026 strengthens the College's commitment to build on the achievements from the previous Strategic Plan. A school review, the completion of the Marist Charism survey along with the Perspective survey provided feedback of areas of strengths and opportunities for further development. The Strategic Plan has been developed so it is broad enough to ensure that it will be relevant, yet specific enough to provide tangible guidance. The intent is that the Strategic Plan will be a continuously living document with annual goals updated to accommodate any major changes affecting the extent of its scope. The College Executive, in partnership with Marist Schools Australia and the Advisory Council, will monitor and review the implementation of the plan.

As we plan strategically for the decades ahead, let us maintain our focus on the individual students and how best we prepare each of them. The Marist tradition among other considerations is one which engages in culture, respecting the dignity of all and striving to make Jesus known and loved by forming young men of strong minds and gentle hearts.

MARIST COLLEGE CANBERRA

MISSION AND VISION



We are a Catholic school in the tradition of St Marcellin Champagnat that strives to make Jesus known and loved through forming young men of strong minds and gentle hearts.

"I CAME THAT THEY MAY HAVE LIFE, AND HAVE IT ABUNDANTLY" (JOHN 10:10)

Underpinned by the knowledge we are deeply loved by God, and with Mary as our inspiration and guide, we endeavour to be authentic witnesses to the Gospel who:

- dare to engage in the spiritual and intellectual adventure before us
- safeguard all in our care
- are anchored in authentic presence through communion, Sacrament and prayer
- are transformative in educating for truth, depth and choice
- cherish human dignity

We live this for the Marist graduate who we hope:

- is restless for God and alert to the Spirit
- embraces mystery and seeks a deep relationship with Christ
- is nurtured by contemplation
- is committed to intellectual rigour, learning and achievement
- aspires to live in gratitude with joy
- encounters the daily company of empathy and forgiveness
- moves towards and accompanies the least, the lost and the lonely
- is a steward of creation
- looks to the future with audacity and hope



STRATEGIC INTENT 2023-2026

CATHOLIC IDENTITY AND MARIST SPIRITUALITY

MARIST IS A SCHOOL OF THE SPIRIT.
Facilitate ongoing, spirit led dialogue of the mind and heart, by creating welcoming and inclusive spaces to explore our Catholic identity and Marist spirituality.

MARIST IS A TRANSFORMATIVE COMMUNITY.
Engage parents and staff in active transformation of both the Marist and wider communities.

MARIST IS A PLACE OF CONTEMPLATION AND ACTION.
Be contemplatives in prayer and action by immersing and accompanying students in the building of relationships with the least, the lost and the lonely.

LEARNING AND TEACHING

OUR PEDAGOGY IS RELEVANT.
Embed Marist Learning Principles in our explicit teaching practice, supported by coaching, to deliver a low variance curriculum that is evolving and future proof.

OUR PEDAGOGY IS ACCOUNTABLE.
Refine data collection and analysis techniques to identify deficits to target all learners and teachers to promote continuous growth, enrichment, learning support, and alternate pathways.

OUR PEDAGOGY IS EVOLVING.
Use stage targeting to apply evidence based strategies to improve offerings, and teaching and learning practice.

WELLBEING AND GROWTH

WE NURTURE RELATIONSHIPS.
Build on the culture of respectful relationships across the entire school community.

WE NURTURE THE WHOLE PERSON.
Lead in the area of student wellbeing and engagement by developing an approach to education that builds positive mental health practices.

WE NURTURE THE COMMUNITY.
Enhance our pastoral system to ensure every boy is known and loved.

SUSTAINABILITY AND COMMUNITY

OUR MARIST 'PROJECT' EXTENDS BEYOND THE SCHOOL BOUNDARY.
Explore opportunities to serve the Canberra region now and into the future, including various models of education and community connection.

OUR MARIST 'PROJECT' EXTENDS BEYOND ENROLMENT.
Cultivate a culture of engagement traversing the journey from pre-enrolment to alumni offering relevant, meaningful and ongoing connection with the College.

OUR MARIST 'PROJECT' EXTENDS BEYOND THE CLASSROOM
Foster a rewarding and stimulating environment that recognises and values the critical role staff play in the success and impact of a Marist education.



2023 - 2026 GOALS

2023

Catholic Identity and Marist Spirituality

- Enable opportunities to explore Catholic identity through dialogue.
- Facilitate knowledge and understanding of the Mission and Vision statement.
- Build capacity in whole staff to be contemplatives.

Learning and Teaching

- Complete UBD programs aligned with CANVAS.
- Develop and implement methods of using data to improve outcomes.
- Develop a refined Timetable.

Wellbeing and Growth

- Investigate the SPIRE wellbeing framework for implementation across 4-12 and the wider community.
- Evaluate the current pastoral system.
- Codesign and define respectful relationships with the Marist Community.

Sustainability and Community

- Research possibilities and appetite for alternative education models.
- Review College communication strategy and begin implementation of new communications framework.
- Explore strategies to attract and retain staff which lead to an attractive work environment that is fulfilling and rewarding.

2024

Catholic Identity and Marist Spirituality

- Facilitate faith formation specifically for teachers of RE.
- Engage with Star of the Sea communities beyond Australia.
- Widen and deepen opportunities for advocacy through building relationships with people on the margins.

Learning and Teaching

- Implement a refined *Three Phase Coaching* Model to support the focus on Explicit Instruction and MLPs.
- Use data to guide a focus on Targeted Interventions in numeracy and literacy across Junior School and Senior School.
- Target Years 4-6, Years 7/8, and 9/10 in the use of PAT data to inform 'Targeted Teaching' areas of focus and provide guided examples in numeracy and/or literacy for every class.

Wellbeing and Growth

- Build on the Culture of Respectful Relationships across the entire school community.
- Implement the Fine Young Men Framework.
- Develop the capacity of teaching staff and College Seniors to implement pastoral and wellbeing practices.

Sustainability and Community

- Increase opportunities for College community members to understand, learn, participate in and support the philanthropic life of the College, and the College Bursary Program.
- Further develop work to attract and retain staff, leading to an attractive work environment where staff feel valued and are fulfilled including remunerative and non-monetary approaches.
- Conduct a review of participation and engagement in College co-curricular activities across the College.
- Plan the next stage of the College Masterplan delivery.

2025

Catholic Identity and Marist Spirituality

- Create faith formation opportunity for middle leader's post: *Sense of the Sacred*.
- Create a mentoring program for staff to develop accompaniment skills.

Learning and Teaching

- Evaluate pedagogical framework.
- Develop and implement methods for staff to engage with Enrichment, Acceleration and Extension.
- Target small group of teachers and progress towards HALT Certification.

Wellbeing and Growth

- Embed the Marist SPIRE approach as a whole school practice.
- Train and equip the Marist Community with the Respectful Relationships pedagogy.

Sustainability and Community

- Develop a College Environmental Plan.

2026

Learning and Teaching

- Improve pedagogical framework initiatives based on 2025 evaluation.
- Develop HALT teacher projects within the College.
- Evaluate Stage targeting strategies/AST Preparation Model.

Wellbeing and Growth

- Evaluate and build on the SPIRE approach as a whole school practice.
- Consolidate the Marist Community Respectful Relationships pedagogy.