




SANTA MARIA
COLLEGE

Strategic Plan

2021-2025

Imagine



“We should be
shining lamps,
giving **light** to
all around us”

Catherine McAuley



ACKNOWLEDGEMENT OF COUNTRY

Santa Maria College acknowledges the Whadjuk people of the Noongar nation as the traditional custodians of the land on which our College is located. We recognise their continuing connection to land, waters and community, and we pay our respects to them and their cultures and to elders both past, present and emerging.



ACKNOWLEDGEMENT OF THE SISTERS OF MERCY

The Gospel of Jesus Christ is the foundation of the Mercy story. It calls and challenges us to participate in a love of all people that is non-judgemental, unconditional and unending.

In 1778, Catherine McAuley was born in Dublin, Ireland, when Catholics were largely impoverished. Although her father died when she was just a child, his strong Catholic faith and concern for the poor left a strong impression on Catherine McAuley. By the time Catherine reached adulthood, she had witnessed both parents' death and experienced considerable personal poverty. She then worked for twenty years as housekeeper and companion for an elderly couple and, upon their deaths, received an unexpected inheritance.

In 1824, Catherine used her inheritance to begin building the first House of Mercy at Baggot Street. Here, Catherine and other laywomen would shelter homeless women, reach out to the sick and dying, and educate poor girls.

In 1831, she and two others professed their vows as the first Sisters of Mercy. Before her death in 1841, Catherine had founded eleven further convents and works of Mercy throughout Ireland and England.

In 1846, Mother Ursula Frayne, who had worked with Catherine McAuley, led the first Mercy community to Australia, arriving in Perth and establishing Mercedes College. Santa Maria College opened in 1938 with 60 boarders and 13 day students. It has grown to be a thriving school for girls in Attadale, Western Australia.

In light of our heritage each person who belongs to the Santa Maria College community is challenged with the question: How do I carry out the work of Jesus Christ, Catherine McAuley and the Sisters of Mercy?

Mercy Education Limited

Mercy Education Limited (Mercy Education) is an incorporated ministry of the Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG), charged with operating 12 fully sponsored schools, including Santa Maria College.



PRINCIPAL'S MESSAGE

Santa Maria College is a vibrant school with a growing local presence and reputation. As a Catholic school, we uphold the Gospel values and honour our Mercy heritage established by Catherine McAuley and our founding Sisters.



We are led by our values, celebrate diversity and inclusion, and have a strong commitment to social justice through our Service program. We pride ourselves on offering rich learning experiences, both in the classroom and through co-curricular programs, and have a strong focus on wellbeing and child safety. We endeavour to develop graduates who are courageous and compassionate, have attributes needed for the world of work and have great pride in their school.

Development of Strategic Plan

Our Strategic Plan 2021-2025 builds on current achievements and responds to new opportunities to provide a road map for the future. Consultation with the community, including students, staff, parents, and alumni, enabled us to understand stakeholders' priorities.

As part of our Strategic Plan development, we also renewed our Mission and Vision statements and redefined our Mercy Values.

Future Pillars

In developing our Strategic Plan, we focussed on the need to:

- Be centred on our faith
- Deliver a distinctive learning experience with an innovative teaching and learning approach that also incorporates the use of technology to further enhance learning

- Provide greater flexibility and more personalised learning opportunities
- Embed opportunities for innovation and leadership
- Develop partnerships and connections
- Ensure students, staff and parents have a voice and participate in decision-making processes
- Ensure community members thrive and are part of an inclusive community
- Make a difference in our world.

The focus of our growth as a leader of excellence in education are based on five pillars:

- Faith
- Learning for Life
- Social Innovation
- Community Activation
- Financial Sustainability

I thank all who have contributed to the development of this Strategic Plan for their time, energy and ideas to create what I believe is an exciting and progressive plan for the future.

Jennifer Oaten
Principal

MERCY VALUES

Hospitality
Compassion
Justice
Service
Excellence



Our Mercy Values keep us close to the beliefs we consider important and guide our actions, our decisions and all we do.

Hospitality

We respect the dignity of all, creating a welcoming community where everyone belongs.

Compassion

We act with empathy to care for others, with open hearts and minds.

Justice

We promote respectful relationships, equity for all and care of our planet.

Service

We respond to those in need to improve the community.

Excellence

We persevere with courage to achieve our personal best.

MISSION STATEMENT

Educating young
Mercy women
who act with courage
and compassion, to
enrich our world.



Our Mission statement is why we exist, what is different about us and what we want for our graduates.

Educating

We develop knowledge, skills and values through our teaching and learning.

Mercy

We are guided by our Catholic heritage and the values of Catherine McAuley and the Sisters of Mercy.

Courage

We empower our students to be brave in everything they do.

Compassion

We are driven by concern for others, practising our faith through acts of kindness and generosity.

Enrich

We strive to make a positive difference.

Our World

We understand that our world is bigger than ourselves, our school and our community.

VISION STATEMENT

To be leaders
in education,
empowering all
to create social
change.



Our Vision statement is what we want to achieve in the coming years, a specific big stretch goal, based on our Strategic Plan.

Leaders

We demonstrate future thinking and provide opportunities that inspire others.

Education

We develop knowledge, skills and values through our teaching and learning.

Empowering

We develop capabilities and courage to act.

Social

We provide an environment where students apply their knowledge, innovate and have a positive impact on our people and our planet.

Change

We believe as part of our ethos, our role is to make a difference.





SANTA MARIA COLLEGE

Strategic Framework

Our Strategic Framework is composed of the following five pillars:





1. Faith



We provide contemporary opportunities for our community to connect with faith.

We believe that if we provide contemporary faith opportunities for our students, staff and families we will see an increase in engagement with their faith and appreciation of its importance in their lives.

We will know this has happened when staff and students live their faith and our Mercy Values otherwise we risk losing our Catholic, Mercy identity and the opportunity to fulfil our mission.

STRATEGIC OPPORTUNITIES

- 1.1 Establish a Ministry Team
- 1.2 Review faith opportunities and programs to ensure they are relevant
- 1.3 Strengthen our commitment to our Mercy Values
- 1.4 Provide contemporary opportunities for staff faith formation
- 1.5 Embrace diversity and support those who are vulnerable



2. Learning for Life



We develop attributes to prepare students and staff to live, learn and lead.

We believe that if we develop diverse pathways, flexible programs and partnerships we will be able to provide learning opportunities and progression in the development of future skills and attributes for all members of our community.

We will know this has happened when students and staff possess the personal, social, thinking and technical attributes that are sought after otherwise we risk having students and staff who are not prepared for now and the future.

STRATEGIC OPPORTUNITIES

- 2.1 Embed innovative programs to enable flexible learning
- 2.2 Develop a strategy to track development of the Connecting Learning to Life attributes
- 2.3 Strengthen our focus on wellbeing and action our Mental Health Strategy
- 2.4 Create partnerships for learning
- 2.5 Empower staff to grow, innovate and lead to deliver excellence in teaching and learning



3. Social Innovation



We empower our students to take action on issues which impact people and our planet.

We believe that if the College models and provides opportunities for our students to engage with personal, local and global issues, we will see our community identifying issues and taking action through service, innovation and enterprise.

We will know this has happened when we see the benefit to people and planet, otherwise our students will not be known as women of Mercy.

STRATEGIC OPPORTUNITIES

- 3.1 Establish innovative ways for our students to learn practical life skills to make a difference in the world
- 3.2 Implement green initiatives to demonstrate commitment to stewardship
- 3.3 Develop a young entrepreneurs program
- 3.4 Provide opportunities that enable us to be known as a progressive employer



4. Community Activation



We engage with parents, alumni and community to enrich shared experiences.

We believe that if we engage with parents, alumni and the wider community, including partnerships with external organisations, we will see a more connected, vibrant community that seeks to give back to the College and those in need.

We will know this has happened when people are actively seeking involvement in the life of the College otherwise we risk missing opportunities for enriched connection and engagement.

STRATEGIC OPPORTUNITIES

- 4.1 Strengthen and provide more opportunities for parent engagement
- 4.2 Build life-long connections with Alumni
- 4.3 Establish connections with the broader Community



5. Financial Sustainability



We ensure the future of College finances to provide opportunities, facilities, and to support those in need.

We believe that if we focus on sustainable finances we will see our financial position strengthen to enable us to achieve the goals of our strategic plan.

We will know this has happened when we have optimised the use of facilities, developed partnerships and set up a foundation otherwise we will not be a leading school for girls that provides excellent opportunities and facilities, and financial support for those in need.

STRATEGIC OPPORTUNITIES

- 5.1 Commence the implementation of the College Master Plan
- 5.2 Establish a Foundation and build a culture of giving
- 5.3 Develop partnerships with businesses, universities and sponsors who are aligned to our Mercy Values
- 5.4 Review and develop a plan for the use of College facilities
- 5.5 Deepen our commitment to sustainability of the environment



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