



*QUO VADIMUS?*

**ST ALOYSIUS' COLLEGE**

---

STRATEGIC PLAN 2015-2017



QUO VADIMUS?

## ST ALOYSIUS' COLLEGE STRATEGIC PLAN 2015-2017



Jesuit education aims at joining learning and virtue and developing a faith that does justice. It means the ideal of being young men and women of competence, conscience, compassion, and contemplation, who know that life is only lived well when lived generously in the service of others. It means helping them to discover that what they most have to offer is who they are rather than what they have.

CHARACTERISTICS OF JESUIT EDUCATION  
(1986)



St Aloysius' College is a Catholic, Jesuit school for boys established in 1879. For over 135 years it has served the city of Sydney by educating boys in the Christian humanistic tradition. The College shares this mission with over 700 other Jesuit schools throughout the world and is part of an educational movement established in 1547 by St Ignatius of Loyola – founder of the Society of Jesus. The College's motto is *Ad Majora Natus*, 'Born for Greater Things'. It is what St Aloysius Gonzaga said to his father when he turned his back on worldly success, and chose to serve the poor and sick as a Jesuit.

At St Aloysius' College, we embrace our Catholic identity; the opportunities for faith formation; the academic orientation of the school; the priority it places upon a holistic education for boys; the accessibility and intimacy of the community; the authentic traditions that have lasted for over a century; our beautiful location; and the generosity of the College's teachers and parents in the education of each student.

As a College community we are at our best when we exist at the tensions. When we embrace innovation *and* honour our past; when we articulate our moral core *while* extending a pastoral hand; when we are humble *and* pursue a wilful path to excellence; when we hunger for truth *and* embrace mystery; when we are apostolic *and* kenotic; when we are for the world *and* of the world.

We strive to be a loving community and we seek, in companionship with parents, to form virtuous young men who appreciate their gifts, are seekers of truth, find meaning and joy in their lives, seek Christ in all things, ask the deeper questions, make choices for the dignity of all people, and who are authentic in their relationships. We hope they will display a genuine compassion for others, especially with and for the poor.

Our Strategic Plan is guided by the *Characteristics of Jesuit Education* and the *Ignatian Pedagogical Paradigm*. We commend *Quo Vadimus?* to you as a guide for our College in its sacred ministry in the years ahead.

**Jock Murray** (SAC 1966)  
Chair of College Council

**Fr Peter Hosking SJ**  
Rector

**Mark Tannock**  
Principal





## OUR MISSION

St Aloysius' College is a Jesuit school for boys providing, in co-operation with families, a Catholic education which:

Proposes Christ as the model of human life

Pursues excellence in teaching and learning

Promotes lifelong learning and spiritual growth

## THE ALOYSIAN AT GRADUATION

St Ignatius insisted on the synthesis of virtue and learning. We seek to intentionally form the following virtues in each young man:

### FAITHFULNESS

As we are a Catholic school, we hope each boy seeks to *find God in all things* and that each is a person of integrity and conscience *for the greater glory of God*.

*It is better to be the child of God than king of the whole world*

- St Aloysius Gonzaga

### FORTITUDE

We hope each boy becomes strong of mind and character, well-balanced, resilient, courageous, persevering, hopeful, honourable, resourceful, striving for the *Magis*.

*To be free, to choose the good even when challenging, to face life with courage and steadfastness*

- Pope Francis

### WISDOM

We want each boy to seek understanding and the truth, to be intellectually curious, imaginative and creative, innovative, prudent, attentive, reflective, discerning about choices, critically seeking depth, eloquently honest, with a love of learning.

*If you continue in my word, you are truly my disciples; and you will know the truth, and the truth will set you free*

- John 8:31-32

### GRATITUDE

When we appreciate our life to be a gift, we believe it changes everything. We desire each young man to be happy and joyful, beholden and gracious, thankful for their gifts, for the gifts of others, and for the blessings of God.

*Gratitude is not only the greatest of virtues, but the parent of all others*

- Cicero

### COMPASSION

Jesus taught us to love God and love one another. We hope our graduates will be *men for others*, kind-hearted, generous in service of others, able to feel the suffering of others near and far, and respond with humble and selfless love.

*There are many things that can only be seen through eyes that have cried*

- Blessed Óscar Romero

### JUSTICE

The Gospel calls us to pursue the Kingdom of God. We want each boy to seek a *faith that does justice*, to be tolerant, inclusive, ethical, socially responsible, to *accompany, serve and plead the cause* of the marginalized, to engage with the world and *agents of change*, to care for the resources of the earth.

*Never see a need without doing something about it*

- St Mary of the Cross MacKillop

QUO VADIMUS?

A Jesuit education promotes depth and universality...of specific goals that make it not just a noble humanitarian work, but a service of the Gospel. If we dream of an educational system that teaches people to decide from inside, from the depths of their hearts, and to serve generously not just a tribe, but as broad a slice of humanity as it can, it is because these were the goals of Jesus, and the only reason Jesuit schools exist is to serve humanity according to the vision and the spirit of the Gospel.

- FR ADOLFO NICOLÁS SJ (2009)  
SUPERIOR GENERAL OF THE SOCIETY OF JESUS

STRATEGIES







# FAITH AND JUSTICE

## FAITH AND JUSTICE

---

### GUIDING PRINCIPLE:

Forming faithful *men for others*.

### THREE-YEAR STRATEGIC FOCUS:

Reinforce and expand formation programs which build on our Jesuit tradition of a *faith that does justice*.

### STRATEGIES:

1. **Sacramental Life:** reaffirm the College's sacramental life so that it remains at the centre of the student and community experience;
  2. **Understanding of Faith:** develop the intellectual and personal engagement of each student with Catholic faith and reason, and integrate Faith and Justice programs and the Religious Education curriculum;
  3. **Prayer & Ignatian Spirituality:** strengthen and expand opportunities and experiences in Ignatian Spirituality, prayer life and retreats; and
  4. **Service & Immersions:** develop a College-wide framework for 'Faith in Service' programs and consolidate immersions, exploring further opportunities for authentic student participation.
-

QUO VADIMUS?

## TEACHERS, TEACHING AND LEARNING

---

### GUIDING PRINCIPLE:

Forming wise young men by  
prioritising teaching and learning.

### THREE-YEAR STRATEGIC FOCUS:

Further develop the quality of  
teaching and learning through  
supporting teachers and  
encouraging best practice in  
boys' education.

### STRATEGIES:

1. **Teaching:** encourage and measure effective and innovative teaching practices within a comprehensive and collaborative approach to teacher development through mentoring, appraisals, standards and professional learning;
2. **Learning:** respond to the learning needs of boys in an academically-oriented school in the pursuit of wisdom and truth, deep understanding, high achievement and vocational preparedness for each student;
3. **eLearning:** build effective and appropriate integration of information technology into the academic program as a tool to add value to student learning – ensuring appropriate teacher, student and community support; and
4. **Data, Feedback & Communication:** develop and maintain effective and consistent systems of data management, feedback and communication to enhance student learning and achievement.



## TEACHERS, TEACHING AND LEARNING





# CURA PERSONALIS

QUO VADIMUS?

## CURA PERSONALIS

---

### GUIDING PRINCIPLE:

Cultivating fortitude in each boy and ensuring that each is known and cared for.

### THREE-YEAR STRATEGIC FOCUS:

Improve the capacity to support each boy and build resilience through a more effective response to their emotional and physical wellbeing.

### STRATEGIES:

1. **Pastoral Care:** renew the pastoral care structures, improve student support systems and enhance the use of data and communication to assist in the care of each boy;
  2. **Boys' Health:** develop a comprehensive approach to boys' emotional and physical wellbeing that builds resilience and addresses contemporary challenges to male health;
  3. **Behaviour & Justice:** ensure the cultivation of a just, pastoral school environment through articulation of behavioural expectations and effective responses to injustice and bullying;
  4. **Integration & Transition:** build programs designed to guide and support students in their transition from boyhood to manhood – focusing on the integration of new students, the 'middle years' of early adolescence and 'life skills' of a young man, post-school; and
  5. **Recognition & Leadership:** develop a College-wide approach to the recognition and celebration of virtues and implement a consolidated framework of leadership.
-



QUO VADIMUS?

# HOLISTIC EDUCATION

## GUIDING PRINCIPLE:

Forming young men *fully alive* through a well-rounded school experience.

## THREE-YEAR STRATEGIC FOCUS:

Refresh the College's holistic approach to the education of boys through refinement of the Co-Curricular Program.

## STRATEGIES:

- 1. Information & Communication:** develop and maintain data systems that monitor the experience of each boy in the Co-Curricular Program and improve communication with students, parents and staff;
- 2. Participation & Recognition:** value both participation and success by ensuring consistency in selection across all co-curricular activities and extending a system to recognize and celebrate involvement;
- 3. Resources & Support:** support staff and community contributors to the Co-Curricular Program through consistent approaches to resourcing and development; and refine parent support networks with optimal structures and systems; and
- 4. Sustainability:** guarantee the sustainability of the Co-Curricular Program and plan for future changes in student choice and College engagement.







# PEOPLE, RESOURCES AND COMMUNITY

## PEOPLE, RESOURCES AND COMMUNITY

### GUIDING PRINCIPLE:

Supporting the education of boys in the Jesuit Tradition.

### THREE-YEAR STRATEGIC FOCUS:

Ensure capacity, resourcefulness and community through strategic stewardship of people and resources.

### STRATEGIES:

#### PEOPLE

1. **Staff:** develop systems and programs that support the attraction, retention and professional growth of staff at the College;
2. **Leadership:** identify and form the next generation of leaders within the College; and
3. **Ignatian Formation:** consolidate and broaden the range of adult Ignatian formation opportunities for staff.

#### RESOURCES

1. **Data & Communication:** consolidate an integrated and accessible information and communication system to inform and support College staff, enhance partnerships with parents and build community;
2. **Facilities & Infrastructure:** complete and implement a new College Master Plan that improves learning, optimises space and ensures a beautiful, functional school environment; and
3. **Finance & Fundraising:** maintain a prudent approach to financial management, plan for changes to income streams and work with the College Foundation to establish a financially viable and effective fundraising program to realise long term objectives.

#### COMMUNITY

1. **Parents & Old Boys:** acknowledge and enhance the significant role of parents and Old Boys in the life of the College through renewed programs of religious and cultural engagement;
2. **Enrolment & Bursaries:** articulate a future vision for the student demographic profile, renew the enrolment processes of the College and expand the Bursary Program; and
3. **Companionship:** affirm the ongoing support of Redfern Jarjum College, and build and maintain relationships with Australian Jesuit Province ministries and the broader Catholic Church with particular focus upon parish life.



## OUR WAY OF PROCEEDING

---

*Quo Vadimus?* informs the way we proceed in our work and in our association with St Aloysius' College in the coming three years. The Strategic Plan will shape the College's annual operational plans and its Capital Master Plan. The annual operational plans will detail the projects attached to each strategy.

This Strategic Plan will honour the rich, essential traditions of the College while intentionally pursuing improvement in all that we do as a school community. It will endeavour to more effectively pursue the Mission of St Aloysius' College by investing in the academic program; caring more specifically for each boy, building recognition for participation, virtuousness and achievement; raising expectations; and improving our communication and evidence base.

We will continually evaluate the effectiveness of each strategy and discern our pursuit of *the Magis*. The College will communicate regularly with parents and the Aloysian Family on how it is pursuing and achieving each strategy within *Quo Vadimus?*

As we set ourselves to work on our Strategic Plan, we pray for the gift of generosity:

Dearest Lord, teach me to be generous.  
Teach me to serve you as you deserve:  
to give, and not to count the cost,  
to fight, and not to heed the wounds,  
to toil, and not to seek for rest,  
to labour, and not to ask reward –  
except that of knowing that I do  
your most holy will.

- ATTRIBUTED TO ST IGNATIUS OF LOYOLA





You shall love the Lord your God with all your heart,  
and with all your soul, and with all your mind.  
This is the greatest and first commandment.  
And a second is like it:  
You shall love your neighbour as yourself.

MATTHEW 22:37-39

