
**Vision Statement**
Unity College aims to be a welcoming and supportive community of people who respect ourselves, each other and the environment. Our school seeks to provide a holistic education, striving for excellence through the teaching and demonstration of the Christian message. We strive to provide a student-focussed education in a safe environment and which creates equal opportunity for all to develop their full potential.

**Catholic Schooling Priorities**
The following eight priorities for Catholic Schooling, Archdiocese of Brisbane for the period 2007 – 2011 have been endorsed by the Catholic Education Council and approved by Archbishop John Bathersby:

1. The Religious and Evangelising Mission of Schools  
2. Student Learning Outcomes  
3. Student Support  
4. Staff Support  
5. Partnerships and Relationships  
6. Information, Communication and Technologies  
7. Resourcing Catholic Schools  
8. Renewal and Quality Assurance

**Our Broad Strategic Goals**
Our College has identified four broad strategic goals which will provide a focus for the five year renewal period. These broad goals are aligned and informed by the priorities within the Strategic Renewal Framework for Catholic Schooling 2007 – 2011 as indicated.

- Living the Christian Message (Priority 1 & 5)  
- Enhance Learning and Teaching (Priority 2 & 6)  
- Building Supportive Communities (Priority 3, 4 & 5)  
- Maintaining College Stewardship through Renewal and Quality Assurance (Priority 7 & 8)
## Living the Christian Message (Priority 1 & 5)

### We intend to:
- strengthen staff, parent and parish communities understanding and support for the school’s Christian identity by creating faith experience that will be open and inclusive of both the Catholic Church and Uniting Church traditions.
- work collaboratively with pastors, parish communities, deans, bishops and other Archdiocesan agencies as well as the Uniting Church Presbytery in strengthening partnerships within the context of the Archdiocesan Vision and emerging directions.
- provide ongoing formation opportunities in spirituality for mission, theology and religious education for staff to enhance the quality and effectiveness of learning and teaching.
- Continue to provide faith development and formation opportunities for students.
- develop the religious life of the school that recognises the faith backgrounds of our student body and all community members that are underpinned by the religious and evangelising mission of our College.

### By 2011 we expect to:

Ensure the ecumenical identity of the College is well established and intrinsic to the evangelizing ministry of the Catholic and Uniting Churches.

Engage in a Religious Education program that is life-giving which meets the educational requirements of Brisbane Catholic Education (BCE) and Queensland Studies Authority (QSA); as well as being faithful to the Uniting Church.

Dialogue with the local Catholic and Uniting Church parishes; and participation in Church ministry is informed and active.

Provide programs and resources that support formation, mission, theology and Religious Education.

Actively engage parents and members of the wider community in College liturgical celebrations and other such opportunities to promote a faith experience.

Seek ownership of faith and faith traditions linked to our Celtic spirituality that celebrate and acknowledge our ecumenical journey.

### Performance Indicators:

- Gather twice a term to celebrate as community and encourage our spiritual growth.
- Formal Religious Education programs are maintained and updated for P-12.
- Year 11 & 12 Study of Religion and Religion and Ethics programs have been approved.
- Links with Catholic and Uniting Churches are evident in all aspects of College life including College Pastoral Board, Campus Ministers and parish involvement.
- Provide experiences to support the mission and formation of young people’s faith and ministry eg. Tonga Trip; Lavelly Lodge; Caritas; Social Justice groups; Bike Ride.
- Parents and members of wider community attend College liturgical celebrations. Open Church continues to provide a faith experience for members of the community.
- Celebrate our Celtic spirituality with a name day, icons evident around the College and the establishing of House names.
- Catching Fire is promoted with staff. Inservice for staff is encouraged and provided each year to support their own formation and faith experience.
**Enhance Learning and Teaching (Priority 2 & 6)**

**We intend to:**
- strengthen the continuity of learning and teaching approaches to enhance the engagement of all students across all phases of learning, implementing information and learning management systems that encourage student and staff engagement.
- develop inclusive, comprehensive and quality curriculum, assessment and reporting processes
- improve student performance in literacy and numeracy
- use data and evidence-based processes to inform learning and teaching
- develop online processes, inclusive of interactive school websites, to more effectively communicate within, and across, our schools
- implement quality pedagogy that is underpinned by contemporary research and embed information, communication and learning technologies (IC and LT) in learning and teaching processes
- improve access and ongoing provision of hardware, software, training and support arrangements with a view to enhance the IC and LT competence of staff

**By 2011 we expect to:**
- Implement a Whole School Curriculum Plan that is compliant with Brisbane Catholic Education guidelines, and requirements at a state or national level.
- Align curriculum, assessment and reporting processes.
- Establish and integrate the preparatory year of schooling within the early year phase of learning.
- Assist students with transition at relevant junctures across their schooling.
- Enhance teaching practices that engage students in their learning; are inclusive; and integrate information communication and learning technologies.
- Introduce and maintain *online* tools that enhance learning and teaching; engage staff, students and parents; and promote our College mission and work.
- Report in a meaningful manner to parents and students; and use this data to inform further learning and teaching.
- Develop a Whole School Information Communication and Learning Technology plan.

**Performance Indicators:**
- Programs and plans have been approved by or are aligned with relevant authorities.
- Whole school planning is evident with a consistent and effective approach to curriculum implementation across the phases of learning.
- Whole school Literacy and Numeracy plan have been developed.
- Curricular and co-curricular offerings are inclusive, comprehensive and balanced for the full range of students.
- Students are explicitly engaged through their learning with developing the attributes of a life-long learner.
- Staff are involved in Consistency of Teacher Judgement (CTJ) moderation and validation processes at both an internal and external level.
- Staff demonstrate teaching practices that cater for a variety of student needs and abilities. Professional learning opportunities are offered and encouraged to improve pedagogical practices.
- ‘Soft’ and ‘hard’ data is used to improve practices across the school, as well as focus on the need of the individual student and choice of pathway.
- A whole school Information, Communication and Learning Technology Plan is implemented and is embedded in learning and teaching practices.
- College Website is current and used to communicate and report to wider community; as well as a tool to enhance learning and teaching.
Building Supportive Communities (Priority 3, 4 & 5)

We intend to:

- develop whole of school responses to student protection, personal and social development, and behaviour support requirements and explore the development of cooperative networks.
- strengthen our capacity to develop and implement processes that support improved learning outcomes for students with disabilities, students who are marginalized and disengaged, and students from culturally diverse and minority backgrounds.
- implement a coordinated strategic approach to professional learning to develop the skills and capacities of all staff.
- promote and enhance workplace environments that are pastorally supportive by utilizing contemporary employment arrangements that are occupationally healthy, safe and productive for staff
- effectively partner with, and engage, our parent and wider communities in school priorities such as learning support, renewal and policy development and pathways and career links for students
- further develop collaborative partnerships and links with the Catholic and Uniting Parishes.

By 2011 we expect to:

Develop and implement effective programs for P-12 addressing contemporary needs of students in relation to:

- Pastoral Care;
- Personal and Social Development Education;
- and
- Behaviour Management.

Implement Student Protection policies across the College.

Support students who are disabled, marginalized or disengaged and from culturally diverse backgrounds in their learning and relationships with others.

Provide a safe and supportive workplace environment for staff.

Plan collaboratively with staff their professional learning to ensure it is aligned with the Strategic Renewal Plan; and linked with the improvement of student learning outcomes.

Integrate processes for individual performance management of staff including selection, induction, professional learning and review; with a view to succession planning.

Encourage open communication between parents and College, providing opportunities for induction, engagement and education of parents and the wider community.

Develop strategic links with relevant primary, secondary and P-12 schools, vocational education providers, industry employers and Parishes.

Encourage the College Pastoral Board to engage parents in policy development and school renewal.

Performance Indicators:

- Whole College Pastoral Care, Behaviour Management and Personal and Social Development Education programs are implemented and reviewed regularly in consultation with stakeholders. Evident in these are Mindfields, Kidsmatters, CAST, Buddies / Peer Support, National Safe Schools Framework, College Safe and Supportive Schools Environment Policy and Values Framework.
- College has developed links with outside agencies to provide support for individual student needs.
- Unity College is a safe and pastorally supportive environment for both students and staff.
- Staff attend professional learning and renewal activities aligned to performance management, the Strategic Renewal Plan and with a focus on leadership development.
- Appoint staff appropriate to deliver expanding curriculum and provide induction as support during transition into Unity College.
- Develop PAR structure and appoint staff as appropriate.
- Communication between College and parents takes advantage of a range of modes.
- A whole school Career Education Program based on the National Career Education Framework is developed.
- Links between College and industry are strengthened.
- Community functions engaging parents, community members, and other schools are continued and enhanced.
- Parent membership of the College Pastoral Board and other parent bodies continues, as well as the appointment of Pastoral Parents to facilitate support for parent body.
## Maintaining College Stewardship through Renewal and Quality Assurance (Priority 7 & 8)

**We intend to:**
- ensure resource planning is aligned with school strategic renewal plans and act as responsible stewards of financial assets and resources consulting, allocating and reporting transparently on their use
- refine resource arrangements to support learning and teaching that are consistent with principles of justice, equity and accessibility
- promote and encourage environmental sustainability in policies and practices
- ensure that renewal and quality assurance processes are embedded in the gospel values
- effectively implement school renewal, validation, compliance and appraisal processes.
- implement strategic quantitative and qualitative processes for monitoring, developing and reporting mechanisms on school performance to communities, the Archdiocese and government.

### By 2011 we expect to:

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<tr>
<th>By 2011 we expect to:</th>
<th>Performance Indicators:</th>
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<tr>
<td>Align budgeting process and resources to the Vision of the College and the Strategic</td>
<td>College facilities are adequately resourced and maintained to enable the effective delivery of a broad based and diverse curriculum which is inclusive of changing school demographics.</td>
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<td>Renewal Plan and transparently reported their use to the College community.</td>
<td>Stage 2 and 3 of building project has been successfully completed with planning commenced for Stage 4.</td>
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<td>Ensure environmentally sustainable practices are key to the renewal in schools.</td>
<td>Whole school and department budgets align with Strategic Renewal Plan and College broad strategic goals.</td>
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<td>Develop a communication and marketing plan that increases the awareness of the</td>
<td>Strategic Renewal Plan 2007 – 2011 is collaboratively devised through conversations with members of community. Annual action plans and individual performance goals for leadership and middle management are developed and reflect the renewal plan.</td>
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<td>purposes, benefits and value of a Christian education.</td>
<td>The College engages in communication and marketing which promotes the value of a Christian education.</td>
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<td>Provide asset management and resourcing to support appropriately equipped school</td>
<td>Environmentally sustainable practices are evident.</td>
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<td>buildings and well maintained facilities.</td>
<td>Review and reporting on school performance occurs annually.</td>
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<td>Monitor school demographics and characteristics to determine implications for</td>
<td>The College is compliant with all Government, Brisbane Catholic Education and Archdiocesan requirements through successful completion of Cycle 2 of School Renewal and Validation processes, as well as regulatory compliances.</td>
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<td>planning, resourcing and renewal.</td>
<td>Middle management, senior leadership and those holding AST positions complete performance appraisals at specified times as indicated in Industrial Agreements.</td>
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<td>Collaboratively develop the strategic renewal plan increasing the engagement of</td>
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<td>community and their capacity to review, reflect and improve the performance of the</td>
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<td>school.</td>
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<td>Undertake Performance review for members of Leadership team and Middle management as</td>
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<td>required.</td>
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