



# MERCEDES COLLEGE



Strategic Snapshot  
2021 – 2025



# A Sustainable Future

Our Strategic Plan will pave the way for our students, staff and community to flourish and realise their full potential by making a positive difference in the world, both now and into the future.

Mercedes College has many amazing qualities that are respected and admired in the community. Of particular note is the character of our students, who are well regarded long after graduation, our loyal and hardworking staff, and the strong relationships between the two.

Mercedes College enjoys a strong reputation and we are currently on a journey to become even stronger. Our students deserve great. We want them to be confident, ethical and successful global citizens ready to address the challenges of their time. As a school, we want to leave no stone unturned as we strive to reach our full potential.

In this interim strategic update, we outline the strategic goals that will guide our focus over the next 5 years. Later this year we will communicate more details on the specific actions and measures once our Strategic Plan for 2021 – 2025 is finalised.

The Strategic Plan will set forth the direction that will guide our community into the future as we strive to become great. It is being developed as part of an organisational review, and is the culmination of planning by the Executive Leadership Team and College Council with valued input from the staff, parents and student community.

The Strategic Plan is guided by our Vision, Mission and Catholic and Mercy values. The foundation is five strategic and enabling goals that will drive the necessary reforms to ensure Mercedes College flourishes. This plan invites active participation of all of our stakeholders as we build upon our strengths and work to realise our potential.

Andrew Balkwill, Principal

As the Chair of the Mercedes College Council, I am delighted to present this interim strategic update to you which outlines our key strategic priorities for 2021 – 2025.

Mercedes College is committed to providing an enriching learning experience for all of our students.

The College Council, in conjunction with school leaders and our community, is committed to implementing a plan that will enable the College to succeed in improving our school’s facilities, enabling better student experiences and ultimately, a stronger community.

The Plan represents an exciting time for the College, as it provides an ambitious blueprint to strengthen Mercedes’ standing as a leader in education.

The key outcomes of the Strategic Plan will be students with a strong basis of high quality learning and values aligned to the College’s Mercy Keys, which will assist them in contributing to their community as global citizens.

We thank you for your continued support and welcome your involvement as we move forward into this next exciting phase of our school’s development.

Alf Ianniello, Chair

## Strategic Overview

### 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 traditions and live the Mercy Keys.

### Our Values

We live by the Mercy Keys: Compassion, Loyalty, Justice, Integrity, Responsibility and Mutual Respect across our daily interactions and strategic decisions.

### Guiding Principles

- Student and family-centric
- Well governed and managed
- High performing
- Collaborative and accountable
- Efficient and sustainable
- Evidence-led

### Ambition in 5-10 Years

- 1,263 Students
- 100% Mean scores for academic performance exceeding similar schools
- 100% Of children developmentally on track
- Competitive and fit for purpose facilities
- Long term financial sustainability
- Industry leading wellbeing framework

### Our Points of Difference

- WORLD CLASS EDUCATION
  - CIS Accreditation
  - R-12 International Baccalaureate provides students and staff with a global mindset
- HIGH EXPECTATIONS
  - Mercy Keys
- QUALITY RELATIONSHIPS
  - Quality staff and student relationships
  - A diverse and generous Mercedes community of mutual benefit

# Our Strategic Priorities and Goals

Five strategic and enabling goals will drive the necessary reforms to ensure Mercedes reaches its full potential.

Shape our learning experience to produce confident, ethical and successful global citizens ready to address the challenges of their time

Support our staff to flourish and reach their full potential

Build partnerships with parents and the community

Nurture our students to flourish and reach their full potential

Revitalise our operating model to enable long term sustainability

CATHOLIC IDENTITY

## GUIDING PRINCIPLES

Student and family-centric

Well governed and managed

High performing

Collaborative and accountable

Efficient and sustainable

Evidence-led

## MERCY KEYS

Compassion

Loyalty

Justice

Integrity

Responsibility

Mutual Respect





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