



MERCEDES COLLEGE



Strategic Plan
2018-2020



A sustainable future

Our strategic plan will enable a sustainable future - a foundation from which our community can flourish.

Mercedes College is a co-educational Catholic school in the Mercy tradition, incorporating the International Baccalaureate (IB) framework with the Australian curriculum to provide students with a world class education and subjects most relevant to young Australians. We are committed to inspiring students to become lifelong learners to meet the demands of the 21st Century.

The Mercedes College 2018 - 2020 Strategic Plan is the culmination of planning by members of the College Council, Executive Leadership Team and parent and student representatives. It is a means by which we can reflect upon and plan for the immediate and long-term objectives of our College.

This Strategic Plan is guided by the College's Vision, Mission and Values. It is built upon our achievements and distinguishing qualities of the past, and sets an ambitious course to best meet the challenges of the future, with a focus on continual improvement and innovation of learning practices, and staff and student wellbeing.

It is a blue print for the College's priorities and aspirations for the next three years, to be achieved in partnership with our students, families, staff and the wider Mercedes College community.

Peter Daw, Principal

Mercedes College has a long tradition of providing excellence in Catholic education. In addition to the highest standards in teaching and pastoral care, our students enjoy exceptional grounds and facilities. It is an ongoing commitment to our families that modern, technologically advanced and appropriate facilities continue to be an important part of our offering as a school.

The College Council, in conjunction with School Leaders and our community, has invested considerable time and expertise in developing this College Strategic Plan. As parents, it is important to us that our children have access to the highest quality learning and extra-curricular facilities.

Whilst education has experienced rapid technological changes in recent years, many aspects of teaching and learning have remained the same. In developing this Strategic Plan, we have considered the importance of variable uses of the spaces we provide to ensure we have exceptional facilities that are adaptable to serve multiple purposes.

We are privileged to be educating our children in a beautiful school environment and there is always more that we can provide. This Strategic Plan incorporates the integral elements of exceptional education facilities and I commend it to you as a positive and exciting way forward.

Louise Mathwin, Chair



Mission

As a Catholic school in the Mercy tradition and inspired by the Gospels, we work in partnership with families enabling students to flourish in all aspects of their humanity and thus contribute to a better and more peaceful world.


Vision

To be a sustainable, internationally minded, world-class school, providing a holistic educational experience for our students within a unique culture and community where we honour our Catholic traditions and live the Mercy Keys.



Mercy Keys

*The Mercy Keys
are the core values
that guide who
we are and form an
integral way of
life for all members
of the Mercedes
community*



Integrity

We demonstrate integrity when we have the strength to do what is right, are honest and trustworthy in our dealings with others and are true to our Christian values.

Compassion

We demonstrate compassion when we are aware of and respond to the needs of others.



Mutual Respect

We demonstrate mutual respect when we acknowledge the dignity of others by treating them as we would have them treat us, by listening to them and considering their perspective.

Loyalty

We demonstrate loyalty when we recognise and support personal, community and Gospel Values.

Responsibility

We demonstrate responsibility when we are reliable and responsible for our actions and do the right thing by ourselves, others and the environment.

Justice

We demonstrate justice when we act with fairness and are willing to speak up for the rights and dignity of others.



Learning

Striving to be the best they can be.

High quality student outcomes

We understand every student learns differently and, in order to accommodate this, we will measure student successes and learning barriers to help inform future teaching and learning, and further encourage students to build a sense of identity and cultural awareness with a focus on languages other than English.

A flourishing community in all aspects of humanity

Our wellbeing plan enhances the mental, physical, emotional and spiritual health and wellbeing of our students.

Quality and relevant professional development for staff

A new Staff Formation team will lead a three-year professional development plan for staff, ensuring a smooth pathway for teachers to obtain development opportunities and provide feedback to modify and improve teaching practices.

A quality Catholic school in the Mercy tradition

We will continue to remain true to our Mercy traditions, endeavouring to share the Catholic values in ways that are relevant to today's society and across the world.

We are committed to delivering a high quality, world-class education, through International Baccalaureate (IB) and SACCE programmes, and we will achieve this through continual improvement and innovative practice using leading technology



*We will drive
leadership for staff
and students,
helping them flourish
academically, socially
and emotionally*

Leading Developing the capacity of all.

Data driven and evidence informed decision-making

We will review current data, such as student results, academic growth and engagement levels, and teacher/student satisfaction, to determine success trends that we can continue to build on while identifying areas for improvement.

Enhanced value proposition

Making a choice about your child's education can be challenging. Our aim over the next three years is to better highlight the Mercedes difference and our key strengths, helping families understand what educational benefits we can offer to their children.

An employer of choice

We are committed to attracting and retaining the very best staff who are enthusiastic about passing on their passion, wisdom and dedication to learning to each of our students.

A leading Catholic school

Our teachers and staff are the centre of our success as a leading Catholic International Baccalaureate school in South Australia, and we will continue to foster their professional development and teaching aspirations.

Building leadership capacity

The student voice has always been crucial to our decision-making. We will build more opportunities for students to develop their own leadership skills and ability to help shape the College.

Living Flourish in all areas of their humanity.

Mercy outreach

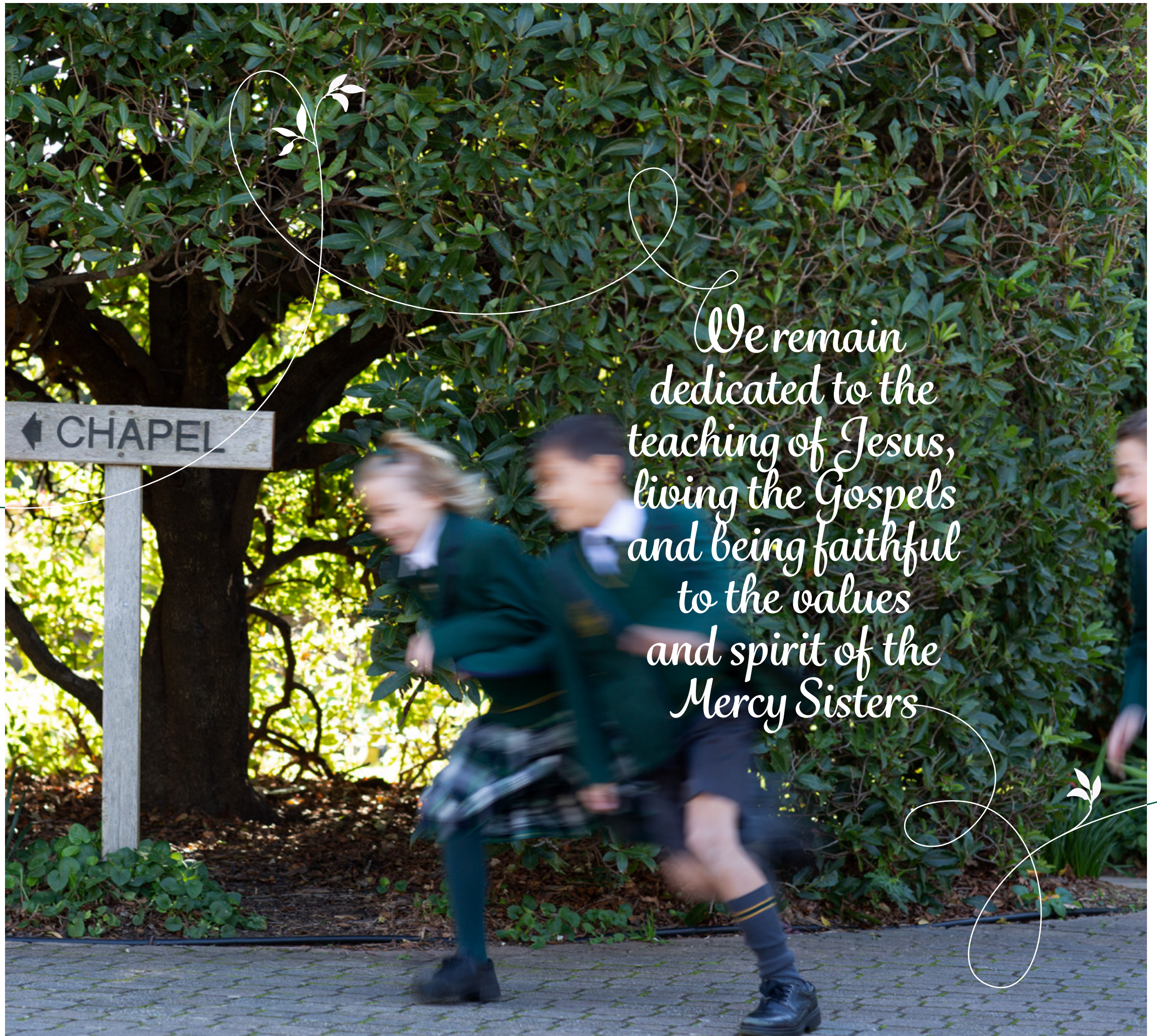
We will continue to support the Mercy charities through student fundraising and provide invaluable Service Learning opportunities to all of our students.

Learning for life

Our aim is to shape successful and independent learners, setting the foundation for lifelong learning. We will continue developing critical, creative and collaborative thinking skills that will prepare students for a constantly evolving world.

Embracing learning technology

We are committed to identifying and supporting technological developments that enhance teaching and learning.



With a proud history spanning more than 60 years, we are committed to a sustainable future. We will develop a contemporary and future focused staff formation and leadership model

Longevity

Striving towards a better future.

Financially responsible and sustainable

We will continue to build a thriving school community through maintaining strong enrolments and governance and by ensuring we remain relevant to the changing needs and expectations.

Environmentally sustainable

Environmental sustainability remains at the forefront, with policies and practices to be introduced to reduce our impact on the environment, while also developing educational programmes that challenge students to actively engage with global environmental issues.

Progressive and forward thinking

We believe continuous improvement is paramount to remain relevant and as a leading educator, so our leadership model will be reviewed and revised to reflect and foster strategic development, and we will look for more opportunities for staff to observe best global practice.

Responsible succession planning

We will identify a succession plan for key members of staff, ensuring qualifications across the staff and subject specialties remains of the highest quality.

Building the future

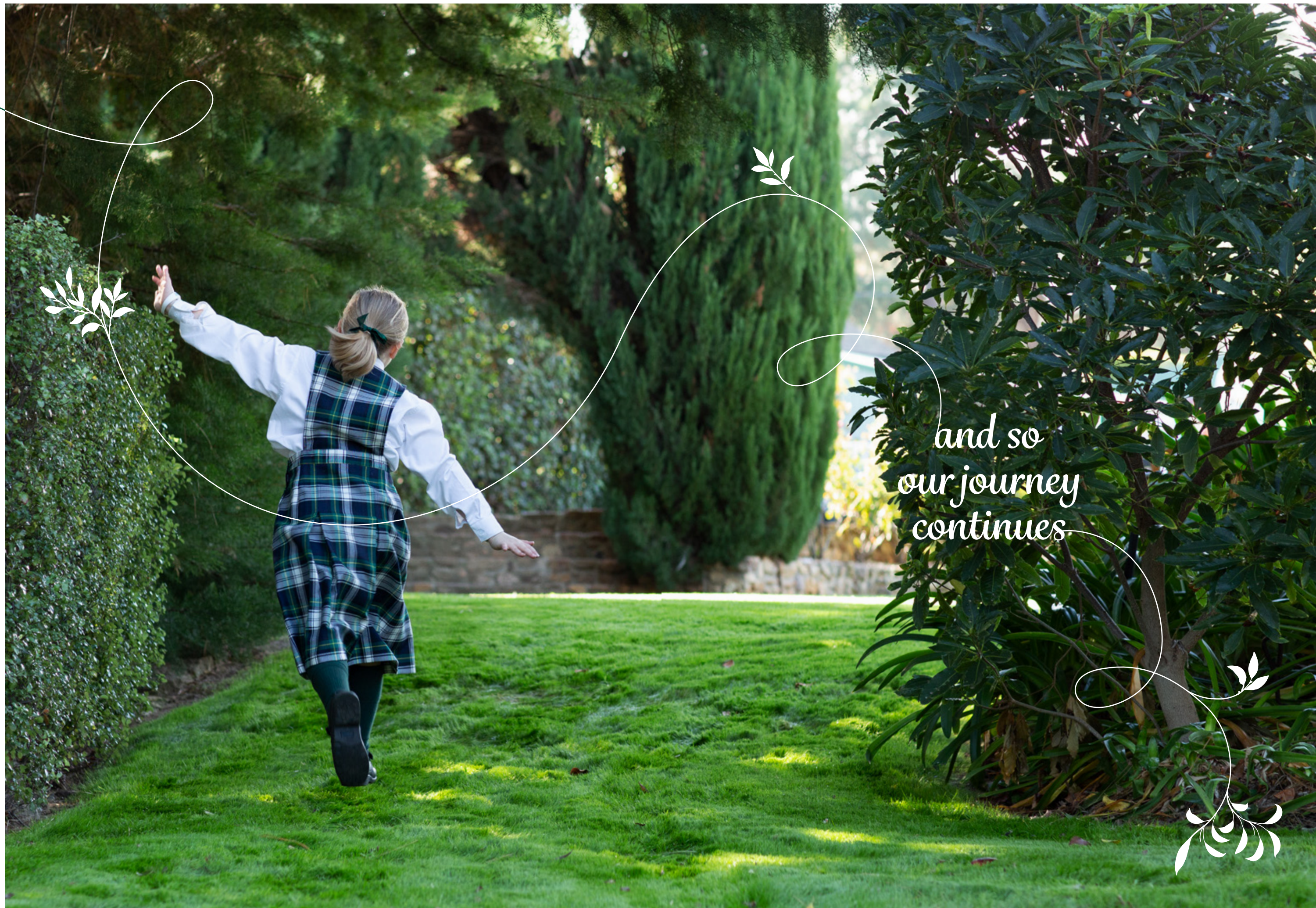
The establishment of a Foundation will raise funds for a new state of the art High Performance Centre planned to commence construction in 2022, in addition to ongoing facility improvements to enhance learning outcomes.

Nurture community partnerships

We will continue to forge deeper connections with our existing community partners, such as the Mercedes Parents & Friends Association, the Mercedes Old Scholars' Association, the Mercurians (past parents) and universities, as well as with the parents and caregivers of our students.

Quality governance

To ensure we stay on track with our three-year strategic plan, we will appoint a new Council which will regularly monitor progress and effectiveness of our goals.



*and so
our journey
continues*



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