# ACKNOWLEDGEMENT OF COUNTRY

St Dominic’s College Penrith, acknowledges that we stand on the traditional lands of the Mulgoa people of the Dharuk Nation, the original custodians of the land. St Dominic’s College is an inclusive environment, and a College that wishes to learn more about the spiritual and cultural values and resources connected to this land.

We as a College community extend that acknowledgement to the elders both past and present of the surrounding Dharuk nation, we acknowledge and respect that the elders have helped to nurture and care for this beautiful land, we thank them for their care of the land and ask that they guide all to understand the importance of ‘Mother’ earth to Aboriginal People.
CONTEXT OF THE COLLEGE

St Dominic’s College is a contemporary, independent Catholic boys’ school in the tradition of Blessed Edmund Rice and the Christian Brothers. We have a proud history of catering for boys from Years 7 to 12 in the Penrith District, providing high-quality education and support for our students.

Founded in 1959, St Dominic’s College has established itself as a strong community presence, fostering compassion, leadership and spirituality in our students. We guide every boy through their education, supporting individual learning needs and fostering engagement. The College provides a liberating education, creating opportunities for all its members to be engaged and empowered by learning.

The College is committed to diversity and inclusion, advocating justice both in a school context and within the wider community. We strive to promote inclusivity through the context of boys’ education, where individual excellence and success is pursued within the Catholic tradition in the spirit of Blessed Edmund Rice.

St Dominic’s College is a proud member school of Edmund Rice Education Australia (EREA). We are committed to ensuring that the values and vision of Blessed Edmund Rice for Catholic Education endure. These values are contained in the Charter for Edmund Rice Schools and are highlighted in the Charter’s Four Touchstones, which are Liberating Education, Gospel Spirituality, Inclusive Community, and Justice and Spirituality.
VISION STATEMENT

“Our vision is to be a Christ centred learning environment that provides a liberating education for all as lifelong learners.”

*Dominus lux mea*

“The Lord is my Light”
MISSION STATEMENT

“Our mission is to create a caring environment that promotes inclusivity through the context of boys’ education, where individual excellence and success is pursued within the Catholic tradition in the spirit of Blessed Edmund Rice.”
LEADING IMPROVEMENT

St Dominic’s College is using the best contemporary research available to guide its improvement journey. The College has an explicit improvement agenda drawing on research including National School Improvement Tool, Professional Community Framework and Schools as Learning Organisations by the Australian Council for Educational Research (ACER) and Visible Learning by Professor John Hattie.

St Dominic’s College Strategic Directions 2017 to 2020 was developed in 2016 based on the five step school improvement cycle outlined by ACER in Schools as Learning Organisations. The process commenced with consultation with stakeholders (staff, parents, students, College Board, executive) gathering data to record our current direction as a College.

Our mission, vision and core values were reviewed from our previous strategic plan to align them to our future directions and the EREA Charter. Significant objectives were developed during the process to guide our improvement agenda.

The College Annual Improvement Plan will be developed in Term 4 each year from 2016 to 2019, with nominated objectives given priority for the next calendar year. Ongoing reflection and evaluation of the evidence of improved outcomes and actual achievement will occur throughout this process.

ST DOMINIC’S COLLEGE LEARNING STATEMENT

Learners at St Dominic’s strive to achieve their personal best, self-directed in leading their own life-long learning.

We are a connected learning community that focuses on the promotion of higher order thinking. Personalised needs are authentically served in a blended learning environment.

The College provides a liberating education, creating opportunities for all its members to be engaged and empowered by learning.
CORE VALUES

The College Strategic Direction is focused on four core values. These values have been developed from the Edmund Rice Education Australia Touchstones, and form the basis of our College philosophy.

COMPASSION

St Dominic’s College community promotes compassion through the experience of social justice, generosity, respect, empathy and genuine care for the individual and the community.

BELONGING

St Dominic’s College is an accepting and welcoming community that fosters right relationships and is committed to the common good of our students, staff, parents and the wider community.

DISCOVERY

St Dominic’s College is committed to supporting all in discovering their God-given uniqueness and inherent worth as they grow in faith and dignity.

OPPORTUNITY

St Dominic’s College promotes opportunity through creating community and providing a liberating education to build a better world for all.

The College is committed to ensuring that Blessed Edmund Rice’s values and vision of Catholic Education endure.
CORE VALUE 1: **BELONGING**

St Dominic’s College is an accepting and welcoming community that fosters right relationships and is committed to the common good of our students, staff, parents and the wider community.

1.1 Develop a visible learning culture that raises expectations and performance of students in their academic endeavours
1.2 Educate the College community on contemporary research of boys’ education to better support student learning needs
1.3 Enhance student and staff wellbeing through the development of right relationships
1.4 Improve structures and programs that support student wellbeing to provide a safe and supporting environment
1.5 Deepen a sense of identification and belonging within the College community by fostering school spirit through involvement and achievement
1.6 Develop greater connections with College alumni

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

EREA Touchstones - Justice and Solidarity
CORE VALUE 2: **Compassion**

St Dominic's College community promotes compassion through the experience of social justice, generosity, respect, empathy and genuine care for the individual and the community.

2.1 Create greater opportunities for students, staff and parents to engage in social justice and service initiatives
2.2 Continue to acknowledge and celebrate contributions of students and staff
2.3 Develop ways for students and staff to demonstrate leadership

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

EREA Touchstones - Inclusive Community
CORE VALUE 3: **DISCOVERY**

St Dominic’s College is committed to supporting all in discovering their God-given uniqueness and inherent worth as they grow in faith and dignity.

3.1 Foster relationships with God through the person of Jesus and the life of Blessed Edmund Rice
3.2 Provide greater opportunities for students and staff to enrich their faith and engage with others in making Jesus’ message of compassion, justice and peace a living reality
3.3 Continue the legacy of the Christian Brothers and the charism of Blessed Edmund Rice
3.4 Discover new opportunities for professional collaboration and authentic learning

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

EREA Touchstones - Gospel Spirituality
CORE VALUE 4: 
**OPPORTUNITY**

St Dominic’s College promotes opportunity through creating community and providing a liberating education to build a better world for all.

4.1 Develop and implement a literacy framework in all teaching and learning
4.2 Provide explicit opportunities to enhance learning in a technologically rich environment
4.3 Implement differentiation throughout teaching and learning to address the learning needs of students
4.4 Develop structures to support teachers in the processes of BOSTES accreditation
4.5 Continue to improve facilities and resources to enhance teaching and learning
4.6 Ensure the College is financially sustainable now and for the next generation
4.7 Improve support for students with disabilities and those identified as gifted and talented

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

EREA Touchstones - Liberating Education
CORE VALUE 1: **BELONGING**

**OBJECTIVE 1.1**
Develop a visible learning culture that raises expectations and performance of students in their academic endeavours

**Desired outcome improvements**

We are seeking to achieve:

a) Visible learning embedded throughout learning culture
b) Student attendance increases and unexplained absence decreases
c) Diligence and Sustained Effort (DSE) improvements
d) HSC CLG performance demonstrates annual improvement

**OBJECTIVE 1.2**
Educate the College community on contemporary research of boys’ education to better support student learning needs

**Desired outcome improvements**

We are seeking to achieve:

a) Boys engaging in positive learning behaviours
b) Staff implementing evidence based strategies that support boys in their learning
c) A College community that is well informed and implements strategies from contemporary boys’ education research
d) A culture where learning partnerships between staff, students and parents is visible
e) Action research conducted by staff and students on boys’ education presented by staff and students at conferences and other forums
f) A College as an exemplar of how boys’ education and visible learning transforms student achievement

**OBJECTIVE 1.3**
Enhance student and staff wellbeing through the development of right relationships

**Desired outcome improvements**

We are seeking to achieve:

a) Pastoral care data indicating harmony and a culture of right relationships
b) Right relationships, positive staff and student wellbeing experienced on a daily basis
c) Relationship challenges are viewed as opportunities for learning and growth

**OBJECTIVE 1.4**
Improve structures and programs that support student wellbeing to provide a safe and supportive environment

**Desired outcome improvements**

We are seeking to achieve:

a) Contemporary pastoral care structures and programs to support student wellbeing
b) A safe supportive environment where students thrive
c) A community that continues to be inclusive

**OBJECTIVE 1.5**
Deepen a sense of identification and belonging within the College community by fostering school spirit through involvement and achievement

**Desired outcome improvements**

We are seeking to achieve:

a) Greater acknowledgement of involvement in the life of the College
b) A sense of belonging to a House
c) Opportunities for immersion experiences in the wider community

**OBJECTIVE 1.6**
Develop greater connections with College alumni

**Desired outcome improvements**

We are seeking to achieve:

a) Structures and processes that enable connections with the College alumni

St Dominic's College is an accepting and welcoming community that fosters right relationships and is committed to the common good of our students, staff, parents and the wider community.
### CORE VALUE 2: COMPASSION

**OBJECTIVE 2.1**

Create greater opportunities for students, staff and parents to engage in social justice and service initiatives

**Desired outcome improvements**

- Providing more opportunities for students, staff and parents to engage in social justice and service initiatives
- Increased participation in social justice and service initiatives
- Education programs that identify reasons for outreach, including Catholic Social Teaching and Edmund Rice justice and spirituality

**OBJECTIVE 2.2**

Continue to acknowledge and celebrate contributions of students and staff

**Desired outcome improvements**

- A community where people are valued for their contribution to the life of the College
- A positive environment where each individual has a sense of their dignity and worth
- A genuine appreciation of each person

**OBJECTIVE 2.3**

Develop ways for students and staff to demonstrate leadership

**Desired outcome improvements**

- Students and staff working together to enhance leadership, learning and role modelling
- Opportunities for staff to participate in leadership courses
- A culture of shared leadership

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### CORE VALUE 3: DISCOVERY

**OBJECTIVE 3.1**

Foster relationships with God through the person of Jesus and the life of Blessed Edmund Rice

**Desired outcome improvements**

- Opportunities for staff and students to foster their relationships with God through the person of Jesus and the life of Blessed Edmund Rice

**OBJECTIVE 3.2**

Provide greater opportunities for students and staff to enrich their faith and engage with others in making Jesus’ message of compassion, justice and peace a living reality

**Desired outcome improvements**

- Opportunities for staff and students to enrich their faith and engage with others in making Jesus’ message of compassion, justice and peace a living reality

**OBJECTIVE 3.3**

Continue the legacy of the Christian Brothers and the charism of Blessed Edmund Rice

**Desired outcome improvements**

- An appreciation of the legacy of the Christian Brothers and the charism of Blessed Edmund Rice by students and staff
- Our educational mission and decision making based on the EREA Charter
- A liberating education for students, in particular students at the margins

**OBJECTIVE 3.4**

Discover new opportunities for collaboration and authentic learning

**Desired outcome improvements**

- Students and teachers who are passionate and inspired by working together to build expertise and improve achievement
- Teachers who see learning through the eyes of their students and students see themselves as their own teachers
- A culture of collaboration of authentic learning

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St Dominic’s College is committed to supporting all in discovering their God-given uniqueness and inherent worth as they grow in faith and dignity.
CORE VALUE 4: **OPPORTUNITY**

**OBJECTIVE 4.1**
Develop and implement a literacy framework in all teaching and learning

*Desired outcome improvements*

We are seeking to achieve:

a) Increased individual growth in literacy
b) A literacy framework evident in all teaching and learning

**OBJECTIVE 4.2**
Provide explicit opportunities to enhance learning in a technologically rich environment

*Desired outcome improvements*

We are seeking to achieve:

a) A BYOD program that is implemented across learning, enhancing student achievement
b) Increased student and staff expertise in a technology rich, blended learning environment
c) A vibrant professional learning community that embraces learning technologies

**OBJECTIVE 4.3**
Implement differentiation throughout teaching and learning to address the learning needs of students

*Desired outcome improvements*

We are seeking to achieve:

a) Differentiation is a significant feature of every teacher’s practice

**OBJECTIVE 4.4**
Develop structures to support teachers in the processes of BOSTES accreditation

*Desired outcome improvements*

We are seeking to achieve:

a) A framework to support teachers in their professional growth and development
b) BOSTES accreditation for professional learning courses offered at the College

**OBJECTIVE 4.5**
Continue to improve facilities and resources to enhance teaching and learning

*Desired outcome improvements*

We are seeking to achieve:

a) Facilities in accordance with the College’s Master Building Plan
b) Optimal use of facilities and resources, finding new ways to enhance contemporary teaching and learning

**OBJECTIVE 4.6**
Ensure the College is financially sustainable now and for the next generation

*Desired outcome improvements*

We are seeking to achieve:

a) A continuation of affordable fees
b) A continuation of the high quality stewardship of College financial resources

c) An enhanced partnership with the Diverse Learning Centres

**OBJECTIVE 4.7**
Improve support for students with disabilities and those identified as gifted and talented

*Desired outcome improvements*

We are seeking to achieve:

a) Greater expertise of teachers to support the diverse learning needs of students
b) Resources that address the needs of students with disabilities and those identified as gifted and talented
c) An enhanced partnership with the Diverse Learning Centres

St Dominic’s College promotes opportunity through creating community and providing a liberating education to build a better world for all.
“Have courage, the good seed will grow up in the children’s hearts later on.”

Blessed Edmund Rice (c.1837)