



2025

UNITY COLLEGE

unite-inspire-succeed

Annual Plan
&
Explicit
Improvement
Agenda

OUR COLLEGE

Welcome to Unity College, an ecumenical college in the Catholic and Uniting faith traditions. Our current enrolment is over 1450 students. We have three distinct phases of learning – Junior Phase (Years P-6) Middle Phase (Years 7-9) and Senior Phase (Years 10-12). Throughout each phase we deliver high quality teaching and learning initiatives, as well as providing innovative contemporary resources to meet the diverse needs and capacities of learners in this rapidly changing society. We proudly implement pastoral and learning strategies to meet the students where they are at, developing a strong sense of belonging and ensuring that a range of pathways are available to our young people. The College priorities of Faith and Formation; Excellence in Teaching and Learning; and Student Wellbeing are pivotal in our holistic focus on developing every child. We understand each child is different and we continue to develop individual learning and wellbeing strategies to work through their unique challenges.

I have the honour and privilege of being the Principal of Unity College. This role is dynamic and rewarding. Daily I can walk the Unity Circle and have conversations and witness learning and growth, in students ranging from our early years through to our Year 12 students in their final year on campus. I have experienced the warm welcome of a positive, caring and close-knit community.

Furthermore, I have been impressed by the quality and the deep commitment from staff to ensuring that student learning and student wellbeing is at the forefront of everything we do. From my first day, I have found Unity College to be a place of genuine welcome and hospitality where learning is engaging and exciting and where positive relationships exist between students, staff, and parents.

Together with Nicole de Vries (Acting Head of Junior Phase), Alison Gilbert (Head of Middle/Senior Phase) and myself, we have a strong desire to instil a sense of hope and selfbelief in young people, modelling a love of life and a love of learning to our staff and our students.

In 2025, Unity College is in its 20th year. As an ecumenical college, our virtues of dialogue, solidarity of purpose and inclusive practices are in our DNA. This aspect of our unique identity prepares our community to face with confidence the contemporary educational context.

I trust that students, staff, and families will find Unity College to be a place of welcome, an environment where all members feel a sense of pride in belonging to this community, and a learning community where we see the face of Christ in the other.

Brett Jones
Principal



COLLEGE VISION & MISSION

The school's vision and mission statement are underpinned by the Archdiocesan vision, which challenges Christians to:

Embrace the person and vision of Jesus
Build Communion with God and others
Engage in Christ's mission in our world.

The school vision statement is consistent with the Brisbane Catholic Education vision of a faith-filled learning community creating a better future - calling us to Teach, Challenge and Transform. The school vision forms the basis of the school's education program, and guides education and organisational practices across the school.



SCHOOL VISION

As an Ecumenical Christian community, we educate for all to live the gospel of Jesus Christ as successful, creative and confident, active and informed learners empowered to shape and enrich the world.

SCHOOL MISSION

As an Ecumenical Christian community, we educate for all to live the gospel of Jesus Christ as successful, creative and confident, active and informed learners empowered to shape and enrich the world.



VISION FOR LEARNING

Unity College's Vision for Learning is centred upon our mission that Unity College is a learning community that is uniting, inspiring and succeeding through Christ.

Unity College's Vision for Learning is underpinned by our Values for Learning. Within each value, the Vision for Learning contextualises learning for the whole person at Unity College. The Values for Learning at Unity College include:

- Challenging Contexts
- Connected Elements
- Engaging Cultures
- Holistic Education
- Inclusive practices
- Relational Approaches
- Responsive Environments
- Student Centered Learning
- Sustainable processes
- Supportive Partnerships

Our Vision is centered on research and evidence based practices and as a professional learning community. The College's Vision for Learning reflects the College's values and beliefs about learning and learners.

The Vision for Learning caters for 21st century contemporary learning contexts; it develops the skills and knowledge needed to be confident and successful learners who are empowered to shape and enrich our changing world by living the Gospel of Jesus Christ.

The Vision for Learning helps to create a dynamic learning environment where learning is active and engaging.



STRATEGIC PLAN 2025 - 2027

INSPIRED BY FAITH

INSPIRED BY
EXCELLENCE & EQUITY

INSPIRED BY OUR
PEOPLE

TO ACHIEVE OUR VISION, WE WILL PRIORITISE

CONNECTING COMMUNITIES

At Unity College we:

Unite our community through teaching of Jesus and our Ecumenical Principles.

Strengthen community partnerships through continued engagement with Parishes and Parent Engagement Network and Advisory Committee.

DELIVERING THRIVING CATHOLIC AND UNITING SCHOOLS

At Unity College we:

Commit to data informed practices to deliver high quality learning and teaching.

Commitment to actioning Laudato Si

Lead a culture of collaboration and continuous improvement through investment in our people.

MAXIMISING POTENTIAL

At Unity College we:

Foster a positive, cohesive and collaborative school culture through Positive Behaviour for Learning (PB4L) and the "Unity Circle".

Deliver learning and teaching that is innovative, relevant, flexible and responsive to inspire a life-long culture of learning.

OPTIMISING CONDITIONS FOR SUCCESS

At Unity College we:

Prioritise a seamless delivery of curriculum, wellbeing, social emotional learning, pedagogical practices, and data utilisation across all phases.

Manage resources to ensure equitable and effective stewardship.

ANNUAL IMPROVEMENT PLAN & EIA GOALS

GOAL ONE

In 2025, with a focus on developing a shared language of learning and wellbeing, all staff will regularly use evidence of student learning to embed precision pedagogy, so that high quality teacher-student relationships enhance learning and engagement.

GOAL TWO

In 2025, consistently embed PB4L practices supported by P-12 wellbeing programs.

GOAL THREE

Deepening our ecumenical identity in 2025 through active participation in the life of the college community.

EXPLICIT IMPROVEMENT AGENDA

GOAL ONE

In 2025, with a focus on consistency in a shared language of learning and wellbeing all staff will regularly use evidence of student learning to embed precision pedagogy so that high quality teacher-student relationships enhance learning and engagement across the college.

STRATEGIES

Implementation of the Unity Way: Teaching and Learning Framework.
Development of shared practice and expectations in learning and teaching
Professional Development for all staff on explicit teaching
Embedding 8 Effective Classroom Practices and Responses
Unit Plan Mapping of Effective Teaching Strategies
Enhance Learning Walks and Talks
Enhancing Student Voice within teaching and learning
Structured Support Program for Staff to share best practice

SUCCESS MEASURES

TTFM Survey Data

10% growth in perception response to intellectual engagement, effective use of class time, and curriculum relevance

Student Voice

Positive trends in student voice data indication intellectual engagement and improved attendance.

Student Growth Data

10% growth in literacy and numeracy performance in 2026
DIBELS data – students achieve a target of 89%

The Learning Dashboard

Alignment between internal and external data measure of student outcomes

Unity Way

Consistent demonstration of shared practice and learning expectations across all phases



UNITY WAY: TEACHING AND LEARNING FRAMEWORK

TEACHING AND LEARNING FRAMEWORK

Teaching and learning practices at Unity College are informed by the Unity Way: Teaching and Learning Framework.



The BCE Model of Pedagogy underpins the Unity Way: Teaching and Learning Framework. Developed through P-12 representation across the college, the Unity Way identifies how teachers and students collaborate to achieve success and growth in learning. The Unity Way brings together the principles and practices of learning and teaching that lead to success for all learners. These principles and practices arise out of the beliefs and values of the BCE Learning and Teaching Framework, The Alice Springs (Mparntwe) Declaration and an evidence-base upon which teachers can ensure that all students are progressing in their learning and development. It provides a common language for planning and reflection on learning and teaching for both staff and students.

ANNUAL IMPROVEMENT PLAN

GOAL TWO

In 2025, consistently embed PB4L practices supported by P-12 wellbeing programs.

STRATEGIES

WELLBEING

Professional Development – Resilience Project and Wellio
Student Survey implementation – gather student voice (pre-data)
Review of implementation and impact of Pastoral Programs through Student Voice
Pulse checks
Formation of ML teams
Restructure timetable to include specific and targeted lessons to deliver Pastoral Programs led by Pastoral Leader.

LEARNING

Professional Development – moderation process and implementation at Unity College; expectations regarding consistent moderation
4 stage moderation process implemented across teaching and learning areas
Review CAP documents
Implementation of General Personal and Social Capabilities

SUCCESS MEASURES

TTFM Survey Data

10% growth in perception response to intellectual engagement, effective use of class time, and curriculum relevance.

Student Voice

Student engagement in learning, wellbeing, faith and formation and co-curricular programs.

Alignment

Compliance with ACARA V9 through consistent planning
Horizontal and Vertical Alignment across the college
Horizontal and Vertical Alignment of wellbeing programs
Embedding General Capabilities across curriculum and wellbeing programs.



ANNUAL IMPROVEMENT PLAN

GOAL THREE

Deepening our ecumenical identity in 2025 through active participation in the life of the college community.

STRATEGIES

Professional Development - All Staff
P-12 Spirituality Day
Review of college practices
Enhancing understanding of Ecumenical Principles (Dialogue in Practice; Inclusive Processes; Solidarity of Purpose).
Enhancing presence of Unity Virtues

Student Representative Council based on Ecumenical Principles
Meeting structure for staff based on Ecumenical Principles
Connection between P-6 cohort liturgies; Secondary Phases
Chapel sessions 2025

SUCCESS MEASURES

Dialogue in Practice

Active participation in our faith life.

Solidarity of Purpose

Alignment of wellbeing and learning with Ecumenical Principles.
Development of Faith and Formation program reflective of ecumenism.

Inclusive Processes

Embedding Ecumenical Principles in wellbeing, learning and faith programs.
Shared language of Ecumenical Principles.
Enhanced involvement of parent and broader community.



COLLEGE IMPROVEMENT TOOL

AFFIRMATIONS

The wellbeing of staff, students and parents is important to the College community. The CLT and staff share that students, staff and families have a strong sense of belonging and care deeply for their College and community. All staff, in conversation with the Panel, shared an understanding of the importance of positive, caring, trusting relationships necessary for student success. The Panel acknowledges the College's newly established pastoral support framework, which aims to deliver responsive pastoral care for students campus wide.

The College has well-established partnerships with various community, faith, educational and allied health services to enhance student learning and engagement. The College has a clear commitment and embedded practices prioritising its ecumenical identity and partnership. Staff report that the partnership between the College and the Catholic and Uniting Parishes is evident, and this is visible in many ways, including staff and student spiritual formation, Youth Ministry and Social Justice Team and induction processes. Families are viewed as integral members of the College community. In the Junior Phase, the Parent Engagement Network (PEN) provides opportunities for feedback and social engagement. In the Middle/Senior Phase, families connect through various parent information nights.

Resources are deployed across the College to enhance student learning and engagement. Staff recognise they can access quality facilities, curriculum resources, programs, and equipment. Areas including hospitality, design technologies and music have access to purpose-built facilities, specialised staff and resources. In the Middle/Senior Phase, resources to support the diverse pathways for students are prioritised through programs such as Vocational Education Training (VET), Pathways and FLEX. Evidence is provided by senior students and parents about the diversity of options available to pursue their future goals and that this was an important feature of the College that contributed to their learning success.



2006 - 2025



2006 - 2025



UNITY COLLEGE

CELEBRATING 20 YEARS

unite • inspire • succeed