



ST LAURENCE'S COLLEGE

Strategic Plan 2024-2026



2018 - 2020 BONITO FAMILY
DOMINIC CARO SHELLY CARO 2011 - 2017
PLUMB FAMILY JOSHUA & LACHLAN 2011 - 2021
THE FAMILY OF MIKE & JACKI DEWH AUDG 2015
REP CHRIS FAMILY
SANDRO & JAMILE ROCCO SANIUSA & NDAHI CAVALLO
HEARD FAMILY MITCH, TOM & JON 2009 - 2022
THE CRELLIN FAMILY 2011 - 2017
KIEREN ARMITAGE PRIMARY LEADER 2015
VIGGEN FAMILY LAURENCE BENTON
RICKARDS FAMILY CRAIG 1979 - 1986/7
ALEC 2009 - 2016
SHEPPARD FAMILY



INTRODUCTION



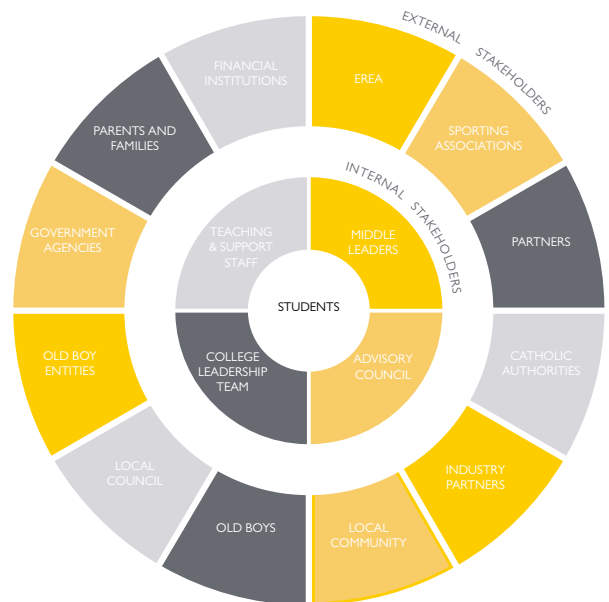
Over recent years the College Leadership Team with the support of the staff and the School Advisory Council has been most deliberate in enacting our strategic plans to ensure that St Laurence's College continues to fulfil the mission of a Catholic School in the Edmund Rice tradition. This document is an ambitious three year plan that should ensure that the College remains relevant and life giving for our community members.

Currently we have an excellent community reputation and strong enrolments, yet it is recognised by the College Leadership Team and the School Advisory Council that we are experiencing many economic, social and political changes which we need to be aware of. As a result, I commend this three year plan to you as our response to these pressures. We will remain true to mission, yet always ensuring that we focus on developing faith filled young men who can meet the challenges of the 21st Century.

A handwritten signature in black ink, which appears to read "C. Leadbetter". The signature is fluid and cursive.

Mr Chris Leadbetter
St Laurence's College Principal

KEY STAKEHOLDERS



VISION AND MISSION

*Summoned by the call of St Laurence's College motto:
facere et docere: To do and to teach,
St Laurence's College strives to implement the Charter for
Catholic Schools in the Edmund Rice Tradition so that it is
the 'lived reality' in the community.*

VISION

An authentic Catholic community that celebrates and reflects Edmund Rice's vision of Presence, Compassion and Liberation by 'acting justly, loving tenderly and walking humbly with God' (Micah 6:8)

A dynamic educational community for boys and young men that maximises their potential to be both active contributors to and prophetic voices within an ever-changing society


An inclusive community, which continuously seeks to create and renew respectful, compassionate relationships by which all can experience what it means to be fully human.

MISSION

St Laurence's College, through nurturing respectful and compassionate relationships aims to:

- Foster Christian faith, personal worth and belonging through spiritual growth, reconciliation, compassion and generosity
- Educate boys and young men holistically in spiritual, moral, intellectual, emotional, physical, cultural and social dimensions of life
- Provide a safe and sustainable environment in which St Laurence's College boys and young men learn and live
- Inspire all to live lives of service especially to the poor and marginalised both locally and globally.





CHAPEL OF
ST LAURENCE O'TOOLE



TOUCHSTONES

COLLECTIVE AMBITION

Transforming hearts and minds through a holistic Catholic education where academic excellence, diverse opportunities, relationships and compassionate service are the foundation of the Lauries Journey

STRATEGIC ESSENCE

The Lauries Journey 2.0

St Laurence's College will consolidate and further enhance its position as a premier Catholic boys College in Brisbane.

This occurs when:

- We enrich our faith and our mission
- Teaching and learning excellence prevail
- Student formation and well-being is continuously strengthened
- Our people are authentically developed
- Partnerships are enhanced and impactful
- Our operations are sustainable.

TOUCHSTONES OF THE EDMUND RICE TRADITION



Liberating Education

We open hearts and minds, through quality teaching and learning experiences, so that through critical reflection and engagement each person is hope-filled and free to build a better world for all.



Gospel Spirituality

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



Inclusive Community

Our community is accepting and welcoming, fostering right relationships and committed to the common good.



Justice and Solidarity

We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself.

STRATEGIC ROAD MAP BY 2027

The Strategic 'Road Map' for St Laurence's College is founded on a clear appreciation of our current and future internal and external environment.

Our response to those environments and realisations of Mission and Desired Future will be delivered through the achievement of our six Strategic Priorities

STRATEGIC PRIORITY 1

Enriching our Faith and Catholic Mission

STRATEGIC PRIORITY 2

Excellence in Teaching and Learning

STRATEGIC PRIORITY 3

Strengthening Student Formation and Wellbeing

STRATEGIC PRIORITY 4

Developing our People

STRATEGIC PRIORITY 5

Enhancing our Partnerships

STRATEGIC PRIORITY 6

Ensuring Operational Sustainability





ENRICHING OUR FAITH AND CATHOLIC MISSION

*Through authentic and challenging programs and experiences, we aim
to live the gospel messages through service to others*

STRATEGIES

1. Complete the integration of religious education and the Rite Journey Program
2. Consolidate our annual formation programs for students including year level retreats and Rite of Passage ceremonies
3. As part of the partnership strategy, continue to develop and implement St Laurence's College Community Service Framework providing opportunities for students to volunteer with Catholic/ community organisations (Whole Faith/ Service Program, Cert 2 Active Volunteering, RCIA Program)
4. Review and enhance the Middle School Religious Education program to establish an engaging, project-based philosophy of pedagogy, centred around service, experiential learning and personal formation
5. Review and rationalisation of the Service Learning and Immersion program
6. Complete the mission review process through the Australian Catholic University
7. Complete the EREA mission review process.

OUTCOMES

- Our faith and charism are consistently evident in word and action
- Formation programs are purposeful, deliberate and targeted to student development and ongoing
- Students and staff can articulate the connections between faith learning, service and rite journey programs
- Catholic perspectives inform service learning, immersion and curriculum programs and are clearly articulated in program planning
- The community regularly celebrates inclusively in sacrament, liturgy and prayer
- Mission review outcomes are integrated into annual improvement processes and intentionally inform College decisions, actions and strategies
- Staff faith formation is deliberate, purposeful and ongoing
- Experiential learning in religious education is impactful and aligned to established programs and a rigorous, purposeful religious life within the school.

EXCELLENCE IN TEACHING AND LEARNING

Through quality teaching and learning St Laurence's College will empower boys to take responsibility for learning to realise their potential and preferred pathway

STRATEGIES

1. Review and consolidate the current Teaching and Learning Framework and Agreed Practice Framework
2. Revise and strengthen our primary and middle school programs with specific focus on embedding foundation elements of literacy and numeracy
3. Continue to enhance, refine and expand pathway options for students
4. Create a 3 Year plan for the improvement of outcomes for diverse learners at the College
5. Establish a Working group and investigate flexible arrangements for future schooling
6. Complete the rollout of the Australian Curriculum Version 9.0
7. Refined the whole school data plan to inform directions to improve teaching and learning outcomes.

OUTCOMES

- Frameworks are known, understood and consistently applied. They complement and align, to provide clarity of purpose and direction to the learning culture
- We are known as a school of teaching and learning innovation, personal excellence and diverse opportunities through how we honour and activate agreed practices and teaching and learning strategies which cultivates student agency via a choice of multiple pathways, leading to student success
- Inclusive practices and the support for diverse learners, through a commitment to equity, is collectively known, understood and resourced
- Key Literacy and Numeracy elements are known, understood and applied across all phases of learning
- Pathways for students are multiple, diverse, targeted, personalised and liberating for the very best future outcomes for students
- Version 9.0 of the Australian Curriculum has been understood and implemented
- Data is known, understood, analysed and used with dignity, insight and impact, informing planning and programing (including mentoring) across the College.





STRENGTHENING STUDENT FORMATION AND WELLBEING

Challenging our students to embrace the Lauries Journey in an environment that is safe and welcoming while ensuring we are nurturing the wellbeing of all

STRATEGIES

1. Review and update St Laurence's College positive behaviour for learning: policies and procedures, ensuring consistent application across the College
2. Review and consolidate all components of the Lauries Journey to meet emerging issues with adolescent development
3. Develop and implement a Student Wellbeing Framework for our community
4. Integrate the mentoring program into the College Learning Management system to support student learning and development
5. Review the current co-curricular programs and provide recommendations about the future directions for these programs.

OUTCOMES

- Our students are consistently challenged, valued and affirmed
- Student formation is centred in empowering the adolescent head, heart, mind and soul
- Proactive behaviour support programs are known, understood, embedded and actively support students to be their best
- Staff animate and activate behaviour responses consistently, proactively and reactively where required, always aligned to frameworks, expectations and resources
- All staff within the College promote and nurture a culture of well-being for students
- Renewal in co-curricular programs and offerings ensures inclusion, opportunity, innovation and creativity prevail in the provision of opportunity and experience for students
- The student wellbeing framework authentically delivers the thinking, responses and resources to see students enabled and empowered to develop potential, sense of purpose and positive relationships
- Technologies enable wellbeing for students and complete and animate programs and practice.

DEVELOPING OUR PEOPLE

Continue to invest in the development of our leaders, teachers and support staff in an environment of support and accountability

STRATEGIES

1. Conduct a review of current and future workforce needs and requirements aligned to our strategic priorities
2. Develop and implement the St Laurence's College Workforce Plan
3. Develop an annual formation program for staff aligned to EREA Touchstones
4. Develop a Staff Wellbeing and Formation Framework
5. Design, develop and implement professional goal setting program for teachers aligned to our strategic priorities
6. Develop and implement training and support plan for purposeful use of technology and data collection throughout the College.

OUTCOMES

- Our people are connected and aligned to the vision and mission of the College; and embrace and emulate the EREA touchstones. Our community is willing to work together in the advancement of the charism, character and aspirations of the College
- Our people are challenged, valued and affirmed
- Staff performance development is centred in authentic feedback, a culture of supported accountability and goals, where performance expectations are individualised to role and context
- Our people live the Gospel values of liberation, spirit, inclusivity, justice and solidarity, founded within the charism of Blessed Edmund Rice, which is evident and visible to all within and beyond the St Laurence's College community
- Lauries as a workplace is a just place and we are considered an employer of choice both internally and externally
- Our staff are supported, challenged, empowered and inspired
- The staff wellbeing framework authentically delivers the thinking, responses and resources to ensure all staff are enabled and empowered to develop potential, sense of purpose and positive relationships for individual and collective wellbeing
- Staff and students optimise technologies for purposeful and efficient practice
- The Touchstones formation program enables staff to apply the Charism of Edmund Rice Education in practical and transformational ways to their presence and impact with students, staff, parents and the wider community.





ENHANCING OUR PARTNERSHIPS

Pursue partnerships with key stakeholders to enhance the opportunities and pathway options for our students

STRATEGIES

1. Analyse, evaluate and report on current partnerships across the College to inform future directions
2. Continue to develop relationships with church and educational authorities to explore emerging educational opportunities to grow the Lauries brand
3. Explore partnerships with local girls schools to improve student relationships and formation
4. Enhance partnerships with Alumni and local businesses.

OUTCOMES

- Partnered relationships are an essential foundation for strong learning outcomes for students and through them we instil a spirit of collaboration and commitment in the culture of the College
- Partnership connections are transparent, communicated and relevant
- Relationships and connections beyond the College are plentiful, purposeful and planned for the betterment of students, student learning outcomes and the community culture of the College
- Partnerships are explored, reviewed and governed with integrity and are established to be mutually beneficial
- Partnerships are established and working across a variety of stakeholders in a variety of ways
- We value and recognise diversity in relationships and that this is evident in a vibrant, inclusive and opportunity rich learning community
- Our purpose for partnerships is clear and our shared purpose with our partners is well understood.

ENSURING OPERATIONAL SUSTAINABILITY

Deliver future sustainability through robust financial management, continued development of facilities and responsible stewardship of our resources and environment

STRATEGIES

1. Implement Stage 1 of the Master Site Plan
2. Review and update College marketing and engagement strategies
3. Develop and implement College site and facilities plan
4. Review the financial sustainability plan and assess to ensure stewardship in the future
5. Develop and implement the College IT 3 year strategic plan
6. Establish a committee to ensure best practice in compliance
7. Develop and implement operational plans for business entities
8. Exploring opportunities for expansion of College.

OUTCOMES

- College priorities are clear and aligned to need and mission
- Master planning, facility renewal, procurement and resourcing is aligned to mission, return on investment and good governance
- We steward resources in a manner that respects and sustains 'our common home' and ensures we evolve an integral ecology inspired by Laudato Si
- We steward the facilities, resources and the reputation of the College with respect
- We strive with excellence, innovation, understanding consistency to be compliant and safe
- Business operations are documented, efficient and structured sustainably around College priorities
- College marketing is mission centred, authentic, contemporary, targeted and results driven
- Policies, processes, practices and systems are created, reviewed and renewed through a lens of sustainability ensuring we embed a culture where innovation, excellence and integrity prevail for a sustainable present and a thriving future
- College leadership and governance is effective, ensuring we remain sustainable and impactful in our planning and operations
- Change leadership is considered, data informed, culture driven and mission centred.

LEAD **STORM**







ST LAURENCE'S COLLEGE

82 STEPHENS ROAD SOUTH BRISBANE QLD 4101

P | 3010 1111 W | slc.qld.edu.au