Lourdes Hill College Strategic Plan
2011-2015

‘BUILDING BRIGHTER FUTURES’
Listening
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**Introduction**

Lourdes Hill College has a tradition of inclusiveness and of creating a caring environment for the young women who attend the College. The College is actively involved in the local community and is motivated by a respect for the individual, by academic excellence, diversity of choice and core spiritual values as it educates young women for the future. The spiritual heritage of the College is informed by the story of compassion of the Good Samaritan, the patronage of Mary under the title of Our Lady of Lourdes, and a strong Benedictine tradition of the Good Samaritan Sisters emphasising the values that support holistic living. Continual learning from Indigenous spirituality enriches the College ethos.

The key themes for ‘Building Brighter Futures – Strategic Directions 2011-2015’, are drawn from the Board Strategic Directions established in 2006 which were developed after wide community consultation and research. We have used our ‘Strategic Directions 2006-2010’ document and the experiences and successes from the last five years to help advise and prepare ‘Building Brighter Futures - Strategic Directions 2011-2015’. In 2015, in preparation for a new strategic plan, the College will again undertake a full community-wide consultation process supported by current educational research as well as a school renewal and improvement process.

**The Good Samaritan vision of Catholic Education:**
- draws on the strength of the Good Samaritan Benedictine tradition
- is directed to the seeking of God
- is centred on Jesus Christ and his mission
- is committed to partnership and to Christian community
- is committed to participative leadership

**In Good Samaritan Education we value:**
- the dignity of each person;
- an academic school environment which is at the forefront of contemporary educational developments;
- a love of learning;
- a holistic view of education and an integrated curriculum which will challenge and foster the creativity, initiative and ability of each student;
- respect for individual differences so that "the strong have something to strive for and the weak nothing to run from" (Rule of Benedict 64:9);
- the integration of faith and life;
- an appreciation of beauty and the diversity of cultural values;
- wise stewardship, which reverences the earth and its resources;
- a balance of prayer and work;
- hospitality of heart and place;
- the seeking of peace.
Our Vision and Mission

Lourdes Hill College equips young women to contribute to God’s story through a love of life and learning.

We,

• open doors to an education that engages each person in striving towards excellence and celebrating her full potential.
• create a caring, spirited community that is culturally rich and diverse.
• translate the Catholic, Benedictine, Good Samaritan story into the world today.
• educate towards action for justice and social responsibility.
• inspire courageous young women to move forward with hope to create the future.

The Gospel, the Rule of St Benedict, the Catholic Christian tradition, Indigenous spirituality and the human heart inspire our values of:

Community  Compassion
Hospitality  Stewardship
Prayer  Listening
Justice  Respect
Balance

Stewardship
Key Themes

These key themes which have grown out of the Board Strategic Priorities, provide the areas of strategic focus for the plan and are a distinctive response to the many complex issues facing a College seeking to address the needs of 21st century learners and families within the context of a Catholic school.
Our Strategic Priorities

Lourdes Hill College will:

- Re-affirm and enhance its commitment to our Catholic Mission in the tradition of Good Samaritan Education.
- Reposition itself within Catholic Education as its scope of services changes, in particular the possible extension of education services to include Year Seven.
- Promote ways through which students and staff foster a culture of Academic Excellence.
- Promote ways to optimize student learning outcomes including OP results and pathways to learning and earning.
- Focus on Teachers as professional leaders.
- Restructure the pastoral care system to provide for an enhanced experience of community and care.
- Ensure compliance with authority requirements at a range of levels: legal and industrial requirements, board requirements, company member requirements etc.
- Explore future outreach to Indigenous Students and the local Indigenous community.
- Continue its evolution as a College that makes the best possible use of information and communication technology (ICT).
- Design and implement a comprehensive Program of Resource Management.
To develop exceptional young women by providing a rich education within the framework of a vibrant Catholic community inspired by the vision and spirituality of The Sisters of the Good Samaritan and St Benedict.
## Catholic Dimension

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| To guide our young women towards full human development in an authentic Catholic community which follows the values of the gospel and the vision and spirituality of St Benedict and the Sisters of the Good Samaritan | – to aspire to a culture of Catholic faith where everyone makes value-based decisions in all areas of endeavour  
– to gain an ever-deepening awareness of being called to the mission of the Catholic church  
– to nurture, promote and celebrate the spiritual life of all in the community  
– to develop a commitment to social justice and to a spirit of generosity where members of the community reach out to others  
– to deliver a balanced academic Religious Education program to all students  
– to develop an effective Faith and Mission Team | – role-model the values embedded in the Rule of Benedict, the story of the Good Samaritan and the College Mission Statement in all the College’s day to day practices, inter-personal relationships, communications, interactions and decision-making processes  
– explore opportunities for broadening connections with the Brisbane Catholic Archdiocese and for expanding ecumenical relationships  
– continue participation in an active and engaging Social Justice program  
– change structures to accommodate growth in school population  
– continue to ensure that our College environment reflects beauty, sacredness and good stewardship and promotes a reverent awareness of the presence of God |
Pastoral Care and Community

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<td>To build relationships with individuals and across the whole school community based on faith, care and support which affirm personal dignity and diversity</td>
<td>– to provide an environment where everyone feels safe and valued</td>
<td>– review the internal structures, roles and events of the House system in preparation for 2015 Year 7</td>
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<td>– to foster a culture which encourages and values individuality, compassion, diversity and resilience within a communal environment</td>
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<td>– to nurture a sense of loyalty and pride in the College</td>
<td>– review and develop a Parent Information program</td>
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<td>– to work in partnership with parents to achieve the best</td>
<td>– further develop the Recognition Policy to acknowledge loyalty and pride in the College</td>
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<td>spiritual, educational and personal outcomes for their daughters</td>
<td>– establish a Reconciliation Committee</td>
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<td>– to ensure effective communication at all levels within the community</td>
<td>– develop and embed Indigenous perspectives into the College curriculum offerings</td>
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<td>– to provide an environment that fosters right relationships</td>
<td>– develop a support program across all areas for students perceived to be at risk</td>
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<td>across the school community</td>
<td>– develop and implement an effective support program for all students with specific needs, including Indigenous and International students</td>
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<td>– to foster cross-cultural awareness in our community</td>
<td>– review and develop Parent/Home Group/Teacher/Student Interviews</td>
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# Learning and Teaching

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<td>To provide a rich learning environment founded on a challenging curriculum and a diverse co-curriculum within a values-based culture</td>
<td>– to promote a love of learning in the community through a dynamic curriculum which engages students, recognises individual differences and talents, and allows all students to experience success</td>
<td>– promote ways through which students and staff will foster a culture of academic excellence</td>
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<td>– to continue to be at the forefront of innovative practices in teaching and learning through ongoing research, review and staff professional learning</td>
<td>– continue to foster a culture of data analysis as the foundation to promote ways to optimize student learning outcomes including OP and NAPLAN results and post-school pathways</td>
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<td>– to encourage and promote high expectations and academic excellence in achievement</td>
<td>– promote higher level thinking strategies and Habits of Mind within the LHC Learning Framework</td>
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<td>– to encourage and promote learning and the development of life skills</td>
<td>– continue to strive to design innovative and engaging curriculum programs that incorporate exemplary digital learning practices</td>
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<td>– to continue to develop our integrated program of ICT across the curriculum in a technology-enriched environment</td>
<td>– research educational literature and existing local, state and national programs to inform the design of a Year 7-9 Middle School Curriculum</td>
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<td>– investigate possible structures and processes to implement an Academic Mentoring Program for Year 8-12 students</td>
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<td>– develop a contemporary Year 10 Program to provide a purposeful transition from Middle School to Senior School</td>
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## Leadership and Governance

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| To ensure dynamic management of all facets of the College and to develop and demonstrate leadership at all levels | - to foster progressive and responsible leadership  
- to foster teamwork and collaboration  
- to develop leadership and management capabilities  
- to develop organisation and decision making structures and systems  
- to develop, support and encourage the work of school community groups  
- to promote the growth of the College and its standing in the wider education community  
- to review and develop the staff appraisal system  
- to provide an exceptional professional learning environment to underpin expertise and currency in teaching and non teaching roles, with strategic alignment to LHC priorities | - further develop the leadership program for students  
- develop responsive, long term Financial and Business Plans  
- monitor, review and develop parental involvement and the role and purpose of the Board  
- develop and implement a Marketing and Public Relations Plan  
- annually review membership and activities of leadership committees and teams  
- develop and implement a new annual staff appraisal system  
- demonstrate annually progress in professional expertise in the teaching environment/Professional Standards for Teachers  
- develop a whole school Professional Development Plan  
- develop a College Leadership Succession plan  
- establish the Centenary Celebrations Committee  
- encourage strong links with the Past Pupils’ Association  
- develop and promote the Lourdes Pilgrimage Program |
## Resources and Environment

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<td>To provide the best possible human, physical and financial resources to establish a benchmark school for girls</td>
<td>– to continue to maintain and improve the grounds and facilities&lt;br&gt;– to provide the best learning environment and appropriate resources for each student&lt;br&gt;– to recruit, progress and develop high quality staff across all domains of the College</td>
<td>– develop and implement the Building Master Plan&lt;br&gt;– develop and implement an Environmental Management Plan&lt;br&gt;– develop and implement the Information, Communication and Technology Plan and the 1:1 Program&lt;br&gt;– continue to refine and implement the Risk Management Plan&lt;br&gt;– explore the possibility of establishing an LHC Foundation&lt;br&gt;– develop policy and guidelines for the Scholarship Scheme&lt;br&gt;– to build ‘Executive’ capacity in the area of Human Resource Management</td>
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**Compassion**  
**Hospitality**
Conclusion

The Strategic Plan for Lourdes Hill College articulates 5 Key Themes, Strategic Intentions and key implementation steps that will guide the Board and the Leadership Team in executing the future financial, physical and educational priorities for Lourdes Hill College from 2011-2015.

Over the next five years, the Board, the Leadership Team, staff and many others in the extended Lourdes Hill College community will be working closely together to implement this Strategic Plan to ensure that we maintain our commitment to ‘Building Brighter Futures’ for our girls.

Robyn Anderson
Principal
Prayer