

Cairns Catholic Education Community

Strategic Directions

2021-2025



**Catholic
Education**
Diocese of Cairns

Learning with Faith and Vision

OUR VISION

To offer every student in every school a world class education enriched by their lived encounter with the Catholic faith.

OUR FOCUS ON STUDENTS

Our focus is to provide quality education for our students and enrich their human qualities consistent with the key points of difference of a Catholic school. As our students progress and complete their education they will be:

- *Discerning young people, formed in the values of a Catholic faith community.*
- *Effective and respectful communicators.*
- *Creative and critical thinkers who solve problems and make responsible decisions with an informed moral conscience for the common good.*
- *Self-directed, responsible, lifelong learners.*
- *Collaborative contributors who find meaning, dignity and purpose in work and life and who respect the rights of all and who contribute to the common good.*

OUR GUIDING PRINCIPLES

Our Strategic Directions 2021–2025 invites each one of us to be informed by, act with, and be committed to the following core principles:

- *Be people of Mission and Witness inspired by what is best for all students in our schools.*
- *Move forward together – strengthening relationships between families, staff, school and system leaders, Clergy and the Diocese.*
- *Be accountable for student learning through a commitment to continuous improvement.*
- *Be courageous – encountering possibilities and engaging in dialogue to achieve excellence in all we do.*
- *Embrace and enhance individual gifts, talents, wisdom and capabilities.*
- *Accept co-responsibility for stewardship, accountability and system sustainability.*
- *Provide voice and agency for all.*

Strategic Directions 2021-2025

Encounter – Catholic Identity

The formation of staff and students through a Catholic lens and furthering our understanding of First Nations cultures and ways of knowing, being and doing.

First Nations Perspectives

Understand the cultures of the First Nations peoples and provide learning environments which are culturally safe and embrace culturally responsive and high impact pedagogies, with a strong emphasis on engagement, wellbeing and success.

Engagement – Wellbeing & Learning

Consistent planning and teaching that is responsive to students and the context in which they live and learn.

Capability

Recruitment, retention, development and professional learning to build an inspiring, engaged and highly effective professional staff.

Our 10 Priorities

1. Encounter

Our Catholic Education community experiences a Catholic Faith formation that deepens our understanding of the Church's mission and which invites an encounter with the person of Jesus.

2. Religious Education

Every student benefits from an engaging, contemporary and personally relevant religious education curriculum.

3. Learning and Teaching documentation

The Catholic Education Community co-creates consistent system Learning and Teaching documentation.

4. First Nations

First Nations communities and families are honoured, their cultures and beliefs respected, and our schools committed to Closing the Gap imperatives for every First Nations student.

5. Extension

Every student accesses opportunities that extend their learning and personal horizons.

10. Rural and remote

Every student from rural and remote communities benefits from targeted support for their schools.

8. Significant learning needs

Every student with significant learning needs (eg disability, EAL/D) receives adjustments and interventions to enable equitable access and participation in learning.

7. Learning pathways

Every student's learning pathway is enabled by adjustments to learning experiences, targets, interventions and initiatives, and monitors improvement over time.

6. Workforce

Every student benefits from inspiring, engaging, and highly professional teachers, school and CES leaders and support and professional staff.

9. Transitions

Every student experiences a seamless and positive transition through and across schools.



Catholic Education
Diocese of Cairns

Learning with Faith and Vision

OUR ENABLERS

Compliant
practices

Organisational structures

Partnerships

Safe and inclusive
learning environments

Gospel Values and Catholic
Social Teaching

Stewardship

Annual review
and monitoring

Core
documentation

School Annual
Improvement Plans

Data

School Strategic
Improvement Plans

Explicit service
delivery model

Professional learning
and training

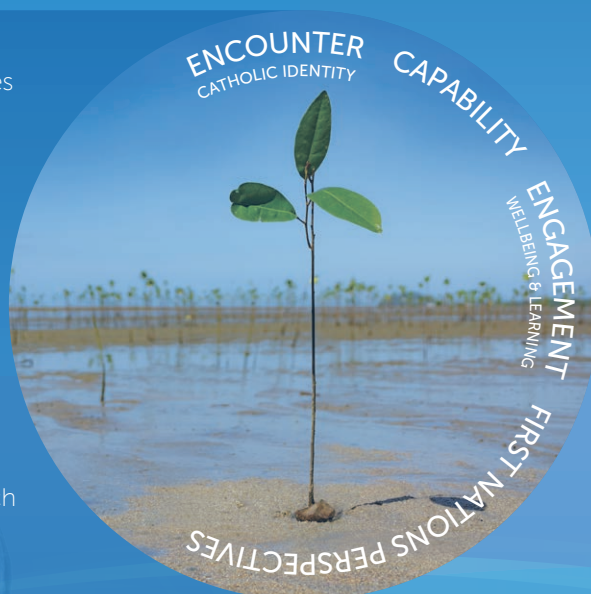
IMPLEMENTATION AND REVIEW

- All members of the Cairns Catholic Education Community share the responsibility and challenge for the successful implementation of the 2021-2025 Strategic Directions.
- Design teams will be formed around strategies that address the 10 priorities. The overlapping nature of these strategies will require cross-team collaboration.
- Teams will develop implementation strategies and report against benchmark data.
- Similar work will be undertaken on system enablers to ensure support processes reflect a commitment to service delivery.
- Implementation will be subject to annual independent review.



The artwork for our **Strategic Directions** 2021-2025 takes its inspiration from the **cedar mangrove** (*Xylocarpus granatum*) that is found along most of the Queensland coast. It produces large spherical fruit, 20cm in diameter, which contain a dozen or more tightly packed and irregularly shaped seeds. The fruit is also known as the 'puzzle nut' because once the seeds are separated it is a challenge to re-assemble them into the original spherical shape. The seeds often float on the tide and can be found on beaches along the Cairns diocesan coast.

Our **Strategic Directions** contain a number of priorities which all interlink and relate to each other, like the seeds of this mangrove. Assembling the parts to make a whole – a world class education for every student in every school – is our challenge. We also know that each seed can produce a new tree, reflecting our commitment to renewal.



Cedar Mangrove
(*Xylocarpus granatum*)

From 1 Corinthians 12: 12,25-27

12 *Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.*

25 *So that there should be no division in the body, but that its parts should have equal concern for each other.*

26 *If one part suffers, every part suffers with it; if one part is honoured, every part rejoices with it.*

27 *Now you are the body of Christ, and each one of you is a part of it.*



**Catholic
Education**
Diocese of Cairns

Learning with Faith and Vision