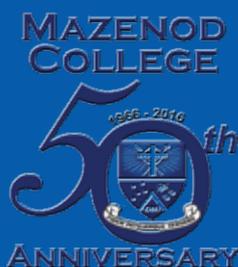


MAZENOD COLLEGE

Come, learn what you are in the eyes of God

STRATEGIC PLAN 2016 - 2020





LEADER'S MESSAGE

It is my pleasure to present to you this Strategic Plan for 2016-2019. It is notable that the launch of this Strategic Plan occurs in the year of the 50th Anniversary of the College. It has allowed us to reflect on our humble beginnings and the work of those that laid strong foundations as well as consider the opportunities to be grasped in the next 50 years.

This document outlines our collective ambition as we take the initial steps for our next 50 years. It articulates our mission, vision, core values and brand promises which are our foundational elements. It then presents our strategic priorities which are focused on giving life to our mission and strengthening our foundations.

Our strategic priorities are organised around five core elements:

- ▶ Faith and Stewardship – meeting the challenge of stewardship of our faith, people and future
- ▶ Excellence – meeting the challenge of developing people and striving for personal best
- ▶ Passion and Courage – meeting the challenge of leaving nothing undared
- ▶ Compassion and Charity – meeting the challenge of service to others
- ▶ Community – meeting the challenge of remaining strong and connected

In formulating this Strategic Plan, the School Leadership Team and School Board have undertaken a thorough and inclusive process. Through this process we have assessed how well we are going as a school, identified emerging challenges and discussed new trends likely to be faced in the future. Building upon our strong foundations is our aspiration. As we look ahead to the next five years, ensuring everyone is challenged, daring and striving for personal best will continue to drive our agenda.

Fr. Peter Daly OMI, Provincial Leader, Missionary Oblates of Mary Immaculate



OUR FOUNDER AND INSPIRATION

Eugene de Mazenod was born on 1 August 1782 to a noble family in Aix-en-Provence, France. The outbreak of the French Revolution in 1789 marked the end of a privileged childhood and the beginning of a difficult period of his life. In 1807, at the age of twenty-five, Eugene had a spiritual experience which transformed him and filled him with a desire to co-operate with Christ in the salvation of the world. Eugene responded to Jesus' call in his home town in the south of France, and later extended his work to the rest of France and abroad. Under his leadership and inspired by his zeal, a community of Priests and Brothers was formed, which later became known as the Missionary Oblates of Mary Immaculate.



In forming his Congregation, Eugene sought to respond to the political, social and moral turmoil of the time. He identified the youth as a priority of his mission. After a life dedicated to spreading the Good News, Eugene died on 21 May 1861. He was beatified by Pope Paul VI in 1975 and declared a saint in 1995. Today the Oblates continue to live out the ideals established by Saint Eugene de Mazenod and at Mazenod College, Lesmurdie the example of Eugene continues to be our inspiration and guide.

OUR STORY

Mazenod College is located in the Perth Hills suburb of Lesmurdie and is a Catholic boys' secondary school for students from Year 7 to Year 12. The College has a total enrolment of approximately 860 students with one hundred and fifteen of these being boarders.

The foundation of Mazenod College was born of a dream – a dream to establish Catholic education for boys in the hills above Perth. This dream came to light in 1963 when two Oblate priests at the Lourdes Monastery, Lesmurdie, met with the local Member of Parliament (Mr. Dunn) and Real Estate agents. On the map of the hills a block of land was set aside for "Education Endowment" and following two difficult years of detailed discussion and negotiations, Deeds of Land were eventually offered to the Oblates on 27 January 1965, on condition that both building and classes could begin within two years. For a financially poor religious congregation the task of raising funds to meet this demand was challenging, but was met with the same courage and zeal demonstrated by Eugene.

Land began to be cleared in May 1965 and the foundations of the first Mazenod College building were laid only four months later. The College commenced on 14 February 1966 when Frs. McCarthy and Mackintosh welcomed thirty one boys as the first year 6 and 7 students. The first College building was finished a short time later in May 1966 – well ahead of the two year timeline! The Oblate dream to serve the people of Western Australia through education was fully realised when a boarding residence was established in 1967, thus enabling students from rural areas to benefit from a quality education in a Catholic and Oblate tradition.

Today Mazenod College prides itself on its community spirit and we talk with great pride of our "Mazenod spirit." There is no doubt that this was born from the courage and passion of our fore-fathers in those early days of 1965. We are proud of our Oblate and local story and look to the future with the same confidence and optimism that has marked our first 50 years.

OUR MISSION

Mazenod College is a welcoming, learning community, following Jesus Christ in the footsteps of St. Eugene De Mazenod. Working with the Missionary Oblates of Mary Immaculate **we seek to inspire both ourselves and others to 'Learn what we are in the eyes of God'**. Along the path of that discovery, we seek to create a community where all feel valued, respected and loved by God.

OUR CORE VALUES

- ▶ To have RESPECT for and an awareness of the DIGNITY of all people
- ▶ To strive for personal EXCELLENCE
- ▶ To be people of COURAGE and PASSION - 'Leave nothing undared for the sake of the Kingdom'
- ▶ To demonstrate COMPASSION and CHARITY and commitment to the Missionary and Prophetic Church

OUR COLLECTIVE AMBITION

As a Catholic College established by the Missionary Oblates of Mary Immaculate we look to our founder, St Eugene De Mazenod, for our spirit, mission and values. The College motto - Learn what you are in the eyes of God, is taken from the writings of St. Eugene himself and dates back to the College foundation in 1966.

Our collective ambition summarised to the right expresses both our expectations and our hopes. At the heart of the diagram is our mission or core purpose. This is our core around which our vision, strategy, brand, values and leader behaviours all orbit. Together they summarise our ambition - it is not simply a collection of words - it is a statement about 'the way we live together' at Mazenod.





FAITH AND STEWARDSHIP

As a College we are charged with the responsibility of continuing the Mazenod story. We are challenged to nurture the charism and Oblate traditions and integrate them into the formation of young Christian men.

OUR GOALS ARE TO...

- ▶ Maintain a strong Catholic identity and Oblate tradition
- ▶ Ensure good governance and the resource allocation required to meet our mission

OUR STRATEGIES FOR ACHIEVING THIS ARE...

1. Promote a strong understanding of the Mazenod story - our mission and core values and how we make them part of our culture by putting them into action
2. Further develop leadership programs and opportunities across the College for both staff and students
3. Promote the achievements of Mazenod Old Boys and use them as role models to inspire the next generation of young learners and leaders
4. Establish a 10 year Capital Development Plan and accompanying financial plan to improve the standard of facilities, and support a contemporary approach to teaching and learning

‘WE MUST LEAD
MEN TO ACT LIKE
HUMAN BEINGS
FIRST OF ALL
AND THEN LIKE
CHRISTIANS AND
FINALLY WE MUST
HELP THEM TO
BECOME SAINTS’



‘The missionary cross is not only for the people whom the missionary encounters, but also for the missionary himself, serving as a constant reminder of the virtues of humility, patience, charity, and modesty’

EXCELLENCE

St Eugene demanded excellence of himself and those with whom he worked. Our mission requires a commitment to learning and perseverance if we are to achieve our personal best.

OUR GOALS ARE TO...

- ▶ Develop a culture where all strive for academic and personal excellence
- ▶ Improve academic performance

OUR STRATEGIES FOR ACHIEVING THIS ARE...

1. Raise the academic demands in lower school
2. Set high standards of conduct, work ethic and output and hold students accountable to these standards
3. Provide opportunities for teaching staff to routinely evaluate the effectiveness of their teaching and use these evaluations to make adjustments to practice
4. Focus professional learning for middle leaders on ways to develop teams to drive academic and personal excellence
5. Establish department level plans for the teaching of Literacy and in particular writing and lift student performance across all year levels





COMMUNITY

We grow together as a community through strong connections and relationships built on trust. This deep sense of community is enriched by the College's links with the local parishes and the wider community.

OUR GOALS ARE TO...

- ▶ Develop a sense of belonging and connection with all members of our community
- ▶ Provide an environment that allows boys to belong, to form friendships with their peers and establish professional relationships with staff

‘AFTER HAVING TRAINED THEM IN HIS SCHOOL AND THE PRACTICE OF ALL VIRTUES, HE SENT THEM FORTH TO CONQUER THE WORLD’

OUR STRATEGIES FOR ACHIEVING THIS ARE...

1. Review pastoral care structures to ensure that they promote and support individual dignity and provide opportunities for boys to learn from others
2. Increase the focus on continuity of care across the year groups recognising the different needs at different ages
3. Continue to strengthen relationships with families through the Parents and Friends Association and the College Old Boys Association and maintain a culture of welcome and inclusion
4. Establish new and innovative ways of communicating with parents and keeping them informed of their son's progress



COURAGE AND PASSION

Courage, Passion and Zeal were insisted on by St Eugene as he urged his followers to *'leave nothing undared for the Kingdom!*' In espousing daring he also asked his followers to burn with the same courage and zeal that was the driving force in his own life - *'I have no use for smouldering wicks in this Society, I want you to burn, to give heat, to give light'*.



OUR GOALS ARE TO...

- ▶ Inspire our boys to be courageous and enthusiastic in all their endeavours
- ▶ Develop resilient young men with healthy minds and bodies

OUR STRATEGIES FOR ACHIEVING THIS ARE...

1. Provide opportunities for our boys and staff to be daring in the pursuit of their interests
2. Increase the focus on student resiliency
3. Map pastoral care practices and student well-being programs to ensure a coherent scope and sequence across the years, identifying what should be learned and taught at each year as boys progress from Year 7 -12
4. Maintain the breadth of extra-curricular offerings

**'I WANT YOU
TO BURN,
TO GIVE HEAT,
TO GIVE
LIGHT'**





CHARITY

Performing good deeds motivated by love was extremely important to St Eugene. His deathbed urging to his Oblate fathers was...

'Among yourselves practise charity, charity, charity and abroad, zeal for the salvation of souls'

‘CHARITY FOR OUR NEIGHBOR IS AN ESSENTIAL PART OF OUR SPIRIT - WE PRACTICE IT FIRST AMONGST US BY LOVING EACH OTHER AS BROTHERS’

OUR GOALS ARE TO...

- ▶ Provide opportunities for the boys to adopt an attitude of service and self-giving
- ▶ Develop our staff and students to make a difference in the world as authentic Christian leaders

OUR STRATEGIES FOR ACHIEVING THIS ARE...

1. Develop a service learning program that operates across the year groups
2. Increase the number of opportunities for all members of the school community to demonstrate compassion and service of those in need within the community
3. Provide staff immersion opportunities in other Oblate schools and service agencies



KEY SUCCESS MEASURES

FAITH AND STEWARDSHIP

- ▶ Parent, staff and student feedback (survey) – all can articulate the core values
- ▶ Leadership programs for staff and students continue to be developed and implemented
- ▶ Parent, staff and student feedback (survey) – facilities are contemporary and 'fit for purpose'
- ▶ 10 year Capital Development Plan (CDP) is developed, endorsed and implemented

EXCELLENCE

- ▶ Analyse WACE data including ATAR results, VET completion, student destination, and graduation rates
- ▶ Year 12 data – student performance in each subject area is better than the State average
- ▶ NAPLAN data – the growth in student performance between Year 7 and Year 9 is greater than that in similar schools
- ▶ Staff appraisals (AITSL checklist) – staff continue to grow in their teaching proficiency

CHARITY

- ▶ Service Learning Programs are developed and opportunities increase as students progress through the school
- ▶ Staff immersion opportunities continue to be provided and taken up

COURAGE AND PASSION

- ▶ Pastoral care practices are mapped and are used to establish age appropriate programs focussed on well-being and resiliency
- ▶ Parent, staff and student feedback (survey) – people are confident, happy, feel supported and healthy in mind and body

COMMUNITY

- ▶ Parents and Friends groups are visible in the College and active in promoting inclusivity and connection to the College
- ▶ Parent, staff and student feedback (survey) – structures are meeting student need & communication is timely and appropriate



‘AMONG
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