



VILLANOVA COLLEGE

SETTING OUR FUTURE



Setting the strategic direction for Villanova College now and into the future

~2021
2023



Welcome

Villanova College is proud to present to the wider community our vision for the future and the strategic initiatives our College staff will undertake to bring that vision to fruition.

Setting Our Future articulates the strategic direction for Villanova College over the next three years — 2021-2023. Four key pillars; Augustinian Identity and Mission, Transforming Teaching and Learning, Student Wellbeing and Stewardship provide the foundations on which to build the future.

Accompanying the document, *Setting Our Future* is the annual Action Plan which will specify the steps taken to ensure the strategic intentions are realised. The College Master Plan details the long term capital planning for the College campuses. Supporting the growth of the College is the *Annual Budget* and *10 Years Forecast*.

We look forward to the next phase of development of Villanova College with a sense of optimism, determination and excitement.

2021-2023

As we enter the new decade, we find the context in which Villanova College now operates is characterised by rapid change. Organisations need to be responsive and agile given a variety of new demands and challenges that have not been part of the educational landscape in the past.

In the future, the global economy will increasingly demand employees who are innovators with well-developed entrepreneurial skills, and who are able to communicate effectively and confidently with people from diverse backgrounds. Employers will be seeking future candidates who collaborate effectively and are constructive team members. The emerging world of automation and augmented and virtual reality will be key drivers of change. The jobs of tomorrow will depend on the entrepreneurship of today. Employees will be required to display a solid foundation in digital technologies. In a competitive market, graduates will be required to display high levels of personal and social skills to gain a competitive advantage in a dense employment marketplace.

AUGUSTINIAN TRADITION

The Augustinian Tradition values the search for knowledge and understanding so that one's life is based on truth. Such searching is best accomplished through the development of a love of learning. At Villanova College, love of learning is founded on the Augustinian values of:

- Interiority - the inner process by which the truth of what is taught is tested by the 'teacher within'; the presence of God within each person.
- Search for Truth - the quest not merely to discover the truth of what is taught, but rather a commitment to live out the truth of what is learned.
- Community - both the context within which teaching and learning take place and the beneficiary of the teaching and learning that occurs.

An Augustinian education is characterised by learning through transforming experiences: a love of learning - Caritas, a passion for learning truth - Veritas and learning to desire unity - Unitas.

Villanova College contributes to the Church's educational ministry animated by a Catholic worldview of the individual and community centred on the human person and the Gospel vision of Jesus Christ and with a distinctive Augustinian focus.

In the midst of a changing cultural, ecclesial and educational landscape, Villanova College is committed to ensuring a vital and contemporary Catholic Augustinian identity is encountered, reimagined and explored in every aspect of College life.

VISION STATEMENT

Striving for excellence in boys' education as an Augustinian community one in mind and heart on the way towards God.

MISSION STATEMENT

Villanova College is a Catholic school for boys where education is the formation of the whole person within a faith community. Our staff, parents and students, both past and present, contribute their gifts and talents towards the development of young men of Gospel values who seek the common good. Our community promotes life-long learning through continually challenging itself in the restless search for truth.

OPERATING PRINCIPLES

In following the path of Augustine:

- We embrace the living tradition of the Catholic Church, enriching the mission of the Archdiocese of Brisbane with our Augustinian charism and organisational independence.
- We witness to the Gospel vision of life, centred on Christ, and challenge those values of contemporary Australian society which erode the dignity of the human person.
- We value and seek humility and interiority as paths for each individual to form, nurture and restore right relationships with themselves, with others and with God.
- We assist our students to realise the fullness of their potential, as they strive to integrate the physical, emotional, intellectual, and spiritual dimensions of life and culture, in ways most appropriate to their particular stage of development.





THE FOUR PILLARS

*Augustinian Identity
and Mission*

*Transforming Teaching
and Learning*

Student Wellbeing

Stewardship

The four pillars of the Strategic Plan were deliberately and purposefully selected as the key areas for attention as Villanova College prepares for the future. These four pillars capture the components of College life that will ensure the vision and mission of the College are realised.

The Annual Plan for each year will detail the specific steps to be taken across the four pillars. These actions or initiatives will be supported by the budget to ensure adequate resources are available to achieve the Strategic Plan within the stated timeframe.



TRANSFORMING TEACHING AND LEARNING

ASPIRATIONAL INTENTION:

To provide a teaching and learning culture that promotes the highest standards in boys' education and inspires academic excellence.

STRATEGIC FOCUS ELABORATIONS

- Recognised as a leader in boys' education.**
 Through research, current practices and strategic partnerships, be a leader in the education of boys and share that knowledge with our staff, parents and the wider community.
- Establish the Villanova Learning Institute**
 The Villanova Learning Institute will be the home for the professional and personal development of staff in order to assist all staff to become proficient in boys' education, Augustinian pedagogy and Catholic spirituality.
- Innovative Learning Environments**
 Develop learning environments that are modern, innovative and flexible. These environments will be research-based and align strongly with the College's Teaching and Learning Framework.
- Critical Thinking and Creative Inquiry**
 Empower our students to think with a critical, curious and open mind in the passionate pursuit of knowledge and ideas. Our students will be equipped with a confident and resilient mindset to work both independently and collaboratively to succeed in their chosen learning pathway.
- Partnerships**
 Establish and build strong educational partnerships with tertiary institutes, local workplaces and agencies including parental and Old Boys communities to enrich the educational experience of both staff and students.
- Transforming teaching through digital pedagogy**
 Implement a College-wide digital pedagogy platform to heighten student engagement and responsiveness to learning tasks through the use of innovative and effective digital pedagogies. Our students will be self-directed, independent learners.

AUGUSTINIAN IDENTITY AND MISSION

ASPIRATIONAL INTENTION:

To develop young men who are grounded in Augustinian values, who can articulate and live out those values in service of others.

STRATEGIC FOCUS ELABORATIONS

- Service Learning Program: Gospel in Action**
 Pope Francis' focus on the "field hospital church" recognises the importance of students experiencing faith in action. There will be systematic links between the Catholic Social teachings and opportunities for direct action and encounter. "Let our actions reflect our understanding of the Gospel."
- Forming young men who make a difference – *An Augustinian Graduate***
 The document, *An Augustinian Graduate*, will be used to inform and guide our curricular and co-curricular offerings so that we are intentionally forming young men of character.
- Staff Formation: promoting a variety of pathways for staff**
 Provide an increased range of opportunities for each staff member to learn about and live out Catholic values through our Augustinian charism. Connect with the Augustinian values that underpin such initiatives as Relational Pedagogy and the use of Restorative Practices. Through engaging all staff in Relational Pedagogy and Restorative Practices, each staff member will be supported and challenged to become excellent educators.





STUDENT WELLBEING

ASPIRATIONAL INTENTION:

To implement evidence-based and measurable College wide programs that cultivate positive wellbeing, develop resilience and foster respectful relationships so that our students flourish and realise their potential.

STRATEGIC FOCUS ELABORATIONS

- **Wellbeing**
Deliver school programs that educate students on the wellbeing of their mental health, inclusive of proactive management approaches.
- **Positive Education**
Introduce the practice of Positive Education as a College wide approach for maximising and reporting upon the wellbeing of each student.
- **Co-curricular Engagement**
Actively encourage student participation in the College’s co-curricular programs in order to promote health and wellbeing and a sense of belonging as preparation for a productive adult life.
- **Relational Pedagogy**
Create a culture of right relationships, fostered through the use of restorative practices, in order to develop within our students the skills to be respectful and socially responsible members of the community.



STEWARDSHIP

ASPIRATIONAL INTENTION:

To optimise and strengthen resources and foundations of the College for a sustainable and confident future through a culture of stewardship and effective leadership.

STRATEGIC FOCUS ELABORATIONS

- **Staff Development & Welfare**
Targeted staff professional development, leadership and wellbeing programs to inspire staff to be innovative and support staff to be resilient. Seek to attract prospective staff through creating an environment that encourages fulfilment and career satisfaction.
- **Financial Leadership**
Deliver responsible financial management that balances the requirement for long term growth and viability with immediate educational priorities and the need for agile responses to a changing educational landscape.
- **Facilities**
Create and develop innovative and functional facilities to support effective teaching and learning through the continuation of the College Master Plan.
- **Governance**
Develop processes, policies and procedures that facilitate effective governance and management of the corporate, compliance and financial activities of the College.
- **Environmental Sustainability**
Implement processes and practices to become environmentally responsible citizens. Present the College grounds as a working model of a sustainable environment.



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Truth Conquers

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