



VILLANOVA COLLEGE



# STRATEGIC PLAN 2024 - 2026

Together in Heart and Mind toward the future

# Villanova College

## A CATHOLIC SCHOOL IN THE AUGUSTINIAN TRADITION

At Villanova College, love of learning is founded on our Augustinian values of Humility, Interiority, Community and a Restless search for Truth.

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.

An Augustinian education is characterised by learning through transforming experiences:

- Caritas - a love of learning
- Veritas - a passion for learning truth
- Unitas - learning to desire unity.

## Vision

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

## Mission

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, supporting the principles of the common good 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.







# Five Elements

1. Cultivating Understanding and Commitment to Augustinian Identity and Mission
2. Delivering Intentional Teaching for Optimal Learning Growth
3. Forming and Supporting Young Augustinian Men for the World
4. Developing, Forming and Caring for Staff
5. Designing and Supporting a Sustainable Future



# CULTIVATING UNDERSTANDING AND COMMITMENT TO AUGUSTINIAN IDENTITY AND MISSION

## Strategic Intent:

Ignite in our young men, our staff and community a connection and understanding of Augustinian values experienced through service, spiritual development and actions inside and outside the classroom.

## Elaborations:

- i. Design and provide formation for staff and community in the Augustinian charism through induction, targeted education and ongoing educative, and immersive, experiences. These experiences are for teaching, non-teaching and co-curricula staff.
- ii. Implement a cycle of evaluation of the breadth, effectiveness, engagement, impact and outcomes of our Augustinian formation, outreach and ministry programs for staff, students and community.
- iii. Adopt a systematic approach to the aligning Catholic Social teaching to our service learning and curriculum to encourage a lived Augustinian experience at Villanova.
- iv. Focus our efforts on fostering a diverse, equitable and inclusive community at Villanova.

# DELIVERING INTENTIONAL TEACHING FOR OPTIMAL LEARNING GROWTH

## Strategic Intent:

Promote a teaching and learning culture that supports best teaching practice, enables teachers to understand boys, connects them to effective learning practices, and engages them and the College with the broader community for growth towards personal excellence.

## Elaborations:

- i. Professional Development to support embedding the College's Learning & Teaching framework.
- ii. Understand and adopt best practice in boys' education and Augustinian pedagogical practice across all areas of student learning, including co-curricular programs.
- iii. Utilise progressive data and assessment outcomes to identify areas of strength and growth for individual students, enabling teachers to provide targeted interventions and support where it is most needed.
- iv. Build new, and strengthen existing, partnerships across other secondary, tertiary, commercial and Old Boy networks toward pathways and opportunities for our students and our college.



# FORMING AND SUPPORTING YOUNG AUGUSTINIAN MEN FOR THE WORLD

## Strategic Intent:

Actively and intentionally embed an evidence-based approach to pastoral care and wellbeing, that underpins the College's holistic support of boys' growth and character formation, so that they become Augustinian graduates who understand and confidently respond to the world around them.

## Elaborations:

- i. Further develop and embed a College wide formation program that responds to the developmental and social needs of our boys, encourage positive behaviour for learning and engages staff and students into positive relationships.
- ii. Implement a longitudinal vertical house system that encourages knowledge of, support and mentoring of each boy in character, intellect and service.
- iii. Provide broad based and high quality co-curricular, sporting and service programs that compliment and support our College values, encourages participation, provides opportunity for excellence, and is founded in the G.R.E.A.T.S model of development for our students.

# DEVELOPING, FORMING AND SUPPORTING STAFF

## Strategic Intent:

Attract, retain, develop and support outstanding staff, who are supportive and understanding of Augustinian Charism, are committed to our boys, their learning and who feel engaged and valued.

## Elaborations:

- i. Develop a workforce strategy that supports quality induction, graduate and early career teacher support, career mentorship, support of non-teaching staff career pathways, and the education, coaching and encouragement in developing high impact teaching strategies.
- ii. Implement an annual professional learning plan for teaching and non-teaching staff that supports the College's annual strategic foci and encourages teacher engagement, development and professional learning growth.
- iii. Continue to facilitate initiatives that support teacher and staff wellbeing, including but not limited to hospitality, EAP support, spiritual and retreat opportunities, collaborative planning and work practices, professional development plans, annual goal setting and staff physical and mental health support.

# DESIGNING AND SUPPORTING A SUSTAINABLE FUTURE

## Strategic Intent:

Optimise and strengthen our resource foundations, governance and business strategies to ensure a sustainable, confident and Augustinian future.

## Elaborations:

Secure financial viability developing agile responses to a changing and challenging education sector.

- i. Maintain and develop agile responses to a changing and challenging education sector
- ii. Execute the College master plan elements with discernment and responsibility.
- iii. Develop a College Environmental, Social & Governance (ESG) strategy and reporting framework.
- iv. Finalise the College governance structure for future assurance, educational and corporate integrity.







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Principal's tour.