



CATHOLIC EDUCATION
Archdiocese of Canberra & Goulburn

Strategic Plan

2024-2025

Faith in Learning



Faith in Learning

Our Vision

Jesus Christ, our greatest teacher, calls us to receive and witness our Catholic faith revealed in the scriptures and our living tradition.



Our Purpose

We strive to be leading Catholic communities that nurture each person's God-given potential through teaching and service.



We seek
Truth
Goodness
Beauty



We extend to all an invitation to prayer and service to those on the peripheries.

We celebrate the sacramental life of the Church.

We form confident evangelists with a Catholic imagination to share the faith.



Our students excel in their learning and grow their confidence and wellbeing.

Our teachers embrace their vocation to enrich students' lives through learning.

Our students deepen their understanding of themselves and the world.



We offer an ongoing encounter with the Catholic intellectual tradition to staff and students.

Our enduring commitments

To pursue our Vision and Purpose, we will work through six pillars with defined strategic objectives against each.



Faith

We provide a high quality, low-variation, knowledge-rich religion curriculum to all students consistent with the approach to learning and teaching in Catalyst.

We will comply with the accreditation to work, teach and lead in a Catholic school and with the Religious Education Policy.

We have a differentiated and coherent formation program for all staff to grow in their encounter with and understanding of the mission of Catholic schools.

We support an inclusive, religious life of the school and will aim to increase engagement of our students and staff.



Learning

Every school consistently makes expected yearly progress for all students.

Every school supports the wellbeing of every student as a foundation for learning.



Community

We review and strengthen the value proposition of our schools relevant to continuing to attract new families.

Our schools are recognised for their welcome to all, in particular the disadvantaged, who seek a Catholic education.



System sustainability

Each year we generate a sufficient operating surplus to maintain all our schools and extend facilities where needed.

Our existing school capacity utilisation is monitored and optimised.

We invest strategically each year in capital, facilities and other strategic initiatives to maintain the quality of our schools.



People

We nurture a workplace environment to attract well qualified applicants to fill every vacancy.

Staff access high quality professional development to continue to grow and enhance effectiveness.

Succession planning is in place for all key leadership positions across the system.



System support

As responsible stewards we invest to realise the benefits of being a true school system, simplifying our organisational and operating environment, with clear roles and responsibilities to improve effectiveness, productivity and efficiency.

We embed compliance and risk management as ongoing processes for all leaders in our system.

The strategic metrics are the performance indicators we will use to measure progress against this strategy.

These strategic metrics will be complemented with operational metrics.



Faith

Religious education satisfaction levels of students.

Compliance to religious education accreditation.

Staff engagement with faith formation.



Learning

Every school is performing academically in the top 25 per cent of schools with similar students.

Every primary school supports 80 per cent of students to reach the Dynamic Indicators of Basic Early Literacy Skills (DIBELS) benchmark.

Systems are in place to ensure the safeguarding and wellbeing of all students.



Community

Overall market share.

Market share of Catholic school-aged population.

Capacity utilisation levels.



System sustainability

Earnings before interest, taxes, depreciation and amortisation (EBITDA) margin.



System support

Satisfaction levels for defined services.



People

Overall satisfaction rates.