STRATEGIC PLAN

2024 - 2028

OUR VISION

Engaged in Secondary Education, John Paul College is a Gospel Community that is created anew each day. Our focus is JESUS who both energises and unites us on our journey towards wholeness through justice, peace, and charity

OUR MISSION

At John Paul College, we strive to develop our identity as a Catholic College, where Christianity is a way of life and our community is united by a shared purpose.

We foster open communication, inclusive decision-making, and effective pastoral care, ensuring that every member is supported in reaching their full potential.

Our curriculum promotes the holistic growth of students by integrating their spiritual, emotional, physical, and intellectual development.

Rooted in reverence for the Creator, we cultivate a sense of stewardship for the earth and a commitment to respect and service for all, regardless of class, colour, or creed

OUR VALUES

JUSTICE

PEACE

CHARITY

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Social Justice & Ministry | Academic | Cultural | Sport | Wellbeing

Our Five College Pillars represent our commitment to quality for all and guide our Strategic Priorities and Overarching Actions

Our Strategic Priorities

Catholic Identity

To enhance a culture that actively **engages** with our **foundation** of Catholic Identity, our **House charisms** and **heritage**.

We invite all people into the **story of Jesus** and strive to make the **Gospel** message of **justice, peace, and charity** a living reality within our community.

Education

To enhance a culture that inspires a **love of learning** and nurtures **personal growth**.

We **engage**, **enrich**, and **empower** students through **holistic** development, inspiring hope, fostering excellence, and guiding them to integrate faith, life, and culture; shaping **responsible** individuals who **think critically** and **contribute meaningfully** to the world.

Stewardship

To enhance a culture of leadership that sustains a **thriving** and **diverse** community.

We gratefully receive **God's gifts**, nurture them responsibly, and share them justly to **build a better society**. With a focus on the **vulnerable**, we partner with families to foster inclusion, and are guided by Christ to serve as **inspiring witnesses**, collaborating to sustain and strengthen our Catholic school.

Community

To enhance a welcoming, inclusive, and **pastoral culture** that nurtures **meaningful relationships** and a shared commitment to the **common good**.

Grounded in Church teaching, we uphold the **dignity, safety, and wellbeing** of every individual as central to our mission. We value strong connections with our **local parish**, fostering a community rooted in faith and service.

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Our Overarching Actions

Catholic Identity

- Authentically expressing our **Catholic identity**, ensuring that faith is at the heart of College life.
- Living out **Gospel values** in our daily actions, relationships, and decision-making, fostering a culture of justice, peace, and charity
- Animating **House traditions**, drawing on the rich heritage of our College founders to inspire belonging, leadership, and faith in action.
- Serving the Goldfields community as active agents of change, encouraging students to live out their faith through **meaningful service and social justice**.
- Engaging students and staff in **faith formation**, deepening their spiritual journey through liturgy, prayer, retreats, and reflection.
- Developing and implementing an **Evangelisation Plan**, ensuring that our role in the Church's mission continues to guide all aspects of College life.
- Embracing the **Catholic worldview and Catholic Social Teaching** across the curriculum, nurturing a commitment to dignity, justice, and the common good in all learning areas.

Education

- Developing a JPC **Vision for Learning** based on the principles of **engaging, enriching and empowering** our students.
- Applying research-based, evidence-informed pedagogy and curriculum design to ensure **high-quality teaching** and learning experiences (e.g. Berry Street, The Resilience Project & the Behaviour Curriculum).
- Developing a systematic approach to **differentiation**, leveraging data and student tracking to personalise learning and support individual growth.
- Establishing **consistent learning routines and classroom expectations** to create calm, safe, and structured environments that foster engagement, and respect.
- Expanding and reviewing **pathway options**, ensuring that every student's unique talents, aspirations, and abilities are recognised, nurtured, and celebrated.
- Fostering **digital literacy** and competencies, equipping students with the skills to navigate and leverage technology effectively while promoting ethical, responsible, and safe digital practices

Stewardship

- Attracting, developing, and retaining **high-quality educators and support staff.**
- Developing a **professional learning and growth plan** for staff that fosters continuous improvement and excellence in teaching and leadership.
- **Celebrating the uniqueness and strengths of each staff member**, fostering a culture of positive relationships, collaboration, and professional respect
- Embedding **sustainable practices and leading environmental stewardship**, ensuring responsible resource management and a commitment to ecological responsibility (Laudato Si).
- Strengthening the relationship between parents, caregivers, and the wider community in active support of our **vulnerable** school members.
- Regularly reviewing and enhancing **ICT facilities and infrastructure** to meet the evolving needs of contemporary teaching, learning, and operational efficiency (capital).
- Ensuring all **governance, compliance, and regulatory frameworks** are upheld with integrity, aligning with best practices and legal requirements.

Community

- Effectively supporting **Aboriginal and Torres Strait Islander students** academically, emotionally, and culturally through engagement with a **Reconciliation Action Plan.**
- Developing and embedding a holistic pastoral care program, **'The JPC Way'**, based on a positive, resilient, and relational education approach.
- Prioritising the role of the **Student Representative Council and Student Voice** in all aspects of the College
- Reviewing and developing **pastoral processes, procedures, and guidelines** that align with the Strategic Priorities of the College and foster a culture of care and respect.
- Strengthening our commitment to **multiculturalism** by celebrating cultural diversity through events, programs, and curriculum initiatives that promote cultural competence
- Enhancing partnerships with all **feeder primary schools**
- Strengthening the connection with our **local parish**, fostering a community rooted in faith and service.
- Exploring a commitment to a **JPC Alumni**, fostering lifelong connections and engagement with past students.
- Exploring opportunities for **parents and friends of the College** to become more deeply involved in the life of the College

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2024 Achievements

Catholic Identity

- Development of House Spirit Coordinator roles
- Whole-school House Masses
- House Assemblies on Founders' Day
- Scheduled House staff meetings and activities/events during Extended Home Room
- Associate School of Edmund Rice Education Australia
- Associate School of Mercy Education
- Established tie through Director of Mission, St John of God
- Friday morning Mass
- Catholic Identity Staff Formation Day (Friday - Gold Week)
- Accreditation Day Term 3
- Founders' Day Staff reflection
- Commenced drafting of Evangelisation Plan
- Structured prayer in Home Room

Education

- Commencing development of JPC Vision for Learning (Engage, Enrich, Empower)
- Introduction of Berry Street Education Model
- The Resilience Project (Years 7-10)
- Development of Classroom Teacher Guidelines based on The Behaviour Curriculum and the Australian Education Research Organisation
- Reviewing and improving whole-school approach to differentiation in the classroom, and student-data tracking to inform development of IEPs
- Establishment of consistent learning routines and classroom expectations (will also be in the classroom teacher guidelines)
- Role of Dean of Senior School, ViSN Coordinator, Deputy Principal - Teaching & Learning, in guidance of pathway and graduation options

Stewardship

- Commencement of a professional learning and growth plan for staff comprising three stages: Graduate/International Teachers; Teacher (2+ years experience); Leadership - Senior/Middle Leaders
- Development of term schedules, including Monday morning briefing/meeting rotation, professional development sessions to support staff wellbeing
- Introduction of JPC Vision Team, including teaching and support staff, to help lead improvement
- Development of relief and cocurricular procedures in line with new Enterprise Agreement, to support staff wellbeing
- Commencement of reviewing whole-school governance/compliance frameworks (eg Emergency Response Plan)
- Development of branding and new website to improve visibility and communication, College Google Calendar
- Renewed Waste-Wise Accreditation
- Fee relief program for vulnerable families
- Updating IT delivery platforms, eg VIVI
- Opening of Performing Arts Centre, acquisition of 55 Lionel Street, new drop-oof/pick-up zone off Shotover Place

Community

- Focus on Cultural Competency - Cultural Diversity Week, relationship with Goldfields Multicultural Community Organisation
- Cultural Competency professional development through CEWA
- Development of pastoral care program "The JPC Way" for Years 7-10
- Established role of Director of Student Leadership & Programs to prioritise student voice
- Development of Year 12 Pillar Captains, and Diversity & Inclusion Captain
- Reviewing and improving pastoral care processes, ie attendance procedures and engagement framework
- Reviewing and improving student pastoral, health and behavioural plans
- Development of whole-school restorative practice strategies reflective of Christian restorative justice principles
- Enhancing partnerships with feeder primary schools through Year 7 Transition Program
- Development of Peer-Mentor Program (Year 7/12)
- Introduction of Kalgoorlie-Boulder Catholic Schools Team and regular collaboration meetings, including parish priests
- Attraction/engagement in Parents & Friends Association and Parent Advisory Council