

# Strategic Plan

2025 - 2028



*Arete*

*...a full and flourishing life...*



Assumption College **Warwick**





# Arete



Arete is an ancient Greek concept that speaks of **excellence** and **virtue**. It is grounded in the belief in the full realisation of one's **potential** and is the **highest quality** state one can reach.



## Introduction by Chair of the College Advisory Council



It is with profound respect that I introduce the Strategic Plan for Assumption College, Warwick, spanning from 2025 to 2028.

This plan, titled **Arete – a full and flourishing life**, is a testament to the unwavering dedication and enthusiasm of the Assumption College executive leadership team and staff. Their commitment to excellence in education is the cornerstone upon which this strategic vision is built. It is their tireless work that enables students at Assumption College to strive towards the ancient Greek ideal of Arete, the fullest realisation of their potential, embodying excellence and virtue.

Assumption College is a distinctively Catholic learning community; one that is sustained by the Gospel message of Truth and Love and the traditions of Catherine McAuley and Edmund Rice. Its mission breathes life into the values of wisdom, justice, generosity and compassion, fostering full and flourishing lives for all community members. Upon this strong foundation lies this four-year strategic plan with strong intentions for growth and excellence - spiritually, academically, personally, environmentally and economically - which are complemented by aspirational yet achievable strategies and standards. It is these aspects, including fostering curiosity and awe, providing individualised learning pathways, and celebrating academic success that will see the College continue its journey with faith and confidence, knowing that their efforts today will bear fruit for years to come.

I extend my deepest gratitude to everyone who has contributed to the development of the Strategic Plan. This dedication is the driving force behind Assumption College's collective pursuit of Arete, which will continue to inspire and empower students and staff to lead full and flourishing lives.

**Mr Bruce McPhee**  
**Chair**





# Strategic Plan 2025 - 2028



**For 2025 – 2028, the College will be undertaking the challenges, opportunities and vision outlined in our Strategic Plan.**

In the construction of this Plan, the College considered our charism, our mission, our vision, our values and ultimately the question, *“What does the realisation of this Plan lead us to be?”*

## **Our response is, Arete.**

Arete is a pivotal sense of being in ancient Greek philosophy. It encompasses the notion of reaching one’s highest potential and living to one’s fullest capacity and capabilities. This includes a life lived through moral virtues, such as justice, generosity and compassion, as well as intellectual pursuits, such as wisdom and truth-telling. It challenges us to live a life of purpose, with Arete being achieved when we

- uphold dignity and respect for all,
- meet challenges with courage and opportunities with curiosity
- pursue greatness by supporting the vulnerable through acts of service and advocate for social justice and human rights, fostering a sense of belonging and support.

Assumption College is grounded in the charisms of Catherine McAuley, founder of the Sisters of Mercy, and Edmund Rice, founder of the Christian Brothers. These individuals call us to a lived understanding of Arete. Lives that are steeped in service to the poor and vulnerable, to act with kindness and patience, and to be committed to the creation of inclusive communities through justice and hospitality. This is achieved through the provision of an education that liberates and empowers all.

Arete, Assumption College and the mission of Toowoomba Catholic Schools are in perfect harmony and alignment. By living a life that strives for excellence in virtue, purpose and service, our students and community will realise **Arete** - full and flourishing lives.

**Liisa Hammond**  
**Principal**







# Vision, mission and values



## Our vision

To be a distinctively Catholic learning community, sustained and empowered by bearing witness to the Gospel message of Truth and Love.

## Our mission

To provide a distinctively Catholic education, guided by Mary, Our Lady of the Assumption, in the tradition of Catherine McAuley and Edmund Rice, enlivening the values of wisdom, justice, generosity and compassion, leading to full and flourishing lives for all.

## Our values

Assumption College is enlivened by our values.

*Generosity.* We reach out with open hands.

*Compassion.* We live with an open heart.

*Wisdom.* We pursue with curiosity and awe.

*Justice.* We preserve the dignity of all.



# Engaged students, learning



*Excellence through wisdom*

## Intent

The Assumption College community members achieve the realisation of their potential through our core business - teaching and learning.

## Strategies

### Pursuing curiosity and awe

- Continue to provide individual and flexible pathways for all students through personalised learning plans and exploring and implementing a whole College approach to differentiation.
- Promote the discussion, analysis and publishing of student achievement data to enable academic growth for all students.
- Continue to celebrate the success of all members of our community.
- Continue to develop and formalise the academic care program, including academic coaching sessions, tracking and viability analysis, careers and pathways education.
- Strive for improvement in academic performance.
  - 95% attendance rate for all students.
  - 100% value added across all year levels in NAPLAN results.
  - All domains to be above the national mean for Year 9.
  - All Year 7 and 9 students engaged positively and competitively in NAPLAN.
  - Students finish Year 10 with at least two banked QCE points.



# Engaged students, learning



## Pursuing curiosity and awe continued

- Strive for improved Senior data, including the following.
  - 100% of students complete Year 12 with a QCE or QCIA.
  - All students successfully complete Year 12 with a qualification and/or post-schooling effective ATAR.

### **For students on a university pathway**

- 10% of students gain an ATAR above 95.
- 100% of students gain first preference offers for entry into post-schooling learning pathways.

### **For students on an applied pathway**

- 100% conversion of School Based Apprenticeships (SBA) into full time apprenticeship and/or employment.
- Viable employment pathway options for all.

## Enhancement of teacher capacity

- Ensure skillful teaching engages students through quality pedagogical/andragogical practices.
- Continue the development and implementation of the Assumption College Teaching and Learning Framework.
- Continue to explore methodologies for students to show their learning in authentic and relevant ways, including both formative and summative assessment.
- Confidently implement, deliver and review all required curriculum informed by the Queensland Curriculum and Assessment Authority and Australian Curriculum, Assessment and Reporting Authority.
- Use digital tools for the enhancement of quality outcomes.
- Respond to system initiatives - contextualised for our community.

# Being distinctively Catholic



*Action in faith*

## Intent

Assumption College is empowered by our distinctively Catholic ethos, nurtured by Mary, Our Lady of the Assumption and guided by our founders, Edmund Rice and Catherine McAuley.

## Strategies

- Commit to the development of Assumption College's aspirational culture, grounded in the pursuit of excellence.
- Develop the confidence of staff to express and deliver Assumption College's distinctively Catholic ethos through all interactions with our community members.
- Embed the lived experience of Assumption College's charisms and traditions.
- Develop social justice initiatives and student-led opportunities, both awareness-raising and fundraising.
- Pursue opportunities for active engagement and participation with St Mary's Parish and our Diocese.
- Pursue opportunities for the Assumption College community to share a lived experience of faith.





# Being distinctively Catholic



*Virtue through enlightenment*

## Intent

Assumption College provides a Religious Education curriculum that is authentic, relevant and life-wide for its community.

## Strategies

- Develop Religious Education as a flagship subject that authentically engages students.
- Provide opportunities for authentic connections between subjects, wellbeing offerings and community partnerships to enhance the learning experiences.
- Continue to consolidate the Diocesan approach to the teaching of Religious Education using the Pedagogy of Encounter to assist in the recontextualisation of Assumption College as a Dialogical School.



# Valuing our people



*Dignity through the realisation of our potential*

## Intent

The dignity and wellbeing of all community members is enhanced and grounded in the belief that we are all made in image and likeness of God.

## Strategies

- Enhance the capacity for young people to become agentic adults committed to their learning and faith journeys.
- Commit to the review, audit and continuous improvement of communication strategies, procedures and processes to enhance the experiences of our community.
- Continue to develop and promote the capacity of all members of our community in data literacy and the use of data for the pursuit of excellence and care of the whole person.
- Consolidate consistency of high standards of behaviour across the College.
- Embed inclusivity and celebrate diversity.
- Empower our community members through a relevant, responsive and proactive pastoral program.



# Valuing our people



*Prowess through people and processes*

## Intent

Our interdependence and interconnectedness ensure success in our quest for excellence and the realisation of our potential.

## Strategies

- Develop collective efficacy through our Professional Learning Community engaging in Professional Learning Teams.
- Prioritise strategies to ensure the attraction, retention and development of quality members of staff.
- Prioritise our community members and their sense of connectedness to the College through social endeavours.
- Ensure opportunities for effective, efficient and sustainable practices, including execution of policies, procedures and guidelines.

# Using resources wisely



*Valor through stewardship and sustainability*

## Intent

Our commitment to responsible and innovative stewardship delivers high quality learning resources and facilities, that enhance the sustainability of excellence.

## Strategies

- Continue to develop and enhance the learning spaces of the College to ensure current and future safeguarding of students' success.
- Investigate further sustainable models of practice to ensure effective safeguarding of current and future endeavours.
- Align with the values expressed through Laudato Si, including monetary and environmental impacts.
- Develop sustainable and profitable financial efficacy through collaborative processes and procedures.
- Harness continued profitability to allow focused investment in the College.







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**TRUTH AND LOVE**