



# LORETO COLLEGE

Marryatville, South Australia

## STRATEGIC PLAN 2020-2024

Educating strong, passionate and confident girls and young women





## Foreword

Building from a long history of excellence and strong academic performance, the 2020-2024 Strategic Plan has the objective of ensuring that Loreto College is a school that defines itself by best practice, and as such, is a school of choice and excellence both now and into the future.

Educating strong, passionate and confident girls and young women who have the knowledge and skills to make a difference to their world is our core objective. Thus, at the centre of all that we do are our students and their learning and wellbeing outcomes. Our Strategic Plan ensures we continue to be at the forefront of educational research, that we are innovative in our thinking, our teachers are experts in their field, and our College facilities are tailored to deliver optimal learning experiences.

This is an exciting period of growth and development for Loreto College and we look forward to sharing this journey with our broader community past, present, and future.

**Dr Nicole Archard**  
BA DipEd, MA, MEdLead, MTheolSt, PhD  
Principal

**Mr Peter Hoban**  
BA LLB  
Board Chair



  
**LORETO  
COLLEGE**  
Marryatville, South Australia





## To be a future looking school

### Objective 1

#### A future looking school:

- Honours the past, builds from the present, and drives towards an ideal future
- Has clear values and beliefs
- Has a positive culture amongst staff, students and parents
- Has a stimulating learning and physical environment
- Is self-reflexive
- Is focused on discovery and renewal
- Embraces changing contexts in order to grow and develop
- Is a leader of best educational practice and uses this to develop others.

## To be a school of choice and excellence

### Objective 2

#### A school of choice and excellence:

- Provides structures and practices to ensure all students flourish
- Sets clear targets and has high standards and expectations
- Researches and undertakes rigorous processes that lead to best practice
- Uses data and evidence to set a path for improvement
- Invests in developing staff through strategic professional development
- Embraces all partners within its community
- Has facilities and infrastructure that support educational objectives
- Has clear and effective governance.



## **Mission Statement**

When Mary Ward founded the Institute of the Blessed Virgin Mary (IBVM) in 1609, she recognised the critical difference that education could make to her troubled world, especially through the care and development of faith.

Offering girls the kind of education that would make them “seekers of truth and doers of justice” was innovative and controversial, as was her plan for the Institute to be self-governing, mobile and actively engaged in the work of the Gospel. Grounded in Ignatian Spirituality, she believed in the capacity of women as well as men to find God in the ordinary experience of human life. In her time it seemed that she fought a losing battle, culminating in the suppression of the Institute, her own imprisonment and the closing of the schools.

Over 400 years later, the spirit of Mary Ward continues to inspire. Today Loreto schools are part of an international network of friendship. In 1875 Mother Mary Gonzaga Barry brought the Institute to Australia. Her influence on primary, secondary and tertiary education was both lively and profound. She established schools across the country which provided a wide range of students with a balanced, happy yet challenging education that prepared them to exert a lasting influence on the emerging nation. Moreover, her initiatives to improve the quality of teacher training and inservice went far beyond Loreto. Now the Institute is active across Australia and in every continent. Education is seen as a vital part of this endeavour, a way of promoting full human growth and freedom.

### **A Focus on Women**

A vigorous belief in the capacity and responsibility of women to contribute significantly to society and to the church underlies the emphasis in our tradition on the education of girls.

It builds on Mary Ward’s conviction that “women in time to come will do much” and is inspired by her independence of spirit, her strength of mind, her tenacity and her courage in breaking new ground. Yet, for all her passion to redress an imbalance, her fundamental belief was that men and women alike found their deepest truth and ultimate value in God. There is still an urgent need today to recreate the vision of what it is to be fully human, for men as well as for women. It is therefore our task to educate beyond the stereotypes. It is our hope that those involved in our schools will act freely, courageously and in a spirit of collaboration to affirm the dignity of each individual and to further the cause of human rights.

### **Loreto Schools’ Vision Statement**

That Loreto schools offer a Catholic education which liberates, empowers and motivates students to use their individual gifts with confidence, creativity and generosity in loving and responsible service.



## Strategic Areas

### Learning

We use evidence to drive best practice and a process of continuous learning

### Wellbeing

We understand that student and staff wellbeing facilitates optimum learning conditions

### Innovation

We embrace the process of discovery and look for ways to be innovative and creative



# Learning

**We use evidence to drive best practice and a process of continuous learning**

## Goals

- Provide a continuum of learning across the College that facilitates the progression from Early Learning to Year 12
- Track, monitor, and acknowledge student achievement and performance in academic and co-curricular pursuits
- Use data and evidence to drive best teaching practice in order to improve student learning outcomes
- Assist students to achieve growth in their learning outcomes through specific support and enrichment structures and processes
- Use continuous feedback and goal setting to drive student learning and staff development
- Be a lighthouse school for best practice in education by contributing to the broader education profession
- Provide a broad range of enriching opportunities that nurture the holistic growth and development of children
- Provide a range of opportunities and structures that foster and encourage the professional learning of staff

# Wellbeing

**We understand that student and staff wellbeing facilitates optimum learning conditions**

## Goals

- Ensure every student is known, understood and heard (no 'invisible children')
- Ensure frameworks and programs are in place to meet students' social, emotional, and academic development
- Ensure structures and programs are in place that facilitate student acceptance, belonging, leadership and voice
- Celebrate and promote student effort, improvement, and success
- Celebrate and promote staff achievements, success and professional engagement
- Support students through periods of pre-school, school, and post-school transition
- Ensure specific programs and approaches are in place that foster a strong sense of family and belonging across the school community (Early Learning to Year 12)
- Provide structures, procedures and processes that ensure the safety and wellbeing of all children and staff

# Innovation

**We embrace the process of discovery and look for ways to be innovative and creative**

## Goals

- Ensure students understand and use the process of design thinking in developing new ideas and solutions
- Ensure students become creative users and developers of technology
- Enhance student learning through creative and innovative curriculum programs and structures
- Implement innovative online platforms that reflect a visionary approach to learning and education
- Synergise a range of technologies to provide a dashboard of data on student learning and wellbeing outcomes
- Develop innovative classroom, staff and outdoor learning spaces that reflect contemporary pedagogical approaches
- Develop teachers to be innovative users of technology in order to facilitate the learning outcomes of students
- Implement a range of technologies in order to facilitate improved communication and operational functions in the College



## Strategic Areas

### Community

We acknowledge the importance of community and our place within a local, national, and global context

### Mission

We understand our social responsibility to the world through thought, action, and Catholic values

### Governance

We understand our duty as custodians of Loreto to mitigate risk, act wisely, govern responsibly and facilitate positive culture



## Community

**We acknowledge the importance of community and our place within a local, national and global context**

### Goals

- Establish local, national and global Loreto connections in order to strengthen our Loreto community
- Build connections with Loreto Old Scholars, locally, nationally and internationally
- Engage and partner with our past, present and future parent communities
- Build and support the diversity of our College community
- Develop and implement services and processes that help to meet the needs of families from Early Learning to Year 12
- Foster and develop relationships with a range of external organisations
- Grow and further develop nurturing and vibrant Boarding and Early Learning communities
- Build our Loreto school community and facilitate a strong sense of school pride and belonging.

## Mission

**We understand our social responsibility to the world through thought, action and Catholic values**

### Goals

- Ensure that Loreto values and Catholic identity are central to the College
- Provide opportunities and develop programs that facilitate staff and student prayer and reflection
- Provide programs for staff and student spirituality and faith formation that celebrate the Loreto charism and Gospel Values
- Ensure the story, teachings and work of Mary Ward is known and celebrated throughout the College and community
- Ensure social justice, through action and advocacy, remains at the heart of the College community
- Celebrate the diversity of our community through religious and cultural events and acknowledgements
- Support and promote the works of Mary Ward International Australia (MWIA)
- Provide opportunities and develop programs that enhance student leadership, voice and advocacy

## Governance

**We understand our duty as custodians of Loreto to mitigate risk, act wisely, govern responsibly and facilitate positive culture**

### Goals

- Ensure that student learning and wellbeing is at the focus of all financial and operational decisions that affect the College
- Ensure policies and procedures are in place that facilitate student and staff safety, wellbeing and learning outcomes
- Ensure reporting structures and procedures are in place to meet state and federal legislative requirements
- Ensure that policies and procedures are in place that facilitate responsible fiscal management
- Develop practices that promote and facilitate environmental sustainability
- Ensure a capital works program is in place that focuses on the renewal and development of College facilities
- Continue to foster strong relationships with other Australian Loreto school boards in order to facilitate best practice through shared understanding
- Support and build on the strength of our relationship with Loreto Ministries Limited (LML) and Loreto Province



**LORETO  
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