

ENGAGING MINDS

IGNITING HEARTS

SERVING OTHERS



**MARY  
MACKILLOP  
CATHOLIC  
COLLEGE**

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# Formation

**Name of Policy:** Formation

**Date:** July 2019

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## Our Vision

- 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.

## Objectives

- To provide a clear bridge between the Teaching and Learning policies and Learning policies and suite of Wellbeing practices.
- To provide a deliberate and distinct process for the application of Canon Law, as it relates to education.
- To make explicit the process for manifesting the purpose of Catholic Education, as defined by the Vatican
- To provide frameworks, baselines, benchmarks and process for the formation of young people at Mary MacKillop Catholic College.

## Rationale

Formation is not only essential to our identity as a Catholic school with a life-giving link to the Josephite charism, but it is also crucial to our own personal growth and development. Spiritual and theological formation strives to meet the needs for a contemporary response which honours both rich traditions of the Catholic Church and ecclesial responsibilities; as well as the individual's need in the contemporary context for authentic meaning making.

Our need to both receive and enable authentic formation is driven by our role within the Catholic Church. This is a sacramental role, and one that differs explicitly from just 'teaching'. This policy is written to support and enthuse a lived vocation, and to provide the frameworks, processes and benchmarks through which as members of the Mary MacKillop Catholic College community we can best fulfil our Mission as Catholic educators.

Formation in the Catholic Christian tradition is a dynamic process of growth, so we have identified authentic staff and student formation as the critical factor in the continuing mission integrity of Catholic Education building on our work already in evidence across our TCSO community. The formation 'curriculum' is based on an approach to learning that understands spiritual and theological formation as holistic, enlivened by engagement with multiple learning strategies and most effective when priority is given to the experiential dimension.

This policy should be read in conjunction with the Wellbeing policy and the Teaching and Learning policy.

**[Link to Canon Law:](#)**

The Code of Canon Law makes clear that the school has three main responsibilities; to form the 'whole person', to engage with parents in doing so, and to aspire for that formation to be outstanding.

- Can. 795 Education must pay regard to the formation of the whole person, so that all may attain their eternal destiny and at the same time promote the common good of society. Children and young persons are therefore to be cared for in such a way that their physical, moral and intellectual talents may develop in a harmonious manner, so that they may attain a greater sense of responsibility and a right use of freedom and be formed to take an active part in social life.
- Can. 796 §1 Among the means of advancing education, Christ's faithful are to consider schools as of great importance, since they are the principal means of helping parents to fulfil their role in education.  
§2 there must be the closest cooperation between parents and the teachers to whom they entrust their children to be educated. In fulfilling their task, teachers are to collaborate closely with the parents and willingly listen to them; associations and meetings of parents are to be set up and held in high esteem.
- Can. 806 §2 Those who are in charge of Catholic schools are to ensure, under the supervision of the local Ordinary, that the formation given in them is, in its academic standards, at least as outstanding as that in other schools in the area.

#### [Link to Vatican Exhortations:](#)

The context within which Catholic schools were established has changed significantly, and with it the role of the Church, parents, the market, accountability and the paradigms of school leadership. The Catholic school now finds itself serving many masters with varied expectations, some of which are contradictory.

The core mission remains clearly informed by The Vatican, through the agency of the Congregations for Catholic Education. Statements published in 1977, 1982, 1988 and 1998 are designed to give guidance about this mission. Grace summarises these as five regulative principles:

- Education in the faith (as part of the saving mission of the Church)
- Preferential option for the poor (to provide educational services to those most in need)
- Formation in solidarity and community (to live in community with others)
- Education for the common good (to encourage common effort for the common good)
- Academic knowledge for service (knowledge and skills: a means, not an end) (Grace, 2002, p. 125)

There exists a strong tension between these principles and the practice seen in many modern Catholic schools, tempted as they are towards greater focus on market presence and external stakeholder engagement. These tensions threaten to undermine mission integrity – which is described as “fidelity in practice and not just in public rhetoric to the distinctive and authentic principles of a Catholic education”. (Grace, 2002a, p 432) This fidelity in practice is understood in Catholic schools internationally, whether they are state-funded or independent, as placing the knowledge of the person of Jesus Christ at the core of their being. “The purpose of the Catholic school is to proclaim the kingdom through an authentic educational enterprise, by developing within it an ethos and structures that aim to reflect the values that Jesus lived”. (MacLaughlin, 1996, p. 60)

#### [Link to Strategic Plan](#)

The 2018 Mary MacKillop Catholic College strategic directions outlined the following strategies for achieving its vision and mission in the formation of its community members: To form faith filled people of integrity, the College will prioritise the socialisation of the College Credo, Vision, Mission, Values and Motto.

1. 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.
2. 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.
3. 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.
4. 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

(MMCC Strategic Directions 2018)

### [Link to College Credo](#)

This Formation policy document seeks to articulate how the 2018 Strategic Direction shapes the formation of Students, Teachers, Parents and parish members of the MMCC community. To promote academic rigour and authenticity to our formation policy, the MMCC Credo is applied. This Credo fosters a holistic approach, and underpins all teaching and learning and wellbeing practices across the College community integrating:

- Head – reading the signs of times
- Heart – Nurturing Gospel compassion
- Hands – undertaking prophetic action

## People and Relationships

Mary MacKillop Catholic College is a Catholic school in the McKillop and Ignatian tradition. This rich spiritual heritage is at the heart of our ministry at Mary MacKillop Catholic College and it is what characterizes us as a MacKillop school. Our challenge is to celebrate and foster that difference by ensuring that all staff understand both MacKillop and Ignatian spirituality, as well as appreciate the promise of growth that it offers. This spirituality may then be passed on to the students in our care.

We aim to merge true Christian values and attitudes and a loving relationship with God and others through knowledge, understanding and experience of the Catholic faith both as individuals and as members of the Church community. We aim to encourage an attitude of openness to life's questions, promote personal growth and developing an awareness of others and the world.

## People and Community

It is our deep desire that all members of Mary MacKillop Catholic College, Highfields become intellectually competent, articulate and confident in their questioning regarding faith issues so that they may be active participants in the church of the future. To this end all members are encouraged to participate in a comprehensive program of formation.

### Student Formation

Student Formation is a comprehensive and multi-faceted process and each Year group follows a service-based program which is aligned with other components such as Retreats, MacKillop Service and Liturgies.

We are committed to nurturing the knowledge, awareness and attitudes within each student so that they become informed living witnesses to the values of Jesus Christ who seek to respond to God's actions in their lives.

**Retreats** are designed to assist students in nurturing their relationships with themselves, others and God. A compulsory Retreat Program, from Years 4-12, is designed specifically for each year group, linked directly to the theme of the year and the formal Religious Education Curriculum.

### House System Structures

The College has four House groups in its current structure.

- Tenison
- Penola
- McCormack
- Cunningham

Students are encouraged to participate across a range of Academic, Sporting, Cultural and Service experiences which regularly connect with the Religious Life of the College. This occurs both formally and informally with College Masses, Liturgies and Assemblies as well as Sports and Feast days across the College calendar.

**Wellbeing and Pastoral Care** 'curriculum' is based on an approach to learning that understands spiritual and theological formation as holistic, enlivened by engagement with multiple learning strategies and most effective when priority is given to the experiential dimension. It is through the wellbeing and pastoral care structures of the College that formation comes to real faith and life in action. This is articulated across the College using the "Heads, Hearts Hands" framework.

### Liturgies

The College's liturgical life is an integral part of its identity as a Catholic school. Apart from whole school celebrations, there are a variety of other liturgical experiences which occur on a regular basis throughout the College year. The Eucharist is celebrated on major feast days and special events across the whole school community and student Masses occur approximately twice a term.

House/ Pastoral care Liturgy teams; prayer life of the College;

### Student Leadership

The aim of the program is to develop an understanding of important principles of Christian leadership, especially those to do with one's own internal values, with community building, with decision-making, and service.

## Staff Formation

Our challenge is to ensure that all staff understand the MacKillop charism and Ignatian spirituality, and appreciate the promise of growth that it offers. This spirituality may then be passed on to the students in our care. The College is very committed to Formation of staff and offers a range of opportunities for staff to partake throughout the year both through College provided and TCSO spirituality programs.

- Leadership formation for ELT team as well as Middle Leaders and subject coordinators
- PD/Formation/Performance Development and Management
- TCSO staff spirituality and retreat programs
- Accreditation to teach in a Catholic School
- Accreditation to teach Religion in a Catholic School

## Parent Formation

We acknowledge the importance of partnering with parents in the formation of strong future citizens in our care. We seek to include our parent community in offering parent immersions and retreat opportunities; Parent engagement forums - College, diocesan and national level; Parents and Friends; College Board.

## Methodology

***Formation: make, fashion, shape, model, forge, found, cast, sculpt, hew, and carve;***

Formation will not only occur through the lens of the Religious Education Curriculum. The values, ethos and attitudes of a Catholic community find their voice through universal actions that are many and varied. In keeping with the Code of Canon Law, it is firstly through outstanding teaching and learning that we form young people strong in their faith. There is also an intentional affinity and link to formation via the College staff/student wellbeing and pastoral care frameworks. Importantly, there are also strong Catholic Social Teaching practices at Mary MacKillop Catholic College.

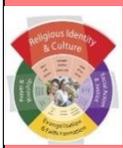
Theme	Link to Formation	What we do	How we evaluate
Catholic Identity and Culture	<ul style="list-style-type: none"> <li>The Vision and Mission of the College is founded in the heritage of the MacKillop and Ignatian traditions and reflects the Catholic Christian life.</li> <li>The focus of our religious identity and culture round our College values of spirituality, wisdom, justice, respect and resilience.</li> <li>Our educational mission is holistic and inclusive, catering for diverse needs, focusing on young people in a Catholic context of sacredness and right relationships.</li> <li>Liturgies, daily prayer and reflection enhance the religious culture of our community.</li> <li>The sense of the sacred is reflected in the symbols and images of our Christian community.</li> </ul>	<ul style="list-style-type: none"> <li>The conscious celebration of the Feast Day of St Mary of the Cross MacKillop</li> <li>Seeking ways that our College values can be lived</li> <li>Maintaining a rich Catholic iconography</li> <li>Establishing and monitoring teaching and learning approaches that focus on the Whole Child, and explicitly filling gaps in learning</li> <li>Practical celebration of the Liturgical Calendar</li> </ul>	Use of the Religious Life of the College: Mapping and Planning Matrix which tracks activities and events each term across the College Calendar.
Evangelization and Faith Formation	<ul style="list-style-type: none"> <li>The Religious Life of our College inspires the faith growth of its members and encourages them to live the Gospel by furthering spiritual formation and being witness to the wider community.</li> <li>Students and staff are encouraged to see and live the sacramentality of everyday moments through their relationships.</li> <li>The College's Retreat/Camp Programs offer a chance for each year level to be in touch with the person, vision and teaching of Jesus.</li> <li>Evangelization and Faith Formation is a dimension that contributes to the journey of a person towards wholeness.</li> <li>Opportunities allow all members of the College to be witness to the wider community and to be present to others, to make a difference and be more informed and involved in issues of social justice.</li> <li>Link to Chaplaincy, Retreats, Immersions,</li> </ul>	<ul style="list-style-type: none"> <li>Identifying and celebrating the sacred in the everyday through a meaningful and spiritual pastoral program</li> <li>Supporting staff in engaging with meaningful and spiritual faith formation</li> <li>Administering a deliberate and consistently evaluated process of student formation</li> </ul>	Regularly seek feedback from staff students and wider community as to the success of activities and events across the College community to inform future planning. e.g. 2 Stars and a wish Direct survey response

<p>Prayer and Worship</p>	<ul style="list-style-type: none"> <li>• Our community is enhanced by prayer and worship, nourishing the spiritual growth of all and is integral to the identity and culture of Mary MacKillop College.</li> <li>• The experience of liturgical events, celebrations of Eucharist and rituals provide opportunity for all members of the community to participate and contribute.</li> <li>• The nature of prayer and sacraments is a key component of the curriculum that compliments the lived experience of faith.</li> <li>• Link to Liturgical calendar, Parish connections, College Calendar and significant feast days</li> </ul>	<ul style="list-style-type: none"> <li>• Provide spiritual, authentic and multi-sensory liturgical experiences</li> <li>• Prioritize the sacraments as expressions of faith life</li> <li>• Organize retreats aligned to the TCSO and College priorities as well as linking to MacKillop Connect network.</li> <li>• Meaningful and regular links to the parish, under the guise of social justice and stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Regularly monitor and gauge community satisfaction with all stakeholders.</li> <li>• Review and continual renewal of programs based on feedback.</li> </ul>
<p>MacKillop Justice</p>	<ul style="list-style-type: none"> <li>• Social Action and Justice in our College community begins with building right relationships centred round the Catholic Social Teaching of respecting the dignity of all.</li> <li>• Our community is made up of people of a diverse range of cultural, social and religious backgrounds, where in the notions of welcome and inclusion foreground communication, interaction and relationships.</li> <li>• Social Justice and the Social Action of the Church are embedded into the religious curriculum and are addressed across other areas of learning, allowing students opportunities for critical discernment and action.</li> <li>• Advocacy for building a just community and the responsibility of stewardship is inherent in the spirit and ethos of our College and in the imperative to take action to do "something about it" by our service to others and the world around us.</li> <li>• The culture of our Catholic community allows for, and encourages, self-reflection to ensure that through action, justice is served and the dignity and equality for all is maintained.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage, at all levels, participation in practical activities informed by Catholic Social Teaching</li> <li>• Embed principles of Catholic Social Teaching within all curriculum areas, so that inclusive language is the norm for our students</li> <li>• Speak explicitly of inclusion, preferred option for the poor, the importance of respecting diversity and of environmental stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Seek community input in planning stages.</li> <li>• Collate and review data on rates on engagement from all members of the College community.</li> </ul>

## Religious Life of the College: Mapping and Planning Matrix

	Components	Elements		Term 1	Term 2	Term 3	Term 4
				Priority Action for 2019.			
 <p>Religious Identity &amp; Culture</p>	<p>Our College derives its identity and culture from gospel values as well as a rich heritage of Church tradition and practice. The effectiveness of our College's identity and culture is its capacity to take the inspiration of Jesus Christ and to translate it from the ideal into the real.</p>	Ethos and Charism	<ul style="list-style-type: none"> <li>The ethos and charism of the College express the assumptions, beliefs and values that the Catholic community shares. They are reflected in what is done, how it is done and who is doing it.</li> <li>The College communicates its distinctive identity through its ethos and charism which find expression in its religious values, culture, rituals and practices.</li> </ul>				
		Authentic Christian Community	<ul style="list-style-type: none"> <li>Authentic Christian community builds quality relationships modelled on the vision and values of Jesus.</li> <li>The College community supports the dignity of each person, practises Christian hospitality and proclaims its values through word and action.</li> </ul>				
		Sense of the Sacred	<ul style="list-style-type: none"> <li>Sense of the sacred uses the intellect, art, design and reflective spaces to engage the senses. It contributes to the religious identity and culture of a community.</li> <li>The aesthetic, social and physical environment is a powerful means by which our College community creates and values a sense of the sacred.</li> </ul>				
 <p>Evangelisation &amp; Faith Formation</p>	<p>Our Colleges is both an educating and evangelising community. It is an evangelising community to the extent that it gives an authentic voice to the religious dimension of life through the lens of a community of faith. Our College evangelises through its particular culture, through the life witness of staff and students and through the curriculum.</p>	Living the Gospel	<ul style="list-style-type: none"> <li>Living the gospel calls for openness that invites each person to experience a change of heart by engaging with the world as Jesus did.</li> <li>Our College fosters this call in its individual members by creating an environment that encourages and invites them to discipleship and ministry.</li> </ul>				
		Spiritual Formation	<ul style="list-style-type: none"> <li>Spiritual formation in our College occurs within the context of the Catholic Christian faith tradition. Such formation is orientated to the spiritual growth of each individual and the spiritual flourishing of the College community.</li> <li>Our College community recognises moments and opportunities for formation and finds ways to nurture the spirituality of each individual in ways that respect their religious background and their informed conscience.</li> </ul>				

		Witness to the Wider Community	<ul style="list-style-type: none"> <li>Witness to the wider community calls Christians to give witness to the beliefs and values of the Catholic Christian tradition and proclaim the Good News of Jesus Christ.</li> <li>Our College, as part of the evangelising mission of the Church, witnesses to the wider community through its physical presence and authentic proclamation of the gospel in word and action.</li> </ul>				
	<p>For our College, Prayer and Worship provides an opportunity for students, staff and parents to celebrate their life and identity as members of the Church. Prayer and worship helps create a sense of purpose and identity and draws the College community into an understanding of our shared humanity, link us with the Church throughout the world, and invites us to share the Good News.</p>	Christian Prayer	<ul style="list-style-type: none"> <li>Prayer, as the raising of the mind and heart to God or the requesting of good things from God, contributes to the faith growth of individuals and the building of Christian community.</li> <li>Our College draws on the richness of the Catholic tradition, the wider Christian tradition and its own particular charism to nurture the prayer life of the College.</li> </ul>				
		Celebrating Liturgy & Sacraments	<ul style="list-style-type: none"> <li>Celebration of liturgy and sacraments is part of the formal, public prayer and worship of the Church.</li> <li>The Church encourages full, conscious and active participation in liturgy. Our College celebrates the Liturgy of the Church through celebration of the sacraments, Liturgy of the Word and Liturgy of the Hours.</li> </ul>				
		Ritualising Everyday Life	<ul style="list-style-type: none"> <li>Ritualising everyday life occurs through rituals combining words, actions and symbols that make meaning of the mystery of life in the light of the gospel.</li> <li>Christians believe that all creation is good and is infused with the presence of God. Our College community affirms the sacredness of everyday life by recognising and celebrating God in the created world, in relationships with others and in events and experiences.</li> </ul>				
	<p>Our College derives its understanding of social action and justice from scripture and Church social teaching. Christians understand that a just society establishes right relationships marked by love, compassion and peace.</p>	Justice in the College Community	<ul style="list-style-type: none"> <li>The College practises justice within its own community through policies, structures and practices that are consistent with the themes of Catholic social teaching. Respect for the dignity of the human person underlies Catholic social justice themes.</li> </ul>				
		Action for Justice	<ul style="list-style-type: none"> <li>Action for justice is integral to the Christian vocation. Action for justice, peace and ecological sustainability is based on the dream of Jesus to establish the Kingdom of God.</li> <li>Our College community act for justice when it demonstrates a commitment to the poor and marginalised, actively working for peace and practising stewardship of the earth.</li> </ul>				
		Reflection on Action for Justice	<ul style="list-style-type: none"> <li>Reflection on action for justice requires critical reflection and prayerful discernment based upon the scriptures and Catholic social teaching.</li> <li>Our College community consciously plans for and implements these reflective elements into justice initiatives through an action-reflection process.</li> </ul>				



## CATHOLIC IDENTITY AND CULTURE

Our College derives its identity and culture from gospel values as well as a rich heritage of Church tradition and practice. The effectiveness of our College's identity and culture is its capacity to take the inspiration of Jesus Christ and to translate it from the ideal into the real.

<b>Ethos and Charism</b> The ethos and charism of the College express the assumptions, beliefs and values that the Catholic community shares. They are reflected in what is done, how it is done and who is doing it. A College communicates its distinctive identity through its ethos and charism which find expression in its religious values, culture, rituals and practices.	2019	2020	2021	Beyond
	Or use any grid that suits your purpose: e.g. by year levels, semesters etc.			
<b>EMBEDDING. ETHOS AND CHARISM</b>				
Promote elements associated with the ethos and charism of the College (e.g. particular values, key scripture passages, sayings or concepts)	New College Credo developed	Reviewing our Mission Statement. Embedding Ignatian and Mary MacKillop values	Dissecting Mission Statement with all classes and place learnings into the newsletter.	Develop a Charismatic Display to tie in with Aboriginal serviceman from our area.
Integrate the Catholic intellectual and aesthetic perspectives across all learning areas of the taught curriculum	Writing units in relation to the RE Curriculum.			
Use symbols associated with the College's charism in ritual and liturgy for affirming membership and a sense of belonging		.	.	
Incorporate prayers associated with the College's charism into the life of the community (e.g. Congregation foundation day, Prayer of St Francis, Prayers to Mary)	"	"	"	
Celebrate days of religious significance to focus upon values associated with the College's ethos and charism (e.g. Founder's/ Foundation Day, Feast Day)	"	"	"	
Connect College devotional practices for the contemporary cultural context (e.g. Indigenous students, rural community, ecumenical enrolment)	NAIDOC DAY Liturgy and activities.	Farmer Friday – connecting to remote farming communities. NAIDOC Prayer Liturgy and activities.	NAIDOC Liturgy	
Promote a positive sense of continuity and development related to the ethos and charism through the incorporation of historical material in College gatherings, celebrations, anniversaries and special occasions (e.g. photographs, artefacts from the past, elements of traditional prayers and devotional practices).		Begin to develop Prayer Scope and Sequence. May – Month of Mary – Rosary devotional.	Begin to finalise and implement aspects of the Prayer Scope and Sequence. Continue May – Month of Mary.	
<b>LIVING THE VISION AND MISSION</b>				
Integrate the Archdiocesan Vision and values for Catholic Education into College vision and mission statements		Reviewing our Mission Statement.	Dissecting Mission Statement with all classes and place	

		Embedding Head Hearts Hands values.	learnings into the newsletter.	
Review and critique College practices in the light of the College vision and mission statements		“	“	“
Display prominently the College vision and mission statements in diverse and engaging modes (e.g. translations into other languages, electronic versions, child friendly versions)		“	“	“
Give public recognition to the commitment of role-holders within the College community (e.g. Secretaries’ Day, blessing of support staff, teachers’ day).	World Teachers Day College Officers Day			
<b>COMMUNICATING THE ETHOS AND CHARISM</b>				
Research and communicate the history and heritage of the College to enhance understanding of its ethos, charism and Catholic identity				
Explore the intellectual tradition behind the ethos and charism of the College and how this applies to classroom learning	Staff Meeting Term 2 and PFD term 2			
Develop staff induction programs into the charism of the College and its contemporary application				
Communicate the distinctive identity and nature of the College to the wider community (e.g. newspaper articles, shopping centre display, community service)	New logo development Display – Our Charism.			
Promote the College’s charism and ethos through newsletters, staff prayers and visual displays	Begin “In Prayer this Week” prayer email to all staff each week/fortnight with a particular focus; sometimes being charism or ties to Liturgical Calendar/College Celebrations. Newsletter APRE item to include Charism and Liturgical Calendar items.			
Give honour to the ethos and charism of the College through the use of iconography, sculpture and sacred art				
Utilise student and staff skills in the arts to communicate significant elements of the ethos and charism of the College (e.g. a media production, a visual art display, a dramatic presentation of persons and events embodying College ethos and charism).				
<b>Authentic Christian Community</b> Authentic Christian community builds quality relationships modelled on the vision and values of Jesus. An authentic College community supports the dignity of each person, practises Christian hospitality and proclaims its values through word and action.	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Beyond</b>
<b>RESPECTING DIGNITY AND DIVERSITY</b>				
Develop policies, structures and practices to provide equity for all student				
Recognise the diversity of student achievement within and beyond the College community	Develop House Cup???? Tie with Heads Hearts Hands			

	Began collecting information and incorporating acknowledgement and newsletter acknowledgement. i.e. piano exams dance eisteddfod competitions			
Celebrate the cultural diversity of the College (e.g. multicultural festivals, musical presentations at College gatherings by various cultural groups, displays of indigenous art)				
Implement and evaluate behaviour support policies and practices in the light of the vision and values of Jesus				
Provide companioning programs for students who are new, at risk or marginalised (e.g. social skills programs)	Ongoing with LST			
Infuse the gospel into leadership programs for students and staff.				
<b>BUILDING QUALITY RELATIONSHIPS</b>				
Welcome, encourage and support the participation of families in the life of the College	Ongoing through conversation			
Develop a community culture that is committed to reconciliation, quality relationships and promoting intercultural understanding	NAIDOC Catholic Education Week Activities	NAIDOC Multicultural Day	NAIDOC	
Present, through drama, dance, music, visual art and media, traditional stories from various cultural groups	"	"	"	
Recognise and celebrate the everyday moments of people's lives (e.g. announcing births, celebrating birthdays, recording of moments in daily life of the College)	Began placing an emphasis on Blessing incorporating Head Hearts hands  Birthdays were now included in the Newsletter.  Special blessing Assembly for the clergy of our College. Tom Duncan Ordination	Blessings given for births, families leaving our College and new families to our College.  Novena's for ill members of our community.		
Build a culture of care and concern across the College (e.g. parent care & concern group, providing meals for a bereaved family, doing an extra playground duty for a stressed colleague)	Stewardship Team coordinates this within the College. (SEE Stewardship Team Report)			
Acknowledge connections with the wider church community by partnering with the parish and local church through prayer, liturgy, social events and outreach.	Sacramental programme Monthly College led Sunday Masses	Youth Group Leadership Mass.		
<b>PRACTISING CHRISTIAN HOSPITALITY</b>				
Develop a shared understanding of the Christian underpinnings of hospitality and welcome	Healing hands column in newsletter.			

Promote a spirit of Christian hospitality and social courtesy to all visitors	Students to greet visitors at the office.	Students continue to greet visitors at the office. Stewardship Group ushers on special occasions.		
Maintain, inviting, clean, uncluttered, and clearly signed public spaces				
Practise with students social courtesies (e.g. greeting people, introducing a visitor, welcoming a guest speaker)	Ongoing and modelling.			
Develop resources that welcome and orient new families to the College (e.g. welcome CD, handbook, website).				
<b>Sense of the Sacred</b> Sense of the sacred uses the intellect, art, design and reflective spaces to engage the senses. It contributes to the religious identity and culture of a community. The aesthetic, social and physical environment is a powerful means by which a College community creates and values a sense of the sacred.	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Beyond</b>
<b>CREATING A SENSE OF THE SACRED</b>				
Engage students in the prayerful use of local prayer sites, sacred spaces and physical structures (e.g. labyrinths, peace gardens, local parish church)	.			
Review the appropriateness of existing religious art and iconography	More contemporary and new crucifixes were ordered for display. Link to Charism			
Establish and maintain sacred and reflective spaces in classrooms and around the College	Continue to have prayer space in each classroom. Used the MC foyer and library as prayer spaces for staff prayer.	Establish a Prayer Labyrinth		
Provide opportunities for students to explore God's presence through art and other media (e.g. engage an artist-in-residence, hold an exhibition of students' religious artwork).	Mary mac Behaviour expectations posters around the College and in every classroom	MMCC Walk of Fame...all College members completed a "What makes .... Special" and these were displayed along a walk of fame Art through our MMCC Mission Statement.		
<b>ENHANCING THE RELIGIOUS CULTURE</b>				
Provide professional learning opportunities on the power and potential of the aesthetic in creating a sense of the sacred. Make links to all areas of Learning				

Provide professional learning for staff on religious art and iconography				
Establish practices and procedures for movement from secular psychological space to a readiness for prayer and celebration (e.g. use of bells, chimes, silence, ritual action)	Chime/singing bowl before liturgical celebration. Rain stick with Acknowledgement of Country	Chime/singing bowl before liturgical celebration. Create a Head Hearts and hands Mantra to be sung at the beginning and end of liturgical celebrations (like Jesuit one)	Mantra sung by College choir before liturgical celebrations.	
Incorporate student art and religious iconography into College reception areas and communal spaces to reflect the liturgical seasons and life of the College community.	Staff Room table iconography. Library display.	MJR We are the Face of Jesus. Completed by a buddy.	Heads Hearts Hands – display to tie in with Mission Statement.	
<b>RESOURCING FOR A SENSE OF THE SACRED</b>				
Plan for the acquisition of quality art, artefacts and iconography for classrooms and College environments				
Use the natural environment to enhance a sense of the sacred (e.g. reflective walks, rainforest areas, peace/prayer gardens)				
Identify and source suitable resources for creating an aesthetic environment for liturgy and ritual (e.g. music, symbols, materials, artefacts, images)	Ongoing with an emphasis on changing these each year. E.g. blue and yellow flags, stretch black fabric incorporated into dance for Ash Wednesday. Easter Liturgy dramas.			
Explore ways the creative arts can be used to enrich the religious life and culture of the College (e.g. poetry in liturgies of the word, drama in Easter celebrations, creative use of multimedia in prayer rituals)	Ongoing Began learning new songs for Evangelisation within liturgies at the end of the year and also our Easter Liturgy. In conjunction with Music Dept. Created a choir	Begin using choir students for the Responsorial Psalm.	Dance/Drama Liturgy Team –	
Support and resource staff to create meaningful prayer spaces and experiences in classroom settings.	Updated crucifixes and ensured everyone had a singing bowl present. Staff PD on Meditative Prayer practices	Purchased new prayer resources for the prayer table area.	Updated prayer resources for the prayer table area.	



## EVANGELISATION & FAITH FORMATION

Our College is both an educating and evangelising community. It is an evangelising communities to the extent that it gives an authentic voice to the religious dimension of life through the lens of a community of faith. Our College evangelises through its particular culture, through the life witness of staff and students and through the curriculum.

<b>Living the Gospel</b> Living the gospel calls for openness that invites each person to experience a change of heart by engaging with the world as Jesus did. A College fosters this call in its individual members by creating an environment that encourages and invites them to discipleship and ministry.	2019	2020	2021	Ongoing
<b>CREATING A CHRIST-CENTRED ENVIRONMENT</b>				
Evaluate the effectiveness of the ways in which Jesus Christ is presented and interpreted in the life of the College (e.g. through artwork, stories, public gatherings, College website)	Reconfigure the set up for Liturgy and prayer space in MacKillop Centre			
Plan for prayer and worship in the College that is Christ- centred and strongly connected to the Cycles of the Liturgical Year	Liturgical calendar along with RE Resource pack given at the start of each year – this is updated at the end of the year for the following year.  College Newsletter.  In Prayer This Week.			
Make connections between the life, death and resurrection of Jesus Christ and contemporary people and events (within and beyond the College community)				
Create a culture of hope, optimism, joy and inclusion that reflects the life of Jesus Christ through routines and practices (e.g. hospitality, forgiveness and outreach to the marginalised).	College Assemblies – with a strong Social Justice focus.  MJR team to lead these activities within the College.			
<b>EMBEDDING THE GOPEL IN PRACTICES AND PROCESSES</b>				
Use restorative justice processes to develop a Christian culture of forgiveness and reconciliation	Wellbeing focus - One staff member on Reflection room/behaviour support – discussion led issues and follow up with students and parents.			

Establish policies practices and structures that promote inclusion and a sense of belonging to a Christian community				
Provide opportunities for staff, students and parents to understand how traditions and practices in the College community connect with the gospel of Jesus Christ				
Support staff programs on Christian ministry and vocation.				
<b>CELEBRATING THE GOOD NEWS</b>				
Identify and use scriptural texts to promote and support the Christian values of the College	College Assemblies Newsletter. Staff Prayer. Weekly prayer with students.			
Recognise and ritualise the rich tapestry of students, staff and families through personal and public recognition	Catholic Education Week Celebrations.			
Introduce elements of Christian joy and hope into the celebrations of College life	Ongoing through Liturgical Celebrations and Blessings.			
Familiarise the community with a range of Christian writings and writers who celebrate joy and hope in life and present the gospel message in engaging ways.	COLLEGE ASSEMBLIES Newsletter. Staff Prayer. Weekly prayer with students.			
<b>Spiritual Formation</b> Spiritual formation in a Catholic College occurs within the context of the Catholic Christian faith tradition. Such formation is orientated to the spiritual growth of each individual and the spiritual flourishing of the College community. College communities recognise moments and opportunities for formation and find ways to nurture the spirituality of each individual in ways that respect their religious background and their informed conscience.	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Ongoing</b>
<b>PROVIDING FORMATION FOR STAFF</b>				
Establish priorities for the resourcing of spiritual and faith formation initiatives	Christian Meditation In-service. Development of Formation Policy			
Provide professional learning opportunities for staff about the stages of personal growth and faith development	Staff Meetings. Christian Meditaion Inservice. Start of Year Liturgy for staff and End of Year Liturgy for staff			

of children and adolescents (e.g. through making available online learning modules, face-to face and online discussion groups, staff formation days, external courses)				
Engage people with expertise in spiritual formation to provide appropriate training and mentoring				
<b>PLANNING FORMATION FOR STUDENTS</b>				
Adapt spirituality and faith formation frameworks to enhance the spiritual formation of students (e.g. TCS Catching Fire, frameworks related to the charism of Religious Institutes)	Development of Liturgical teams from each House group			
Provide faith formation experiences for potential student leaders (e.g. retreats, pilgrimages, immersions, meditation and prayer experiences, online discussion forums)	Ongoing – link to opportunities organised by College Chaplain			
Support and resource staff to collaboratively plan and facilitate retreat and reflection experiences for students.				
Seek out opportunities to integrate formation experiences into class and year level camps and trips.				
<b>RESPONDING TO DIVERSITY</b>				
Incorporate data from the religious profile of students into the planning of spiritual formation experiences (e.g. students from diverse Christian denominations, students from religions other than Christianity)				
Celebrate the religious unity and diversity within the College community by inviting representatives of other faith communities to participate in specific events				
<b>SEEKING CREATIVE EXPRESSIONS</b>				
Provide opportunities for students to develop and express spiritual awareness through the creative arts utilising dance, drama, media, music and the visual arts	Ongoing Began learning new songs for Evangelisation within liturgies at the end of the year and also our Easter Liturgy.	Begin using choir students for the Responsorial Psalm.	Dance Liturgy Team –	
Explore creative ways of promoting an awareness of the spiritual dimension of life (e.g. pod casts, blogs, books, articles, websites, discussion circles, a lunchtime speakers' corner, panel discussions)				
Utilise resources and develop activities that enrich and nurture an appreciation of the wide variety of spiritual charisms within the Christian tradition (e.g. Ignatian, Benedictine, Franciscan, Marist, Josephite, Edmund Rice, Presentation and Mercy)	'Living in the Way of Mary' group.			

<b>Witness to the wider community</b> Witness to the wider community calls Christians to give witness to the beliefs and values of the Catholic Christian tradition and proclaim the Good News of Jesus Christ. The Catholic College, as part of the evangelising mission of the Church, witnesses to the wider community through its physical presence and authentic proclamation of the gospel in word and action.	2019	2020	2021	Ongoing
<b>CELEBRATING WITH OTHERS</b>				
Build collaborative relationships with the parish and local Church in planning joint celebrations (e.g. Social Justice Sunday, Mission Week, NAIDOC, Multicultural Sunday)				
Invite students to participate in retreat experiences and reflection days with students from other Catholic Colleges	Just Leadership days for Junior and senior students	Just Leadership days for Junior and senior students	Just Leadership days for Junior and senior students	
Invite representatives of other Christian Churches to participate in College celebrations (e.g. Easter celebrations, Week of Prayer for Christian Unity)				
Provide opportunities for students to plan for and participate in ecumenical and inter-faith experiences connected to the curriculum				
Consider online reflection experiences for students drawing upon suitable resources of the internet an				
<b>REACHING OUT</b>				
Support parents, staff and students seeking to become Catholic through participation in parish RCIA programs	Healing Hands cook ups and ministry	Healing Hands cook ups and ministry	Healing Hands cook ups and ministry	
Develop ways of meeting the pastoral needs of students and families (e.g. regular Make a Meal sessions for families in need, prayer circles, support groups, home visits)				
Teach students how to witness to the values that the College espouses at external events and activities (e.g. respectful behaviour in public settings, gratitude and graciousness, positive participation, considering the needs of others first)	Ongoing discussions on Parades, during classroom visits, Church inductions, ANZAC Day rituals, sporting events etc. Giving feedback after the event is also extremely important and usually given on parade or at classroom level.			
Brainstorm ways the College might be a presence in the lives of members of the local community (e.g. aged care residents, parish groups, and service organisations).				

<b>MAKING CONNECTIONS</b>				
Invite clergy and parish staff to participate in the everyday and significant events of the College	Ongoing	Invitations to special College liturgies and celebrations within the Parish Community, through Parish Newsletter.		
Encourage students to participate and take on leadership roles in the youth ministry of their local parish or in Church movements				
Engage with and promote parish, deanery and Archdiocesan initiatives, events and gatherings.				
<b>COMMUNICATING THE MESSAGE</b>				
Articulate explicitly the connections between College policies, structures and practices and Christian values and principles	Mission Statement Review.	Begin implementing Mission Statement into College community.		
Communicate to the College community information about parish and Archdiocesan events (e.g. Mass times, Sacramental programs, youth initiatives, faith development programs)	Newsletters, Formal notes home. Change to Edsmart			
Communicate explicitly the College values and beliefs through newsletters, local media and the utilization of information, communication and learning technologies.	Ongoing			



## PRAYER & WORSHIP

For our College, Prayer and Worship provides an opportunity for students, staff and parents to celebrate their life and identity as members of the Church. Prayer and worship helps create a sense of purpose and identity and draws the College community into an understanding of our shared humanity, link us with the Church throughout the world, and invites us to share the Good News.

### Christian Prayer

Prayer, as the raising of the mind and heart to God or the requesting of good things from God, contributes to the faith growth of individuals and the building of Christian community. Colleges draw on the richness of the Catholic tradition, the wider Christian tradition and their own particular charism to nurture the prayer life of the College.

**2019**

**2020**

**2021**

**Ongoing**

Or use any grid that suits your purpose: e.g. by year levels, semesters etc.

### DRAWING ON THE TRADITION

Teach and use a variety of traditional prayers and devotions for individual and communal use (e.g. Our Father, Memorare, Glory Be, Rosary, Eucharistic adoration)

Began creating Prayer and Blessing Scope and Sequence.

Draft version of Prayer and Blessing Scope and Sequence.

Revise Prayer and Blessing Scope and Sequence with staff.

Identify appropriate times and occasions for different forms (e.g. prayers of praise, intercession) and expressions (e.g. vocal, meditative, contemplative) of prayer

Staff Meeting T1

Prepare and disseminate a calendar to ensure a prayerful perspective in celebrations of liturgical seasons (e.g. Lent), feasts (e.g. Mary Help of Christians) and significant events (e.g. ANZAC Day)

Began RE Resource pack at the beginning of the year for staff – updated at the end of each year for the following year.  
Added Liturgical Week to the Bit Sheet.

Provide or create a College prayer book that includes a range of prayer forms (e.g. blessing and adoration; petition and intercession; thanksgiving and praise).

These were purchased for prayer table settings.

### NURTURING PRAYER LIFE

Model and explain gestures used in prayer celebrations (e.g. Sign of the Cross, sign of peace, blessings, prayer postures, a gesture created for a specific occasion)

This is done on the first weeks of College assembly with the whole College.

Also offered at the Church in-services given by myself at the

	start of each year for the whole College/staff  Modelling when attending prayer with different classrooms.			
Schedule time to allow for the preparation of students to enhance their participation in prayer experiences				
Teach students how to identify and use scriptural texts in prayer and worship				
Use predictable patterns in prayer and worship across the College	This was set up for College Assemblies and through College liturgical celebrations.			
Involve students in the creation of prayers for use in College celebrations				
Establish a culture and climate that values and emphasises a sense of the sacred during communal prayer times	Ongoing			
Develop creative ways of building a culture of prayer within a College community (e.g. a prayer website, an intentions book, a prayer blog, a prayer garden, sacred spaces, sensory stimuli)				
Access professional learning opportunities for staff to broaden and deepen their understandings about prayer, its purpose, meaning and expression.	Resourcing RE.			
Make effective use of music and the visual arts to enhance prayer experiences.				
<b>PROVIDING A VARIETY OF EXPERIENCES</b>				
Immerse students in diverse experiences of prayer (e.g. traditional prayers and devotions, meditation and contemplation, silence, labyrinths and mandalas, praying with scripture, litanies and mantras, using the arts as a stimulus for prayer)	May – Month of Mary. Parades.			
Provide opportunities for students to engage with different approaches to meditation (e.g. Christian meditation, Ignatian meditation, Lectio Divina, guided meditation)	Christian Meditation. Develop whole College practices			
Incorporate appropriate symbols when developing prayer experiences (e.g. flame, water, oil, colour, shape, natural elements, religious symbols, seasonal symbols)				
Provide voluntary opportunities for prayer.	Done with bereaved families, sick students, natural disasters, everyday prayer in class.			

	2019	2020	2021	Beyond
	Visits to classrooms to pray.			
<b>Celebrating Liturgy and Sacraments</b> Celebration of liturgy and sacraments are part of the formal, public prayer and worship of the Church. The Church encourages full, conscious and active participation in liturgy. Colleges celebrate the Liturgy of the Church through celebration of the sacraments, Liturgy of the Word and Liturgy of the Hours.				
<b>DEVELOPING SKILLS IN LITURGY</b>				
Educate staff and students about the principles, structures and planning of liturgy	Meetings with staff individually to support creation of liturgies and reconciliation procedures.  Part of RE Resource Pack.  Created a 'Shared Site' where resources are placed.			
Provide formation for staff, students and parents to undertake appropriate roles of ministry within the liturgy (e.g. Eucharistic ministers, readers, music ministers, preparing the sacred space)	Ongoing and used in celebrations and liturgies.			
Utilise planning templates in preparing for liturgical celebrations	Began using Mass Booklets for Liturgical celebrations, masses and special liturgies that require explanation – to learn parts of the mass and responses.			
Negotiate with clergy clear, agreed expectations about the celebration of liturgy and sacraments within the College.	Liturgical/Masses expectations, altar serving inductions, Eucharistic Ministers training.			
<b>PROMOTING PARTICIPATION IN LITURGY</b>				
Develop clear expectations about procedures and practices for the reverent celebration of liturgy (e.g. entering and leaving, responding, movement and gestures, receiving communion)	Began Term 1 in-services with the whole College in terms of the Church, sacredness, routines within the mass, Eucharist, chapel, etc.	Purchase Big Book "Sacred Practices" for use with classes within the Church.		
Prepare students for full and reverent participation in liturgies (e.g. practice reading and reflecting on scripture, rehearse music, explain and practice particular actions and movements)	Ongoing Began learning new songs for Evangelisation within liturgies at the end of the year and also our Easter Liturgy.	Begin using choir students for the Responsorial Psalm. Dance Liturgy Team –		

Arrange the physical environment and provide resources conducive to full and active participation in liturgy and sacrament (e.g. seating arrangements, physical environment, texts of responses, songs and actions)	Student Participation Emphasis: <ul style="list-style-type: none"> <li>• Mass booklets</li> <li>• Student led sung responses</li> <li>• Student drama/dance</li> </ul>			
Encourage and support student participation in parish, deanery or Archdiocesan liturgies and gatherings	Altar Servers for weekend and College masses – rostered on.			
Seek creative ways students may contribute to the enhancement of the church or sacred space in which a liturgy is to be celebrated.	Using different spaces, church, Hall, outdoors. Incorporating dance and movement, student singing, drama and re-enactment.			
<b>CELEBRATING SACRAMENTS</b>				
Identify and provide opportunities for the celebration of the sacraments of Eucharist and Penance within the life of the College	Sacramental Program – Parish co-ordinated. In College Baptisms.  College Masses and Whole College Reconciliation Liturgies.			
Support students and families engaged in sacramental preparation and celebration through recognition and prayer	Whole College Blessings on Assembly in regards to Baptisms and Sacramental Programs.			
Promote and support the Rite of Christian Initiation of Adults (RCIA) in local parishes				
<b>Ritualising Everyday Life</b> Ritualising everyday life occurs through rituals combining words, actions and symbols that make meaning of the mystery of life in the light of the gospel. Christians believe that all creation is good and is infused with the presence of God. College communities affirm the sacredness of everyday life by recognising and celebrating God in the created world, in relationships with others and in events and experiences.	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Beyond</b>
<b>RITUALISING LIFE EVENTS</b>				
Ritualise rites of passage (e.g. transition to secondary College, induction into leadership, engagements, retirement, welcoming new staff/new students, births in the community)	Began a focus on blessings with has continued: <ul style="list-style-type: none"> <li>• Sacramental Rites</li> </ul>			

<p>Use or design commissioning and blessing rituals to respond to life events (e.g. beginning and end of year, outreach activities, Mothers/Father’s Day, excursions, tours and representative activities)</p>	<ul style="list-style-type: none"> <li>• Births</li> <li>• New families</li> <li>• Leaving families</li> <li>• Clergy</li> <li>• Visitors</li> <li>• Stewardship Events</li> </ul>			
<p>Recognise opportunities to ritualise and prayerfully support members of the community facing issues of grief and loss (e.g. Light a Candle website, College newsletter, memories book, messages of sympathy, prayer rituals)</p>	<p>Ongoing Stewardship Team leads this within the College - Healing Hands</p> <p>Staff organised outreach – i.e. Staff food collections.</p> <p>Staff visits to Bereaved families of those that are ill in hospital.</p> <p>Messages of Prayer and Sympathy.</p>			
<p>Identify and source appropriate rituals, spaces, symbols and resources that may assist staff and students prepare for and respond to critical incidents and traumatic events</p>				
<p>Look for opportunities to include elements of hope, joy and celebration in ritualising everyday events in the lives of students (e.g. educational, pastoral, sporting and cultural achievements, personal moments of awe and wonder, discoveries)</p>	<p>Ongoing with blessings, House Cup, Newsletter items, In Prayer This Week, Assemblies.</p>			
<p>Utilise knowledge and skills in dance and drama to ritualise life events</p>				
<p>Promote simple rituals for families to use in the home.</p>				
<p><b>USING PRAYER RITUALS IN THE COLLEGE</b></p>				
<p>Include prayer rituals in the day-to-day procedures and routines of College life (e.g. lighting a candle to begin meetings; saying the College prayer/motto at gatherings; times of silence and reflection before decision-making)</p>	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>• Meetings</li> <li>• Special Novena’s for the ill and dying</li> <li>• Gatherings – fete, parades, special lunchtime prayers.</li> </ul>			

Promote the use of sacred spaces by individuals and groups to experience silence and stillness in the everyday (e.g. chapel, prayer room or reflection/peace garden)	Chapel/foyer used for special liturgical prayer.			
Make use of symbolic and ritual actions that are reminders of the sacredness of every individual (e.g. sprinkling with water, blessing with oil, sign of peace, placing of hands)	Rites of sacredness of the individual are from time to time incorporated into Prayer Liturgies usually in the Mac Centre – blessing each other with water, breadding bread etc.			
Incorporate simple ritual into classroom prayer, assembly prayer, staff and parent gatherings	Ongoing			
Plan prayerful reflective practices as part of learning and teaching (e.g. reflecting on daily learnings, celebrations of learning, rituals related to the focus of learning)				
Incorporate rituals of reconciliation and forgiveness into classroom practice, behaviour support strategies and the life of the College				
Design appropriate and meaningful rituals for use on retreat/reflection days (e.g. affirmation, reconciliation, awe and wonder, valuing self)				
Invite parental involvement in prayer rituals (e.g. a father sharing a story of parenting during a Father’s Day Liturgy; proclaiming the Word; parents anointing children)	Parents and Grandparents used in Liturgical Celebrations.	Ask parents to share their prayers for the newsletter.  Mother’s Day and Father’s Day special Assembly		



## SOCIAL ACTION & JUSTICE

Our College derives its understanding of social action and justice from scripture and Church social teaching. Christians understand that a just society establishes right relationships marked by love, compassion and peace.

<b>Justice in the College Community</b> The College practises justice within its own community through policies, structures and practices that are consistent with the themes of Catholic social teaching. Respect for the dignity of the human person underlies Catholic social justice themes.	2019	2020	2021	Ongoing
Or use any grid that suits your purpose: e.g. by year levels, semesters etc.				
<b>RESPECTING THE DIGNITY OF ALL.</b>				
Promote communication and interaction between members of the College community that respect the rights and dignity of all (e.g. student reports, telephone conversations, conflict resolution, mediation, classroom interactions, behaviour support, staffroom conversations)		Invite speaker with our staff in regards to "Professional Relationships".		
Identify marginalised groups within the College community and develop ways to demonstrate welcome and support	Ongoing Stewardship Team leads this within the College.  Staff organised outreach – i.e. Staff food collections. Healing hands  Support for Bereaved families of those that are ill in hospital.			
Implement induction programs to support new students and families from diverse backgrounds				
Review policies, structures and practices in the light of the diversity within the College community (e.g. cultural, social, religious, economic factors).	Done yearly with College Annual Plan.			
<b>PRAYING FOR JUSTICE</b>				
Integrate a justice focus into College liturgies, classroom prayer and prayer assemblies (e.g. draw on resources from Caritas, Catholic Mission, St Vincent De Paul)	Ongoing Stewardship Team			
Identify structures and practices that provide opportunities to encourage a prayer response to justice issues (e.g. newsletter, assembly prayer, meetings, foyer displays, email, noticeboards, and classroom prayer).	Ongoing Stewardship Team			
<b>BUILDING A JUST COMMUNITY</b>				

Audit policies, structures and practices in the light of Catholic themes of social justice (e.g. behaviour support, inclusion practices, enrolment policy, engaging students in decisions)				
Support the principle of subsidiarity in key decision- making				
Establish just processes of discernment and critical judgement when making decisions	Admin Team meetings			
Apply Christian stewardship to the resources and environment of the College (e.g. audit paper, water & electricity use, monitor care of equipment and facilities, implement environmentally sustainable practices)	Establish Mary MacKillop foundation links			
Develop and access College- wide programs that focus on improving and maintaining quality relationships (e.g. Virtue of the Week, Making Jesus Real, Examine, peer mentoring programs, buddy programs)	Buddy classrooms for involvement in MJR peer support.  Catholic Education Week Activities.	Catholic Education Week Activities i.e. Random Acts of Kindness.		
<b>Action for Justice</b> Action for justice is integral to the Christian vocation. Action for justice, peace and ecological sustainability is based on the dream of Jesus to establish the Kingdom of God. College communities act for justice when they demonstrate a commitment to the poor and marginalised, actively work for peace and practise stewardship of the earth	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Ongoing</b>
<b>APPLYING CATHOLIC SOCIAL TEACHING</b>				
Draw on Catholic social teaching and scripture when developing a rationale and principles for social justice activities	Ongoing – Stewardship Team			
Critically review and monitor the complexity and expense of experiences offered by the College in light of Jesus’ model as one who ‘travels lightly’ (e.g. overseas trips, formals, excursions, fundraisers)				
Implement policies and practices within the College that nurture a generosity of spirit (e.g. staff club support for a local charity, adopting a charitable cause, encourage random acts of kindness)	Ongoing – Stewardship Team			
Promote peaceful relationships within and beyond the College community (e.g. design retreat/reflection experiences on a peace theme, celebrate World Peace Day, celebrate the lives of peace-makers, incorporate non-violent principles into College policies and procedures)	Ongoing – Stewardship Team and special mass celebrations			
Promote the resources and activities of Catholic justice and peace agencies for prayer and action.	Used on Assemblies i.e. Project Compassion resources.			
<b>CARING FOR THE ENVIRONMENT</b>				
Foster environmentally friendly practices (e.g. recycling paper, composting, worm farm, installing College water tanks)	Recycling and Upcycling to support the work of charity groups and organisations			
Raise awareness of ecological issues (e.g. College forums, inspiring speakers, regular updates in College communication, establish an energy efficiency working party, student debates) with reference to Church teachings				

Engage with local environmental projects as part of the curriculum.				
<b>LEARNING THROUGH SERVICE</b>				
Provide structured immersion experiences for students and staff to give valuable insight into the lives of others (e.g. street retreats, visiting care facilities, overseas immersion programs)				
Design and create activities that promote better understanding between generational groups (e.g. visiting an aged care residence, interviewing an older person, Grandparents Day)				
Support and encourage student- initiated justice projects that contribute to the wellbeing of others locally and globally				
Adopt a College in need and seek practical ways they might be supported (e.g. clothing, books and resources for a College in East Timor, sharing facilities with a College nearby, support Colleges that have been affected by natural disasters)	Stewardship Team lead these support raisers throughout the College.			
Enliven and renew existing service and justice activities (e.g. a 'justice activist-in-residence', guest presenters at Assembly).				
<b>Reflection on action for justice</b> Reflection on action for justice requires critical reflection and prayerful discernment based upon the scriptures and Catholic social teaching. College communities consciously plan for and implement these reflective elements into their justice initiatives through an action-reflection process	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Ongoing</b>
<b>PROMOTING CRITICAL DISCERNMENT</b>				
Review and critique the relevance and adequacy of current actions for justice in the College community	.			
Critically reflect on everyday practices within the College community that fail to uphold the dignity of individuals (e.g. demeaning language, aggressive behaviour, misuse of power)	Anti – Bullying Days in conjunction with our Adopt A Cop. Link to Wellbeing framework and			
Use College publications to challenge the College community to critically reflect on current social issues	Newsletter items.			
Encourage peaceful and just relationships by providing opportunities for community members to regularly reflect on their attitudes and behaviours	Newsletter items. Discussions with P&F, Board etc.			
Make reference to Catholic social teaching in areas of learning relating to social issues such as economic development, employment, consumerism, and scientific developments such as cloning				

Incorporate reflection about the vocation of the Christian in the world into the briefing and debriefing of students engaged in immersion and outreach programs.				
<b>BUILDING A CULTURE OF REFLECTION</b>				
Encourage reflective processes that promote reconciliation (e.g. conflict resolution, restorative justice processes, mediation)	These types of reflective practices are done by staff and students on parade, i.e. using Project Compassion Resources, through Prayer and Scripture.			
Provide times and opportunities to assist prayerful reflection on justice issues and initiatives (e.g. journaling, meditation, artistic expression, song writing)				
Ensure that prayerful reflection is part of the regular practice of service and action (e.g. Examen prayer, meditation on scripture, journaling)				
Build a reflective component into the celebration of significant events related to social issues and justice (e.g. Aboriginal reconciliation, Social Justice Week, World Environment Day, Hiroshima Day)	End of Year Liturgy – whole College – reflective component of "Being Grateful".		Ash Wednesday Liturgy – reflective drama on World Hunger and Giving Alms.  Focus on being grateful in terms of food we have to share.	
Utilise the power of story to assist reflection on social justice issues and themes				
Locate and use resources provided by Catholic agencies to promote student reflection on issues of justice, peace and ecological sustainability				
Utilise the writings and reflections of prominent advocates for social justice as a focus of reflection on actions undertaken. Make reference to Catholic social teaching in this context				
Teach students to use an action-reflection process in response to life and societal issues.				