



**ST MARY'S**  
COLLEGE

# STRATEGIC PLAN

**2026 - 2030**



We are excited to share the St Mary's College Strategic Plan for 2026–2030, which honours our past and sets a confident direction for the years ahead. This plan acknowledges our journey and reflects our deep commitment to faith, learning, and community, and sets a clear direction for the years ahead.

Informed by our collaborative **EREA Renewal Report** our plan gives voice to the aspirations of our students, staff, families, and community. Guided by our Catholic tradition and inspired by the Edmund Rice Charism, we look to the future with confidence:

**Faith at our centre. Welcoming and inclusive. Excellence for every student. A strong future built together.**

Together, we will continue to nurture a College where every young person is known, valued, and inspired to grow.

# ENHANCE OUR CATHOLIC *Identity*

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*St Mary's College continues to embrace traditions and values of Catholic education to foster a faith community, where prayer is woven into daily routines, liturgical celebrations are experienced, and religious iconography serves as a reminder of its spiritual foundation. The growing relationship with the parish, alongside meaningful retreat day programs and a culture of openness to other faiths, reflects a deep commitment to nurturing both spiritual and personal growth.*

EREA School Renewal Report



**ALIGN THE COLLEGE VALUES WITH THE RENEWED TOUCHSTONE PILLARS TO ENSURE CLARITY ACROSS THE COMMUNITY**

- Embed Touchstones into language, rituals and publications.
- Display College values more overtly.
- Propose changes to house names to reflect renewed identity.



**CO-DESIGN A MEANINGFUL AND RELEVANT CURRICULUM THAT STRENGTHENS THE ARCHDIOCESAN VISION FOR RELIGIOUS EDUCATION**

- Collaborate with other schools and MACS to create and share resources.
- Develop a unique Senior RE course linking liturgy, ritual and rites of passage.
- Build capacity through professional development towards more teachers holding Accreditation to Teach (RE) in a Catholic School



**ENGAGE WITH THE CHARTER FOR CATHOLIC SCHOOLS IN THE EDMUND RICE TRADITION TO DEEPEN CONNECTIONS WITH SCRIPTURE, FIRST NATIONS KNOWINGS AND CHURCH TEACHINGS**

- Provide staff formation aligned with the renewed Charter.
- Highlight Catholic values and identity through promotional material.
- Create awareness and opportunities for First Nations engagement.



**REVIEW AND EVALUATE SOCIAL JUSTICE, OUTREACH AND SERVICE LEARNING TO ENSURE PROGRAMS ARE UNDERPINNED BY CATHOLIC SOCIAL TEACHINGS AND RESPOND TO COMMUNITY NEEDS**

- Develop and support signature Social Justice initiatives.
- Build immersion and community outreach opportunities.
- Deliver and embed a Reconciliation Action Plan



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**CELEBRATE**  
**OUR** *Difference*



*St Mary's College has made significant progress on its identity journey, having successfully navigated the complex merger of two schools, shaping a distinctive identity as a co-educational school. This evolving identity reflects both resilience and vision, laying a strong foundation for future growth and community connection.*

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# 5

## CONTINUE TO DEVELOP AND IMPLEMENT A COMMUNICATIONS PLAN THAT HIGHLIGHTS THE UNIQUE PROGRAMS, EXPERIENCES AND OUTCOMES OF ST MARY'S

- Grow a distinctive social media presence that promotes our Catholic identity.
- Update honour boards and promote inclusion in displays at the College.
- Strengthen scholarships and mentoring opportunities.
- Build partnerships with elite sporting organisations.
- Enhance communication channels to engage families in college life

# 6

## BUILD A CULTURE THAT CELEBRATES THE STORY OF THE SCHOOL THROUGH EDMUND RICE, PRESENTATION AND BROADER CATHOLIC TRADITIONS WITH A FUTURE-FOCUSED LENS

- Honour the College's heritage while creating new traditions.
- Ensure founding story of both CBC and Presentation College is clearly articulated and known across the community.
- Share facilities and events with Catholic primary schools especially with St Mary's Primary in establishing a learning precinct.
- Build pride in wearing the St Mary's College uniform.

# 7

## SET ENROLMENT TARGETS THAT BALANCE FEEDER SCHOOL TRENDS AND CHURN DATA TO ENSURE STABILITY, INCLUSION AND APPROPRIATE RESOURCING

- Strengthen links with feeder primary schools.
- Address barrier of affordability through access schemes for low-income families.
- Understand the pull factors to encourage enrolment especially of girls by promoting the benefits of co-education.
- Identify and address the push factors that encourage families to seek alternative learning settings.



McARTHY CREATIVE  
ARTS CENTRE



ST MARY'S  
COLLEGE

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# IMPROVE LEARNING AND *Teaching*

  
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*St Mary's College continues to demonstrate a strong commitment to excellence in teaching and learning, underpinned by its thoughtfully designed learning environments and the successful implementation of its refurbishment plan. The College's strategic focus on fostering meaningful learning relationships, offering relevant and diverse learning pathways, and raising academic standards reflects a deep understanding of student needs and future-focused education.*

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### **CO-DESIGN A ST MARY'S LEARNING FRAMEWORK THAT RESPONDS TO STUDENT NEEDS, CELEBRATES MULTIPLE PATHWAYS AND SUPPORTS COLLABORATIVE PRACTICE**

- Improve curriculum engagement through change in lesson duration and structure.
- Embed the RAISE Learning Framework.
- Ensure subject and co-curricular offerings support multiple student pathways.
- Develop the Vocational Major by creating a learning hub.



### **STRENGTHEN EVIDENCE-BASED PRACTICE THROUGH PROFESSIONAL LEARNING TEAMS THAT PROMOTE COLLABORATION, ACCOUNTABILITY AND SOLIDARITY**

- Each teacher belongs to a professional learning team to promote collaboration in planning and assessment.
- ARMs are data informed and meaningful in driving professional goal setting and improvement.



### **USE DATA TO IDENTIFY STUDENT NEEDS EARLY, DRIVE INTERVENTIONS AND FOSTER A GROWTH MINDSET IN AN INCLUSIVE LEARNING COMMUNITY**

- Strengthen early identification and intervention systems.
- Benchmark student attainment against state standards.
- Ensure Respectful Relationships is clearly articulated in the curriculum and reflected in the pastoral program.



### **ENHANCE BEHAVIOUR MANAGEMENT SYSTEMS TO ENSURE CONSISTENT WELLBEING OUTCOMES IN THE CO-EDUCATIONAL CONTEXT**

- Embed the Behaviour Formation Pyramid.
- Involve students in shaping expectations and build understanding that their behaviour impacts others positively and negatively.
- Use findings from LaTrobe Research Team on unconscious bias to inform practice.



**BUILD** *Capacity*



*St Mary's College workplace culture is underpinned by a dedicated and supportive staff. The College demonstrates a commitment to building leadership capacity in staff and encourages them to embrace opportunities for professional growth.*

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# 12

## **SYSTEMATISE POLICIES, FRAMEWORKS AND GOALS TO ENSURE THE SPIRITUAL LIFE OF THE COLLEGE IS SUSTAINABLE BEYOND INDIVIDUAL INITIATIVES**

- Develop a whole school approach to liturgy and retreats.
- Train staff to lead student formation programs.
- Embed reflection and evaluation into spiritual programs.

# 13

## **BALANCE PRIORITIES, EXPECTATIONS AND RESOURCES ACROSS LEADERSHIP PORTFOLIOS, HUMAN RESOURCES AND PROGRAM DELIVERY TO CREATE SUSTAINABLE OPERATIONS**

- Build role clarity and support systems for those in positions of leadership.
- Develop understanding of organisational delegations to help ensure decisions are communicated effectively.
- Effective succession planning helps address sustainability in leadership roles.

# 14

## **REVIEW AND STRENGTHEN OPERATIONAL COMMUNICATION TO ALIGN CALENDARS, PROCESSES AND GOALS WITH STRATEGIC PRIORITIES**

- Create a shared online hub for resources and planning.
- Integrate College Calendars to enhance planning and improve communication..
- Improve communication in promoting events at the College and balancing priorities.

# 15

## **DEVELOP A COLLEGE MASTERPLAN**

- Landscape and soften outdoor areas.
- Ensure students feel safe in shared spaces beyond the classroom, with toilets that are clean and welcoming.
- Establish a Learning Hub for VM
- Redevelop the Plaza to create a student common for eating.



# ST MARY'S COLLEGE

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