



VICE-CAPTAIN  
RICE HOUSE

CAPTAIN  
NOLAN HOUSE

# Strategic Plan

2022/25

FUTURE FOR ALL



EDMUND RICE EDUCATION  
AUSTRALIA

# About us

Ignatius Park College was established in Townsville in 1969 as a boys' -only Catholic college. Guided by the foundations of the Edmund Rice Education Australia (EREA) network, founded on Christian values and 200 years of educational mission.

**At IPC we are future oriented, our education and pastoral care is centred around:** Growing Strong Minds and Building a Brotherhood. Providing students with the tools they need to create positive relationships inside and outside the classroom, IPC educators are committed to guiding students by the values of the Gospel, producing young men who are resilient, confident and ready to enter the world.

The Edmund Rice Education network describes the culture and set of values of an authentic Catholic school using four key touchstones. These guide the community of IPC through all internal and external engagement.

LIBERATING EDUCATION

GOSPEL SPIRITUALITY

INCLUSIVE COMMUNITY

JUSTICE AND SOLIDARITY



# Leadership Statement

## A FUTURE FOR ALL

Our students live in a changing world and we need to embrace our technological futures, to reflect on how and what we teach and ensure it is meeting the growing demands of the 21st century.

The Ignatius Park College 2022 – 2025 Strategic Plan entitled *Future For All* challenges us to prepare our students with the skills and abilities they will need to be critical thinkers where they become partners or co-creators in their own learning. Students' learning now extends beyond the classroom. They live in a digital era where learning is just a click of a button or a simple voice command away, and, as technology continues to advance, students need to develop their learning with it. "Future For All" calls us to ensure our students are equipped with the skills to cope in a world dependent on technology and are prepared for career pathways that are yet to be invented.

This Strategic Plan continues to build on our previous strategic plan. Our curriculum, teaching and learning already extends well beyond the classroom and will continue to do so. *Future For All* challenges us to move forward to develop deep learning in all our students, where they are empowered to take risks, be innovative and seize any opportunity thrown their way.

The Alice Springs (Mparntwe) Education Declaration (December, 2019) calls us to places of excellence and equity where our students are confident and creative individuals, successful lifelong learners, global citizens and active and informed members of the community. It states: "Our vision is for a world class education system that encourages and supports every student to be the very best they can be, no matter where they live or what kind of learning challenges they may face."

Our 2022 – 2025 Strategic Plan, *Future For All*, is about preparing our students for the world as they will experience it. It is a world of increasing and rapid change, where adaptability, flexibility and the ability to read the signs of the times are imperatives to liberating their human potential – to becoming who they can be and equipping them to contribute to their world through the spirit of Blessed Edmund Rice.



Shaun Clarke  
PRINCIPAL

The page is framed by a decorative border of Aboriginal art. On the left, there are vertical bands of blue and purple with white dot patterns. On the right, there are horizontal bands of blue and black with white dot patterns. The bottom features a blue background with white dot patterns and circular motifs. The central text is on a white background.

# Acknowledgement of Country

The Ignatius Park College community would like to humbly acknowledge the Wulgurukaba people, on whose land our College is located, as well as the Bindal people, on whose land many staff and students live and travel across daily.

We respectfully thank the Elders of these traditional lands both past and present for guiding us through the journey of time to where we are today. This spiritual and cultural journey is significant in allowing the freedoms our society has today.

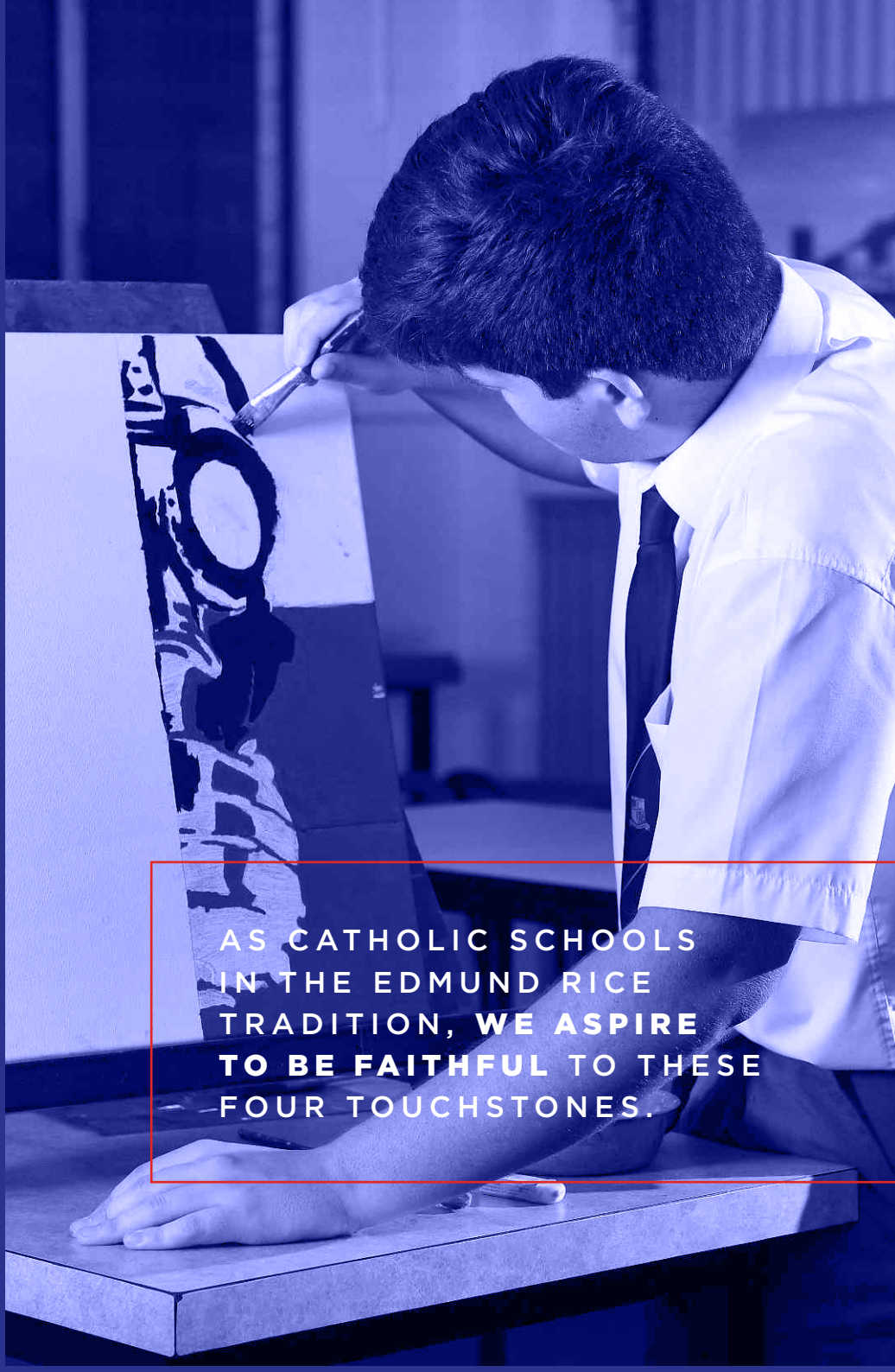
As a College, we reflect on the histories of Australia and its First Nations peoples and respectfully ask all Elders to guide us to a promising and enriching future. As a community, we need to ensure that we continue to develop our minds to be respectful and learn from Aboriginal and Torres Strait Island peoples, alongside all people who make up this country of Australia.



# Catholic schools in the Edmund Rice tradition

All schools and educational entities in the Edmund Rice tradition across Australia are bound by a Charter which identifies four touchstones authentically linked with the Charism of Blessed Edmund Rice and which underpin the ministry in our schools and educational endeavours.

These touchstones help us set our direction and define our goals as, following Blessed Edmund's example, we continue to reflect and to work/aim to make the Gospel a living reality in our communities.

A young man in a white shirt and dark tie is focused on painting a religious figure, possibly the Virgin Mary, on a canvas. He is using a brush and is positioned in front of an easel. The background is slightly blurred, showing what appears to be a classroom or art studio setting.

**AS CATHOLIC SCHOOLS  
IN THE EDMUND RICE  
TRADITION, WE ASPIRE  
TO BE FAITHFUL TO THESE  
FOUR TOUCHSTONES.**

## Liberating Education

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We open hearts and minds, through quality teaching and learning experiences so that, through critical reflection and engagement, each person is hope-filled and free to build a better world for all.

## Inclusive Community

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Our community is accepting and welcoming, fosters the right relationships and is committed to the common good.

## Justice and Solidarity

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We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised, and with the Earth itself.

## Gospel Spirituality

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We invite all people into the story of Jesus and strive to make his message of compassion, justice and peace a living reality within our community.



# Inclusive Education

Inclusive education at Ignatius Park College reflects our EREA touchstones, providing an environment where all students are learning, growing and flourishing together. Here students are celebrated for being uniquely made in the image of God and included without exception in our community. This inclusive culture provides every student with the same opportunities, providing the tools they need to reach into their potential.

## Our Vision

We aim to contribute to create respectful young men who are inspired, life-long learners and active participants in their community.

## Our Mission

In partnership with families and the wider community, we strive to promote learning that encourages excellence within an inclusive curriculum framework based on Gospel values and inspired by the charism of Edmund Rice.

# Our Values

## Integrity

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RESPECT YOURSELF AND OTHERS  
DEVELOP AND MAINTAIN POSITIVE RELATIONSHIPS  
DO THE RIGHT THING WHEN NO-ONE IS WATCHING  
ASK THE QUESTION, WHAT WOULD JESUS DO?

## Pride

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MAINTAIN YOUR APPEARANCE AND THE FACILITIES  
REPRESENT IPC EVERYWHERE YOU GO  
CELEBRATE SUCCESS  
BE ALL THAT GOD ASKS YOU TO BE

## Commitment

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RIGHT TIME, RIGHT PLACE, RIGHT EQUIPMENT  
STRIVE FOR PERSONAL EXCELLENCE  
DEMONSTRATE PERSEVERANCE, RESILIENCE AND INITIATIVE  
MAINTAIN YOUR RELATIONSHIP WITH GOD



# IPC's long-term(10 year) horizon

The College Leadership Team agreed the following scenario was supported for the long-term future of IPC

## **GROWTH AND DEVELOPMENT (IPC+)**

- Focus on boys' education (7-12 years)
- Strong Catholic identity in the Edmund Rice tradition
- Well established partnerships with key stakeholders in the community e.g. industry groups/employers, Australian Defence Force, sporting groups, Alumni
- Clear educational and vocational pathway options
- Contemporary buildings and facilities refurbished
- Established transition program (Year 6) from feeder primary schools' and sporting clubs
- Structured middle school program in Years 7-9
- Flexible timetable for Years 10-12
- Possible separate campus for Year 9 in the future



# IPC's desired future by 2025

The College Leadership Team considered key characteristics that will define IPC by 2025.

## **CONTEMPORARY TEACHING AND LEARNING FRAMEWORK**

Quality teaching and learning offering an engaging curriculum with pathway options in academic and vocational education.

## **MIDDLE SCHOOL PROGRAM**

New middle school program for Years 7-9 with a focus on the fundamentals of literacy, numeracy and formation.

## **SENIOR SCHOOL PROGRAM**

Revise and enhance a structured but flexible curriculum for Years 10-12 that is boy-friendly and inclusive.

## **PASTORAL PROGRAM**

Pastoral engagement for all boys, particularly boys at risk, to support growth and resilience in adversity.

## **YOUNG MEN FORMATION**

Continued development of Gospel Spirituality and formation of inspired young men in the Edmund Rice tradition.

## **EFFECTIVE CO- CURRICULAR PROGRAM**

Extra-curricular and co-curricular offerings supporting the holistic development of boys.

## **PRODUCTIVE PARTNERSHIPS**

IPC will continue to formalise productive partnerships with key community, business and education organisations to enhance the quality teaching and learning, and pathway options for Iggy Park Boys.

## **CONTEMPORARY FACILITIES**

Implementation of the Master Site Plan including construction of new Learning and Resource Centre and Stage 1 of the Master Plan to develop classrooms and student facilities.

## **COMMITTED PROFESSIONAL WORKFORCE**

Professional teaching and support staff committed to the education and formation of inspired young men who are role models for others.

## **MISSION SUSTAINABILITY**

IPC will achieve annual operational surpluses, reduce its debtors and accumulate reserves to fund its future building and resourcing projects.



# Strategic Priorities

## 1. Advancing Education Pathways and Learning Opportunities

IPC WILL DELIVER HIGH QUALITY TEACHING PRACTICE ENSURING INCLUSIVE LEARNING OPPORTUNITIES AND INSPIRING THE BEST EDUCATIONAL OUTCOMES FOR 'IGGY BOYS.'

### TO ACHIEVE THIS STRATEGIC PRIORITY WE WILL:

- Further plan, develop and implement an evidence-based, inclusive and boy-friendly Pedagogical Framework. Refine and expand our middle school program with a specific focus on embedding foundational literacy and numeracy skills.
- Continue to enhance a structured and flexible senior curriculum to cater for the diversity of our learners and their increasingly varied education, training and vocational pathways.
- Further develop and enhance our Year 6 transition program to ensure a smooth pathway to IPC for future students. Continue to maximise ATAR, VET, QCE and QCIA outcomes for all our senior students. Review, update and enhance IPC's co-curricular programs.
- Facilitate improved staff capacity to utilise critical data to track student progress, monitor and improve classroom practice and inform academic decision making.
- Explore online subjects with other EREA schools.



## 2. Investing in Workforce Capacity



IPC WILL CONTINUE TO INVEST IN THE ONGOING PROFESSIONAL DEVELOPMENT OF ITS LEADERS, PARTICULARLY MIDDLE LEADERS, AND CAPACITY BUILDING OF THE TEACHING AND ADMINISTRATION STAFF.

### TO ACHIEVE THIS STRATEGIC PRIORITY WE WILL:

- Design and implement an overarching framework to support the recruitment and retention of quality staff.
- Design and implement a whole school Professional Plan, aligned to our strategic priorities, to deliver improved teaching practice.
- Develop and implement a leadership program for existing and emerging leaders.
- Provide on-going training and support for purposeful use of technology in the classroom.

### Establish IPC's performance advancement and self reflection processes incorporating:

- Annual professional goals review for all teaching and support staff.
- Implement an annual calendar of professional development engagements with teaching and support staff.
- Continue to implement and refine a program of well-being support.
- Continue to implement an inclusive annual formation program.
- Formalise a mentoring program for pre-service and beginning teachers.

### 3. Championing Formation and Student Wellbeing

AS A CATHOLIC SCHOOL IN THE EDMUND RICE TRADITION, WE WILL CONTINUE TO EMBRACE GOSPEL VALUES AND THE EREA TOUCHSTONES IN THE FORMATION OF BOYS ON THEIR JOURNEY TO BECOMING INSPIRED YOUNG MEN.

#### TO ACHIEVE THIS STRATEGIC PRIORITY WE WILL:

- Ensure the Edmund Rice Charter, EREA Touchstones and Gospel values are reflected in College life.
- Focus on students at risk to support growth and resilience in adversity.
- Implement the College's Restorative Practice Program.
- Develop a Positive Behaviour for Life Program.
- Develop and implement an annual formation program for students including retreats and Rites of Passage.



## 4. Pursuing Productive Partnerships

IPC WILL CONTINUE TO PURSUE PRODUCTIVE PARTNERSHIPS WITH KEY COMMUNITY EDUCATIONAL, CULTURAL, BUSINESS AND SPORTING ORGANISATIONS TO ENHANCE THE QUALITY OF OUR TEACHING AND LEARNING PATHWAY OPTIONS FOR OUR STUDENTS AND STAFF.

### TO ACHIEVE THIS STRATEGIC PRIORITY WE WILL:

- Enhance our commitment to engage and support the Aboriginal and Torres Strait Islander community.
- Develop and implement the IPC Parent Engagement Strategy.
- Continue to foster strong partnerships with tertiary educational institutions and local industry to create pathway options for our students and staff.
- Develop and implement an industry mentoring program for students at IPC.
- Establish partnerships with cultural groups e.g. refugee and migrant groups, to support inclusive engagement and positive relationships.
- Continue the College's rich history of sporting achievements by enhancing existing partnerships.
- Develop opportunities to engage with external groups that support and enhance resources for the College and the community.
- Strengthen partnerships between the College, Diocese, Parishes and Catholic Education office.
- Re-establish IPC Old Boys' Association.





## 5. Ensuring Responsible Stewardship

IPC WILL DELIVER FUTURE SUSTAINABILITY THROUGH RESPONSIBLE FINANCIAL STEWARDSHIP, FURTHER DEVELOPMENT OF ITS FACILITIES AND SUSTAINABLE USE OF RESOURCES.

### TO ACHIEVE THIS STRATEGIC PRIORITY WE WILL:

- Develop and implement the College communication and marketing strategy.
- Achieve benchmark staff to student ratios.
- Continue the responsible management of the College financial position.
- Establish the IPC Foundation to support capital development.
- Implement the Master Plan including Learning and Resource Centre, redesign and development of classrooms, redevelopment of student and staff facilities and Quad area.
- Maintain a target enrolment number of students.
- Investigate outsourcing and/or commercial partnering of selected school resourcing.
- Investigate options to reduce the College's environmental impact.



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