



**MARY  
MACKILLOP  
CATHOLIC  
COLLEGE**

**ENGAGING MINDS**

**IGNITING HEARTS**

**SERVING OTHERS**

**STRATEGIC PLAN  
2019-2022**

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*"God gives me strength for what is necessary."*

St Mary MacKillop

# Introduction

Our Patron saint, St Mary of the Cross MacKillop, was renowned for her tireless commitment, thankfulness, kindness and unwavering trust in God. It is this same attitude that we hope to engender in the hearts and minds of all who pass through our College.

The College was established in 2003 as the first school to be opened in nearly 40 years in the Toowoomba diocese. What commenced as a single stream primary with 48 children quickly grew to become a three stream school of 528 children in 2015. Originally named Mary MacKillop Catholic School, it grew to become the largest primary school in the Diocese. In 2015 the school was renamed to Mary MacKillop Catholic College.

Mary MacKillop Catholic College operates as a centre of excellence, providing meaningful opportunities for our students to attain their personal bests in whatever endeavour pursued; whether this be academic, spiritual, pastoral, artistic or sporting. We trust that excellence will equally be recognised in the quality of our future College alumni.

Mary MacKillop Catholic College operates in an identifiably Christian culture, challenging young people to grow in a community modelling the Gospel values of faith, forgiveness, honesty, hope, justice, respect, tolerance and trust. Our College promotes relationships based upon respect. The Strategic Plan focuses on the next four years and is created in a time of rapid growth in both the size and complexity of the College.

Throughout 2018 the College Leadership Team have worked with staff and the College Board to develop this Strategic Plan.

It is based around six focus areas:

- Mission and Identity
- Teaching and Learning
- Stakeholder and Community Engagement
- Sustainable Resourcing and Stewardship
- Leadership and Capacity Building
- Wellbeing

Underpinning the plan is our College Credo, which calls us to form faith filled people who strive for excellence. The plan reflects the Diocese of Toowoomba Catholic Schools' Strategic Plan 2018-2020. It builds on the achievements of the past four years at the College and anticipates the needs of our students in the future.



Peter Murphy  
PRINCIPAL



Marius Kruger  
BOARD CHAIR



# College Prayer

Bless our Mary MacKillop School family.

We pray that everyone will live and work in peace.

We pray that everyone will spread happiness.

We pray that everyone will show love for one another  
and love for our God.

We pray that everyone will follow the way of Mary MacKillop  
And celebrate God in all things.

Amen.

A portrait of St. Mary MacKillop, a young woman with a headscarf, is shown in a light blue, semi-transparent style on the left side of the page. The text 'OUR' is positioned to the right of the top part of her portrait.

OUR

COLLEGE

CREDO

**Vision**

We are a Christ centred educational community – engaging minds, igniting hearts, and serving others.

**Mission**

We form faith filled people of integrity who strive for excellence.

**Values**

We value spirituality, wisdom, justice, respect and resilience.

**Motto**

We celebrate God in all things.

*"Have courage and  
patience and God will  
help you in all things."*

St Mary MacKillop

*Celebrate God in all things*

# MISSION

# AND

# IDENTITY

Mary MacKillop Catholic College will form faith filled people of integrity.

Strategies:

1. To form faith filled people of integrity, the College will prioritise the socialisation of the College Credo, Vision, Mission, Values and Motto.
2. To form faith filled people of integrity, the College will provide opportunities for faith development through the implementation of College based retreats and immersion programs.
3. To form faith filled people of integrity, the College will ensure all Religious Education programs enable the spiritual and faith development of all students, and are quality assured through the accreditation process of the Diocese.
4. To form teachers who embrace the College mission and identity, the College will participate in the Toowoomba Catholic Schools Office (TCSO), Religious Education Accreditation Program (REAP) and Enhancing Catholic Schools Identity Project (ECSIP) initiatives.
5. To form faith filled people of integrity, the College will further develop our Catholic ethos through continuing:
  - the Making Jesus Real program;
  - the Catholic Schools Youth Ministry Australia program;
  - to connect with the Parish;
  - to foster the liturgical life of the College.

# TEACHING

# AND

# LEARNING

All students and teachers at Mary MacKillop Catholic College will be engaged in powerful learning experiences to achieve success.

Strategies:

1. To achieve success in teaching and learning, the College will implement the Diocesan Teaching and Learning Framework, along with:
  - P-10 Learning Area Programs that comply with all relevant authorities;
  - a whole school formative assessment approaches;
  - an interim Term 1 report for Years 7-10;
  - a reporting approach for Years 7-10;
  - ensuring all teaching and learning plans are compliant with relevant authorities.



2. To achieve success in teaching and learning, the College will develop and implement the following senior secondary practices and programs:
  - the ATAR QCE changes;
  - a Year 11 and 12 reporting system;
  - a study skills program;
  - a career education program;
  - a timetable structure to support the new Senior Curriculum;
  - a pathways program for all students.
3. To achieve success in teaching and learning, the College will develop and implement a back mapping of external assessment requirements to the upper primary school.
4. To embed quality teaching and learning practices, the College will continue to develop high stakes and diagnostic data analysis, interpretation and user skills of all staff.



*"True happiness here below depends on ourselves not on those around us".*

St Mary MacKillop

*Celebrate God in all things*



# STAKEHOLDER

# & COMMUNITY

# ENGAGEMENT

All stakeholders at the College are valued and given the opportunities to engage within and beyond the local community.

Strategies:

1. To continue to grow as a vibrant and progressive community, the College will:
  - establish our points of difference and communicate these clearly to present and future community members;
  - encourage parent engagement in classrooms.
2. To ensure our students are given every opportunity to engage in extracurricular activities, the College will continue to:
  - develop the instrumental, ensemble and band program;
  - offer cocurricular cultural and sporting opportunities;
  - develop the high performance athletics program.
3. To keep all stakeholders informed and abreast with school activities and developments, the College will review and refine all channels of internal and external communication.

SUSTAINABLE

RESOURCING

& STEWARDSHIP

Mary MacKillop Catholic College will maintain and develop resources to achieve high levels of success.

Strategies:

1. To continue to provide appropriately resourced, financially viable and well maintained facilities, we will:
  - implement the Building Master Plan;
  - ensure there are cohesive administration services between the junior and senior schools;
  - establish environmentally friendly and sustainable practices;
  - expand enrolment numbers across the junior and senior schools;
  - stay abreast of future technological advances.
2. To promote the College community, the College will:
  - positively publicise College activities and achievements on social media;
  - actively market the points of difference of the College.

# LEADERSHIP

# AND

# CAPACITY BUILDING

Mary MacKillop Catholic College will build the Leadership capacity of staff and students.

Strategies:

1. To meet the challenges associated with College growth, the College will:
  - be led by a visionary, procedural and highly visible leadership team;
  - review the current management of the College curriculum and implement the findings;
  - employ high quality staff;
  - refine the Teacher Professional Growth Process.
2. To continue to build collective efficacy, the College will:
  - continue to promote Professional Learning Teams;
  - identify and adopt high yield teaching and learning strategies.
3. To ensure that staff are thoroughly prepared for their roles, the College will review the staff social and academic induction programs.

OUR

COMMUNITY

WELLBEING

Mary MacKillop Catholic College will promote an environment where community members' social emotional and physical wellbeing is nurtured.

Strategies:

1. To continue the pursuit of excellence in pastoral care, the College will develop:
  - a P-12 Pastoral Care Program;
  - the student Behaviour Support Framework;
  - the formalisation of the National Schools Chaplaincy Program role;
  - the promotion of wellbeing strategies for staff;
  - the implementation of a focused mental health program, including positive psychology approaches.
  
2. To build a culture of belonging, the College will continue to:
  - build House and College spirit;
  - maintain a supportive and safe learning environment.

# College Song

Mary MacKillop community  
Engaging minds is our legacy  
Igniting hearts our destiny  
Serving others with integrity

We stand in faith for a world renewed  
We strive for excellence in all we do  
When we are tested through and through  
May we be strong, may our hearts be true

In all things may we celebrate  
How with God we strive to make  
Our world a better place  
And take our lives, from good to great

We stand in faith for a world renewed  
We strive for excellence in all we do  
When we are tested through and through  
May we be strong, may our hearts be true  
May our hearts be true





*"Never see a need without doing something about it."*

St Mary MacKillop

*Celebrate God in all things*



# MARY MACKILLOP CATHOLIC COLLEGE

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*Celebrate  
God in all  
things*

The Mary MacKillop Catholic College Strategic Plan has been developed with the assistance of  
Dr Judy Smeed, Education Outcomes.