



# Strategic Plan 2017-2021



*Inspiring Young Women  
Transforming the Future*



# Strategic Plan

On behalf of the Mount St Benedict College Board, we are delighted to present the College Strategic Plan for 2017-2021.



**Maria Pearson**  
*Principal*

This Strategic Plan is the outcome of consultation with the Mount St Benedict College community and emerges from the College Mission Statement. Underlying the plan are the College values of Pax, Hospitality and Stewardship, which are at the heart of the charism of the Sisters of the Good Samaritan of the Order of St Benedict, who founded the College in 1966.

upgrading and enhancement of facilities and increasing awareness of the importance of our Good Samaritan heritage in determining our future. A major project will be the planning for the transition of the adjoining property, currently occupied and owned by the Congregation of the Sisters of the Good Samaritan, to the College. This will open up enormous opportunities for the College.



**Jacqui Van de Velde-Gilbert**  
*Chair of the Board*

Mount St Benedict College is a Catholic Congregational School with a tradition of excellence in the education of young women in the North-West of Sydney. Our students are given every opportunity and encouragement to develop their faith and their personal spirituality. Academic standards are high, as reflected in student performances in external tests and credentials, and the Harvard University framework, Teaching for Understanding is used for all College programs. The Positive Education approach informs our Pastoral Care structures and programs, the building of nurturing relationships and the development and monitoring of academic goals. Students are nurtured in an environment which allows them to be simultaneously challenged and encouraged. Consistent with our Good Samaritan heritage we have mission programs which focus on justice and allow students to use their gifts in the service of others.

Work will continue to ensure our students are provided with engaging and relevant learning experiences, focussing on the critical fluencies required to allow them to take their places in the world with confidence and resourcefulness.

This document is a summary of the College Strategic Plan. The full-length document includes more detailed Project Plans, which bring the plan to life. Our actions over the next five years will be driven by these plans and we will monitor and report on our progress towards achieving our goals.

As we work through this Strategic Plan, we are ever conscious of the need to be aware of our longer term future, and the need to plan beyond the next five years. We look forward to working with the College community to implement our Strategic Plan as we continue to inspire our young women to use their gifts in transforming the world of the future.

The next five years will see the College build on the developments of the recent past, a time during which there has been significant

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# Good Samaritan Benedictine Charism

Charism is the word used to describe the spiritual orientation and special characteristics of a person or group of people. At Mount St Benedict College, as a school founded by the Sisters of the Good Samaritan of the Order of St Benedict, it is the charism of the Sisters which informs and guides our Mission and Vision.

The Sisters of the Good Samaritans live out their search for God with others in community, by their commitment to prayer and by their love for their neighbour – whoever he or she may be.

The Sisters are committed to:

- the Work of God;
- partnership;
- creation.

The Good Samaritan congregation and the wider Good Samaritan family continue to draw inspiration from the rich wisdom of Benedictine spirituality and the much-loved parable of the Good Samaritan.

It is this charism which guides our work at Mount St Benedict College.

[www.goodsams.org.au](http://www.goodsams.org.au)



# Mission Statement

Inspired and informed by our Good Samaritan heritage, Mount St Benedict College educates young women in a Catholic community where all are encouraged to contribute with the gifts given to them to make a difference in the world.

## In pursuing our Mission, Mount St Benedict College:

- **Encourages** students and community members to recognise God's presence in their lives and to develop their lives in the Benedictine tradition of simplicity, community and balance.
- **Embraces** the Benedictine values of Pax, Hospitality and Stewardship.
- **Fosters** in each student a desire to pursue personal excellence and fulfilment through life long learning, reflection and sharing of their gifts and talents in service of others.
- **Challenges** each student to listen, question and discern meaning in the search for truth, understanding and wisdom.
- **Responds** to and supports the needs and interests of each student through a broad, flexible and innovative curriculum.
- **Provides** an environment which allows girls to develop and affirm their strength as women of and for the world.
- **Nurtures** and promotes respectful relationships.
- **Equips** students to face life's challenges with resourcefulness, confidence and compassion.
- **Stirs** a personal and community response to injustice through reflection and action.
- **Instils** in each student a responsibility to be active stewards of the environment and natural resources.

*“We intend to be a leader in girls’ education for students, parents and staff...”*

## Our Vision

Guided by the Good Samaritan Benedictine charism, Mount St Benedict College is recognised for leadership in holistic education of girls, engaging and inspiring young women to use their gifts in transforming the future.

### Strategic intent

- The needs of students are understood and met.
- The College has discerned and implemented a growth and development strategy.
- Plans for parent, family and community engagement, communication and formation are in place.
- There is a College Master Plan in place to support the growth and development strategy.
- Leadership capacity and organisational design support the growth and development of the College.
- Staff are supported as accredited, capable, competent, committed and motivated leaders of learning.
- Financial viability of the College is ensured.
- School structures, systems and processes, including ICT, meet the needs of the community.





### **The needs of students are understood and met through:**

- Appropriate data gathering and analysis.
- Holistic responses and interventions to meet the individual needs of students.
- Holistic improvement plans for teaching and learning.
- Implementing the Positive Education approach.
- Embedding Teaching for Understanding.
- Student leadership programs.
- Embedding of College values into all aspects of College life.
- Processes to engage and respond to the student voice.
- Analysis of student feedback.

### **The College has discerned and implemented a growth and development strategy through:**

- The establishment of a Board of Management for the MSB Centre.
- The development of a growth and development plan to meet community needs and the mission of the College.

### **Plans for parent, family and community engagement, communication and formation are in place through:**

- Enhanced communication processes and engagement opportunities.
- Development of parent formation programs.
- A pastoral support network to meet the needs of families.

### **There is a College Master Plan in place to support the growth and development strategy through:**

- Consultation with stakeholders.
- Implementation of an updated master plan.
- A building program that reflects the master plan.

### **Leadership capacity and organisational design support the growth and development of the College through:**

- Review of College leadership structures.
- Implementation of a leadership development and formation framework.
- Processes which engage staff in decision making and ensure effective communication.



### Staff are supported as accredited, capable, competent, committed and motivated leaders of learning through:

- Teacher accreditation processes which support staff at different stages of accreditation.
- Realistic, documented role descriptions for all staff to ensure balanced workloads and staff wellbeing.
- A staff formation framework which guides the professional development and wellbeing of staff.
- Holistic staff review processes.
- Career path planning and effective recruitment processes.

### Financial viability of the College is ensured through:

- A sustainable financial model which is realistic for parents and supports the growth and development of the College.
- A sustainable staffing policy which meets staff and community expectations and ensures the mission of the College.
- The identification of accessible grants.
- A debt recovery process to meet College needs.

### School structures, systems and processes, including ICT, meet the needs of the community through:

- Assessment and reporting processes which meet the needs of students, staff and parents.
- A College timetable and calendar which address the needs of the community.
- Identification of all regulatory, compliance obligations.
- Regular review of structures, systems, processes and priority improvement goals.





Mount St Benedict College

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