



Mount St Benedict  
College



Mount St Benedict College  
**Strategic Plan 2022 - 2024**

*Inspiring Young Women  
Transforming the Future*



*“...where the strong have something  
to strive for and the weak nothing  
to run from.”*

RB 64: 19

# MESSAGE FROM THE BOARD CHAIR AND THE COLLEGE PRINCIPAL

It is with great pleasure that we present the Mount St Benedict College Strategic Plan 2022-2024.

This plan is the College's response to the signs of the times recognising that we are operating in a world where our families, schooling, education and the teaching profession have been, and continue to be, deeply impacted by the pandemic and by ongoing and significant social and cultural change.

As such, we have adopted a rolling three-year cycle of planning, action and discernment, allowing us to respond as responsible stewards and recalibrate quickly in a dynamic financial, social and educational environment.

In this triennial period, we have used the Benedictine notion of Balance as a focus in devising our strategic intent statements. We are balancing care for our community and drawing attention to the interconnectedness of wellbeing and learning. The College is committed to providing our students with a refreshed curriculum and new opportunities for credentialing as well as reviving cultural rituals, symbols and events impacted by the pandemic response, including our rich cocurricular program.

This Strategic Plan 2022-2024 has been a collaborative effort incorporating aspirations from staff, parents, students, the College Leadership Team and the College Board. This document sits beside the College Learning Framework and the Good Samaritan Education Mission Framework. It will inform and shape our annual priorities over the next few years as we return the College to a place:

"...where the strong have something to strive for and the weak nothing to run from."  
RB 64: 19

**Emeritus Professor Marea Nicholson AM**  
Chair, Mount St Benedict College Board

**Mr Michael Hanratty**  
Principal



# MOUNT ST BENEDICT COLLEGE

Mount St Benedict College is a Catholic, girls high school of Good Samaritan Education, offering holistic education based on the Benedictine values of Pax, Hospitality and Stewardship.

Continuing in the tradition of the Sisters of the Good Samaritan and belonging to the community of ten schools across Australia called Good Samaritan Education (GSE), the College has a rich Benedictine international and educational heritage.

Mount St Benedict College is recognised for leadership in the holistic education of girls, engaging and inspiring young women to use their gifts to transform the future. The College's Learning Framework addresses the faith and spirituality needs of students, their wellbeing priorities and their learning needs for the future.

Catholic education in the Good Samaritan Benedictine tradition is committed to developing students who will engage with today's world as grounded, hope-filled young people who are equipped to lead wisely, to listen deeply and to treat their neighbour and their environment with justice, love and the compassion of Christ.

Let us set out  
on this path with the  
gospel as our guide

RB Prol 21

Speak the truth with  
heart and tongue

RB 4:28





## MISSION STATEMENT

Inspired and informed by our Good Samaritan heritage, Mount St Benedict College educates young women in a Catholic community where all are encouraged to contribute with the gifts given to them to make a difference in the world.

In pursuing our Mission, Mount St Benedict College:

- **Encourages** students and community members to recognise God's presence in their lives and to develop their lives in the Benedictine tradition of Simplicity, Community and Balance.
- **Embraces** the Benedictine values of Pax, Hospitality and Stewardship.
- **Fosters** in each student a desire to pursue personal excellence and fulfilment through lifelong learning, reflection and sharing of their gifts and talents in service of others.
- **Challenges** each student to listen, question and discern meaning in the search for truth, understanding and wisdom.
- **Responds** to and supports the needs and interests of each student through a broad, flexible and innovative curriculum.
- **Provides** an environment which allows girls to develop and affirm their strength as women of and for the world.
- **Nurtures** and promotes respectful relationships.
- **Equips** students to face life's challenges with resourcefulness, confidence and compassion.
- **Stirs** a personal and community response to injustice through reflection and action.
- **Instils** in each student a responsibility to be active stewards of the environment and natural resources.

## STRATEGIC INTENTIONS



### Learning and Wellbeing

We will continue to build on our nurturing culture of learning, which will contribute to our goal of developing proactive, engaged, independent and resilient lifelong learners.



### Student Experience

We will design and refine student experiences which respond to their interests and needs to promote faith formation, learning and student growth.



### High Performing Professional Staff

We will enhance staff efficacy as individuals and collectively to make a genuine difference in the lives of our students.



### Relationships, Communication and Decision-Making

We will continue our focus on demonstrating care and appreciation for members of our community, ensure open and timely communication between all stakeholders and foster appropriate participation in decision-making.



### Stewardship

We will use appropriate data to manage resources prudently in ways that will foster and support the sustainable growth and development of the College.



## LEARNING AND WELLBEING



### *Strategic Intention*

We will continue to build on our nurturing culture of learning, which will contribute to our goal of developing proactive, engaged, independent and resilient lifelong learners.

#### **We will achieve this by:**

- Establishing a shared understanding and appreciation of the importance of the essential inter-relationship between learning and wellbeing.
- Developing a Wellbeing and Learning Model, which reflects a Catholic worldview.
- Preparing students to be lifelong learners through an explicit focus on our Graduate Attributes.
- Implementing a learning and wellbeing tracking system for students.



# STUDENT EXPERIENCE



## *Strategic Intention*

We will design and refine student experiences which respond to their interests and needs to promote faith formation, learning and student growth.

### **We will achieve this by:**

- Investigating the use of micro-credentialing with a view to showcasing skills and developing new pathways for learning in Stages 5 and 6.
- Enhancing formal curriculum offerings for the full range of learners to provide appropriate levels of interest, academic support and challenge for our students.
- Reviewing, reinvigorating, refining and resourcing a range of holistic student learning experiences, including those related to formation.





## HIGH PERFORMING PROFESSIONAL STAFF



### *Strategic Intention*

We will enhance staff efficacy as individuals and collectively to make a genuine difference in the lives of our students.

#### **We will achieve this by:**

- Developing and implementing a workforce strategy to recruit and retain highly skilled professionals committed to the College Vision and Mission.
- Using a wider range of evidence to improve student outcomes, provide a quality student experience and showcase best practice across the College.
- Creating a collaborative culture of ongoing professional learning and capacity building in all staff roles.
- Continuing to support and sustain Middle and Senior Leaders to build the capacity of staff to deliver strategic goals.
- The College Board commits to sustainable budget support to provide professional learning for staff and Directors.
- The College Board commits to an annual review of performance against AICD and ACNC standards.



## RELATIONSHIPS, COMMUNICATION AND DECISION-MAKING



### *Strategic Intention*

We will continue our focus on demonstrating care and appreciation for members of our community, ensure open and timely communication between all stakeholders and foster appropriate participation in decision-making.

#### **We will achieve this by:**

- Developing and implementing processes for authentic engagement with a program for gathering feedback from parents, students, staff, alumnae and other stakeholders.
- Increasing public awareness of the unique benefits of the College's holistic educational offering.
- Building on Catholic Social Teaching and ongoing data from staff engagement surveys to continue to strengthen a positive College culture.
- Refining the use of current communication processes, platforms and publications and their suitability for the future needs of the College.
- The College Board commits to enhanced communication with the College community regarding vision and strategy.



## STEWARDSHIP

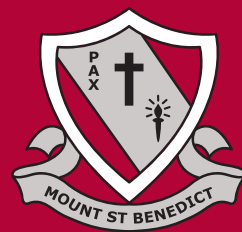


### *Strategic Intention*

We will use appropriate data to manage resources prudently in ways that will foster and support the sustainable growth and development of the College.

#### **We will achieve this by:**

- Updating and implementing the School Environment Management Plan in light of the Laudato Si Action Platform.
- Refining analysis of current and future enrolment data and wider demographic data to inform future planning for growth.
- Developing a robust capital plan to respond to the current external environment.
- Expanding the range of metrics to identify students and families who may require additional financial support.
- Providing new and appropriate data sets to the College Leadership Team and the College Board to better inform decisions of the Board and Sub-Committees.



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