



**EMMANUEL**  
**COLLEGE**

**WARRNAMBOOL** Sharing Faith, Hope & Love

# STRATEGIC PLAN

2023-2026

# EMMANUEL COLLEGE VISION

Emmanuel College is a dynamic learning community, bringing to life the Gospel values of Faith, Hope and Love and continuing in the Catholic tradition of Catherine McAuley and Edmund Rice.

## VALUES

Faith, Hope, Love

## GUIDING PRINCIPLES

- > We encourage Emmanuel students to respect the traditions of the past, to grow their personal faith and spirituality in the present and embrace the future with confidence and hope.
- > We empower students to serve and act with compassion and justice as members of Church, local and global communities.
- > We employ staff who are progressive, innovative, and principled life-long learners who value the privilege to shape the learning of young people.
- > We provide a challenging and stimulating learning environment that encourages all to grow; to achieve and exceed their potential. We pursue excellence in education.
- > We value and foster the supportive relationship between students, staff, families and parishes in Catholic Education. Our motivation for growth is built upon a foundation of respectful relationships.
- > We promote leadership built of courage and character that pursues excellence and is future focused.
- > We are a Child Safe environment that holds the safety, wellbeing and pastoral care of young people as a fundamental responsibility and central to their learning.

# ACKNOWLEDGEMENT OF COUNTRY



Emmanuel College acknowledges that the land on which we learn, create and grow is the traditional land of the Peek Whurrong of the Gunditjmara - Maar Nation, who educated their children in their language and spirituality and in the traditions of their culture for many thousands of years.

We also acknowledge and respect the cultural diversity of students, families and staff represented in the Emmanuel College community in the past, present and future.

We support the principles of a reconciled Australia for all its people, in the interests of our children - tomorrow's leaders.

## INTRODUCTION

Recent years have seen significant change and capital developments completed giving rise to the Emmanuel College we know and see today. Prior to 2022 the structure and layout of the College was reimagined giving rise to a new junior school based in the Gould Centre, the 9@RICE Program conducted at the Rice Campus, and a senior school comprising years 10, 11 and 12 with a vertical pastoral structure operating from the McAuley Campus.

Aligned with these developments, Emmanuel College celebrated two significant milestones. In 2021 the school marked 30 years since the beginning of Emmanuel College in 1991, and in 2022, it celebrated the 150th anniversary of the arrival of the Sisters of Mercy in Warrnambool and the opening of the first school in 1872 from which Emmanuel College has grown.

Built upon these strong foundations the College looks to the future and the years covered by this Strategic Plan, 2023-2026, with confidence and a deep desire to continue the growth of the Emmanuel community through continuous incremental improvement and aligned with our College Vision and Guiding Principles.

Emmanuel College offers a broad curriculum to a diverse student population. In 2025 the College will further consolidate its operations with all student learning taking place on one campus. As Emmanuel College continues to grow, we aim to be inclusive, to practise innovative teaching and learning, to be attuned to our time and place and we seek to become the leading provider of secondary education in south west Victoria.



# PROCESS

The Emmanuel College Strategic Plan 2023–2026 follows the completion in 2022 of the School Improvement Framework (SIF) and consultation with our major stakeholders: students, staff and parents through the College Advisory Council. Going forward, the SIF identified a single overarching direction for the College expressed in the words: Inspired by the Emmanuel Vision, we will grow our reimagined learning community. Using an appreciative inquiry approach and a strengths based model (SOAR) stakeholders were invited to respond to four key questions:

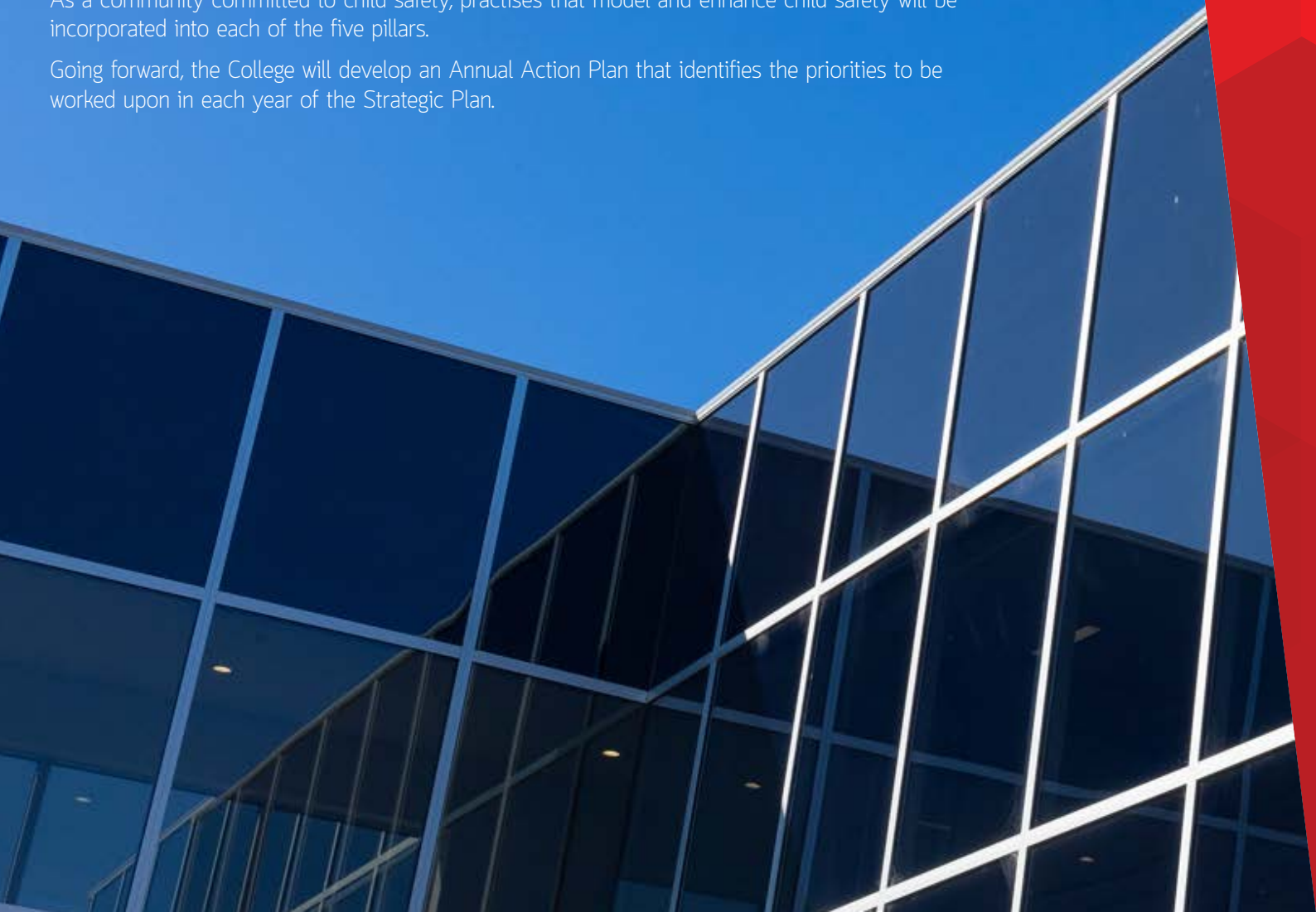
- 1. Strengths:** What are we most proud of as a College?
- 2. Opportunities:** What are the top three opportunities on which we should focus? How can we reframe challenges to be seen as exciting opportunities?
- 3. Aspirations:** When we explore our values and aspirations, “what are we deeply passionate about?”
- 4. Results:** What are the measurable results that would indicate we are on track to achieve our objectives?

The compilation of this information highlighted those areas which the College already does well and signalled those areas where continued opportunities for growth exists. As a school committed to the principles of a growth mindset, these areas form the basis of the next strategic plan under five key pillars:

- 1.** Faith centred in Mercy.
- 2.** Learning and Innovation.
- 3.** Wellbeing.
- 4.** Community Connection.
- 5.** Resources and Stewardship.

As a community committed to child safety, practises that model and enhance child safety will be incorporated into each of the five pillars.

Going forward, the College will develop an Annual Action Plan that identifies the priorities to be worked upon in each year of the Strategic Plan.





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## OVERARCHING DIRECTION:

Inspired by the Emmanuel vision, we will grow our reimagined learning community.



## FAITH CENTRED IN MERCY

**OUR ASPIRATION:** The Catholic tradition and our Mercy Heritage are the foundation of the Emmanuel College culture. The College, through its relationships, practices and curriculum, invites staff, students and their families to a deeper awareness of the gospel values of faith, hope and love and to grow in their understanding of spirituality, social justice, service and the dignity of the human person.

### **PRIORITIES:**

- > To enable our Mercy ethos to enrich our culture through multiple areas including social justice and community service, curriculum, artworks and the built environment, the annual college theme, the celebration of Emmanuel Day and professional learning experiences.
- > To explore greater service learning opportunities for staff and students.
- > To engage students and staff to appreciate our contemporary Australian Catholic church.
- > To deepen our focus and understanding of First Nations people and their spirituality as a way to enrich our own experience of culture and spirituality.
- > To use the school's ECSI data to inform our understanding of the college community and to increase dialogue between students, staff and families.
- > To enrich the culture of Emmanuel College by developing awareness and understanding of the faith diversity of the college community and the ways it enriches individuals capacity to take their place in a diverse, multifaith and multicultural society.



## LEARNING & INNOVATION

**OUR ASPIRATION:** To unlock the potential of young people to live and work in the twenty-first century and to be positive contributors to their community, Emmanuel College will use evidence-based practice and student collaboration to design and deliver relevant, engaging learning experiences that give rise to student's critical thinking, self-awareness and responsibility for their own learning.

### **PRIORITIES:**

- > To make shared practise the cornerstone of pedagogical planning and teaching strategies.
- > To support educators to collaborate in order to enhance contemporary learning, including curriculum development, differentiation, inclusive practices and early learning intervention.
- > To undertake a review of the junior school, including (but not limited to) the curriculum, programs, structures, facilities, operations, & activities) to enable the design of an innovative model of learning and teaching aligned with the reimagined year nine and senior school.
- > To extend the opportunities for pathway and career planning including the investigation of a suitable career profiling model.
- > To utilise the ICT committee and its road map to provide and/or develop IT systems, software and applications that enhance teaching and learning.
- > To use feedback mechanisms to assist curriculum planning and enable the professional growth of teachers.
- > To build staff capacity through coaching, innovation, data analysis and succession planning for current and future leadership opportunities.
- > To develop the Literacy Framework in a timely, realistic and consciously paced way so each element can be explored.



## WELLBEING

**OUR ASPIRATION:** Emmanuel College works collaboratively to create a culture and an environment that values and promotes all aspects of health and wellbeing, where students and staff are nurtured to develop the skills and capabilities needed to flourish and be Fit4Life.

### **PRIORITIES:**

- > To engage wholeheartedly with proactive practices which strengthen community wellbeing through the Fit4Life model.
- > To explore opportunities for the inclusion of a regular Fit4Life lesson within the curriculum.
- > To enhance through the Fit4Life framework the social emotional development of students.
- > To grow and capitalise further Student Advocacy pathways within the college.
- > To support staff with challenging student behaviour and develop strategies to encourage positive behaviours for learning.
- > To foster connection, belonging and personal growth for staff, students and parents.
- > To support and extend staff wellbeing.



# MERCY VALUES



compassion



justice



courage



respect



hospitality



service



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## CONTACT US

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