

2026 – 2028

# Strategic Plan



*St James College,  
Brisbane*



**CAREY – SUCCESS FOR ALL**



**HOGAN – ALWAYS GIVE YOUR BEST**

# Acknowledgement of Country

**St James College proudly stands on Boundary Street, a deeply significant historical site for Brisbane's First Nations' peoples who were not allowed to cross the street past sundown.**

The positioning of our college on this piece of land is an affirmation of our solidarity with both Aboriginal and Torres Strait Islander peoples.

We acknowledge the traditional owners of the land on which St James College stands – the Turrbal people, north of the Meanjin River and Jagera People,

south of the Meanjin River. We also acknowledge the Torres Strait Islander peoples as the Traditional Owners of the Torres Strait Islands.

We pay our respects to Ancestors, Elders and all First Nations' students, staff and their communities, and honour their links with all Creation.

May we walk gently on this land delivering the vision and mission of Jesus and Blessed Edmund Rice as we continue to strive for mutual liberation, for reconciliation, justice, equity, and healing.



**LONG – HONOUR & DIGNITY**



**MARY RICE – TOGETHER WE SUCCEED**



# Our Vision

**Inspired by Faith, Guided by Justice, United in Diversity.**

St James College is a vibrant and inclusive learning community where, through authentic relationships, every student is celebrated for who they are and empowered to grow in dignity, compassion and faith.

Grounded by Gospel Spirituality in the Edmund Rice tradition, we commit to the holistic education of our young people who will be co-creators of a better world for all.

# Our Mission

**We exist to inspire hearts and minds through faith, learning, and action.**

We are a Catholic school in the Edmund Rice tradition, committed to nurturing the spiritual, academic, and personal growth of every student. We embrace our identity as a lighthouse school for inclusion, equity, and diversity, celebrating the richness of our multi-faith and multicultural community.

Through transformative learning experiences and the promotion of student voice and wellbeing, we empower young people to become resilient, thoughtful, and globally engaged citizens. We foster a culture of excellence, innovation, justice, and advocacy, preparing students for meaningful futures in a rapidly changing world. We invest in our people, partnerships, and systems to ensure a sustainable and agile school community —one that reflects our values, responds to our context, and leads with purpose.

# Introduction

**St James College, a Catholic school in the tradition of Edmund Rice, is a vibrant and dynamic co-educational college in Brisbane's inner city. Established in 1868, it enjoyed the honour of being the oldest Catholic boys' school in Queensland until we became co-educational in 1994!**

St James College is known as a school of aspiration and transformation, focussed on unleashing the potential of each student and breaking down barriers to accessing an excellent education. College enrolments have doubled in the last five years growing from 500 to over 1000 students. This high demand is testament to our responsiveness in adapting, flexing and innovating our provision of education, enabling students from every background, and with multiple abilities, career aspirations and learning goals, to find their fit at our inclusive and welcoming school.

Pope Leo proclaims in his first papal document *Dilexi Te*:

*Christian love breaks down every barrier, brings close those who were distant, unites strangers and reconciles enemies...it is prophetic; it works miracles and knows no limits. It makes what was apparently impossible happen.*

St James College responds to this prophetic call of the Church by breaking down barriers for a widely diverse student body representing over 60 cultural and language groups as well as a myriad of faith backgrounds. The diversity that characterises us is mirrored in our provision of multiple and responsive learning pathways enabling students to achieve learning excellence that propels them toward purposeful and fulfilling futures. Support for students

from neurodiverse backgrounds and for young people who have struggled to engage with schooling is another particular strength. As a St James student, neither postcode, cultural background, learning need, gender nor religion will define or limit you. Perhaps even the impossible might happen!

Our 2026–2028 Strategic Plan highlights our commitment to nurturing our identity as a school for lighthouse practice in inclusion, equity and diversity. It consolidates the achievements of previous years while focussing on priorities that will enable St James College to meet the needs of the future with confidence and excitement. The compelling strategic priorities guiding our work in the next three years include; the intersection of faith and culture, continued investment and research into best practice wellbeing for students, considered growth opportunities for staff, a focus on consistency in pedagogical approach, and a renewed Master Plan.

We are a hope-filled community seeking faithfulness to, and daily expression of the EREA Charter and Touchstones. The enactment of this plan has, at its heart, the concept of a "Jimmies' student" who will proudly take their place as co-creator of a better world for all. We commend this plan to you as a guide for the achievement of our mission, vision and values in the years ahead.







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Faith and Transformation

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Student Wellbeing and Engagement

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Impactful Learning for Life

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# 01.

## Faith and Transformation

### **GUIDING PRINCIPLE**

We cultivate a spiritually vibrant and inclusive community, aligning hearts and minds to the story of Jesus and Blessed Edmund Rice—embracing diversity, igniting faith, and empowering lifelong changemakers for a more united and compassionate world.

- 1.1 Grow and encourage the spiritual development of everyone, inviting all into the story of Jesus and Blessed Edmund Rice.
- 1.2 Integrate the religious life of the school with the multi-faith and multi-cultural character of our community.
- 1.3 Foster life-long agency for social cohesion and societal transformation.



ST JAMES COLLEGE

# 02.

## Student Wellbeing and Engagement

### **GUIDING PRINCIPLE**

We nurture a safe, inclusive community with high expectations, where every student is known, engaged and supported to thrive.

- 2.1 Continue and extend our leadership in the provision of a welcoming, supportive and challenging environment.
- 2.2 Review and renew opportunities for student voice and agency.
- 2.3 Review and implement best practice, inclusive and culturally responsive policies, procedures, programs and structures to build student wellbeing and engagement.



# 03.

## Impactful Learning for Life

### **GUIDING PRINCIPLE**

We offer transformative learning experiences that foster engagement, academic growth and lifelong learning.

- 3.1 Develop and implement a consistent pedagogical framework (using a range of pedagogies) that maximises student engagement and educational outcomes.
- 3.2 Harness artificial intelligence and digital innovation to enhance learning and prepare students with the skills and ethical awareness needed for a rapidly evolving digital world.
- 3.3 Continue to drive responsive and bespoke pathways to skill students for their futures in a globalised and ever-changing workforce and world.
- 3.4 Further strengthen inclusive processes and practices to meet the needs of all students.



# 04.

## People and Culture

### **GUIDING PRINCIPLE**

We invest in our people, partnerships, and systems to ensure a buoyant, robust school community.

- 4.1 Continue to create an inclusive and buoyant staff culture and environment that enlivens collective efficacy, resilience and agility.
- 4.2 Refine and implement a professional learning framework that supports all staff in their professional growth.
- 4.3 Develop a culturally appropriate engagement strategy enhancing opportunities for parents and carers to connect, engage, contribute and share.
- 4.4 Explore and foster strategic partnerships with higher education and other providers to support employment pathways for staff.



# 05.

## Stewardship and Sustainability

### **GUIDING PRINCIPLE**

We are creating a sustainable and agile school through responsive and reliable resourcing and processes.

- 5.1 Deliver a revised Master Plan to support our key strategic priorities.
- 5.2 Review and develop our enrolment strategy to ensure sustainability and balance.
- 5.3 Strengthen the corporate and governance facilities of the school with particular focus on risk management and compliance.
- 5.4 Review, design and deliver integrated, flexible and secure learning and management systems.
- 5.5 Create a contemporary, functional campus that provides the environment for sustainable education for current and future generations.



**The 2026 – 2028 Strategic Plan was collaboratively developed throughout the 2025 school year, drawing on the perspectives, aspirations and voice of students, staff, parents, community partners and the School Advisory Council.**

The strategic priorities were created along with measurable outcomes that will form our annual operational plan. Together, these set out our commitment to cultivating a safe and supportive learning environment where every student is known, engaged, and empowered to succeed. The priorities reaffirm our dedication to delivering educational experiences that inspire lifelong learning. By strategically investing in our people, partnerships, and systems, we ensure a sustainable and agile school community that can confidently respond to future challenges and opportunities.

Grounded in faith, we move forward with hope in continuing to provide a genuinely transformative education for everyone who walks through the Jimmies' gates, touching the College crest as they go.

**Faithful Forever.**

Opposite page:

**Fiona Kerinauia**

*Blessed Edmund Rice*

*Wurrumiyanga, Bathurst Island NT*



Fiona Keanara 2025  
Haramiyanga B.I.

Faithful Forever.