

A JOURNEY OF THE HEART, AN EXPEDITION OF THE MIND

STRATEGIC PLAN



GLEESON



WITH ONE HEART

2025+

GLEESON COLLEGE

WWW.GLEESON.SA.EDU.AU



It is with pleasure that I present the revised strategic plan for Gleeson College, *A journey of the heart, an expedition of the mind*. In 2025 Gleeson College enters its 36th year of providing an excellent Catholic education in the Northeast of Adelaide growing to approximately 900 students from Year 7 to 12. Secondary schooling provides a journey for students which takes them from the dependency of early middle years to the independence of early adulthood in Year 12. This journey is characterised by a search for spirituality, personal excellence and a life-long educational foundation as they venture forth into the world beyond school.

As a Catholic school we aim to provide our students a sense of hope for our world. Pope Francis calls us to be 'Pilgrims of Hope' in the Jubilee year of the Church commencing in 2025, 'Spes non confundit – Hope does not disappoint.' Academically, we are focusing on the development of Learnership for our students. Learnership speaks of the development of a growth mindset, greater student ownership of the learning journey and the skills of learning for life.

The journey of secondary school requires a metaphorical compass which our college community will provide. It is our hope that as the journey takes shape, agency allows our young people to take hold of the compass and navigate their own path through secondary education and into society at large.

Developing thriving people of service with integrity and a love for others and all of creation is the first half of the equation (the heart); preparing each person for lifelong learning and to have a sense of purpose in the world (the mind) completes it.

And so, we move into the next part of our future together on this journey of the heart and expedition of the mind.

A handwritten signature in black ink, appearing to read 'Joe Corbo', with a stylized, flowing script.

Joe Corbo
Principal



A journey of the heart, an expedition of the mind.



The six pillars of the Gleeson College Strategic plan are informed by the CESA (Catholic Education South Australia) Live Learn Lead framework and standard, the leadership standard, OECD Learning Compass 2030, the SACCS (South Australia Commission for Catholic Schools) Corporate Plan (Towards 2027), the Gleeson Graduate Qualities and the Alice Springs (Mparntwe) Education Declaration.

**OPTIMAL
RESOURCING**



**DEEP
CONNECTIONS**



**JUST,
MERCIFUL
& HUMBLE
LEADERS**



**COMPETENT
& CAPABLE
LEARNERS**



**THRIVING
PEOPLE**



**CATHOLIC
IDENTITY**





Catholic Identity

Catholic Identity at Gleeson College is authentic, contemporary and dialogical. At its heart, the lens of Jesus Christ and the Gospel values, provide opportunities to discern the intrinsic charism of servant leadership, which our patron, Archbishop James Gleeson modelled for our community. Everyone is invited to explore faith formation through a personal and communal relationship with Jesus that changes us, and inspires our relationship with self, others, God and all of creation.

Gleeson College invites all members to engage in a head, heart and hands approach; the theological, spiritual and missional dimensions of formation to develop the whole person in a way that is life-long, life-wide and life-deep. A culture of dialogue provides a formational environment for encounter and transformation, which is enhanced through the qualities of being open, being curious, being reflective and being dialogical.





WITH ONE HEART WE:

● **ENHANCE SPIRITUAL AND FAITH FORMATION**

Invite each member of the community to share their own personal story and spirit, which focuses on lived experience.

Explore and provide opportunities to deepen biblical and theological literacy, engage members to encounter the love of God, and encourage participation in faith formation that is characterised as being joyful, inclusive, open and dialogical.

● **PROMOTE OUTREACH AND MISSION-ORIENTED**

Foster and nurture opportunities for staff and student formation, which is informed by social and transformative action.

Engage in dialogue, encounter and service with a head, heart and hands approach.

Promote outreach and mission as being central to the teachings of Jesus as a servant leader.

● **DRAW INTO THE JOY OF THE GOSPEL**

Invite staff and students alike to co-create rich, joyful, contemporary liturgical events.

Create celebrations of the Eucharist, which are life-affirming, contribute to formation and develop a positive relationship between community members.

Promote Eucharistic celebrations, and other liturgical events, as being central to our community life.

Explicitly share the nature of our Eucharistic celebrations and liturgical events as being inclusive, open and joyful to encounter the love of God.

● **CREATE AUTHENTIC, CONTEMPORARY AND MEANINGFUL CURRICULUM**

In Years 7-10: create and connect with the Crossways curriculum to reflect authentic, contemporary and meaningful applications of the Catholic tradition.

In Year 11-12: foster and nurture a dialogue of encounter using SACE curricula, which offers personal and communal opportunities for faith formation.

Using the Youth Ministry strand in Years 10-11, build connections between the Catholic Social teachings and social and transformative action in our community, and beyond.

● **BUILD CHURCH WITH LOCAL PARISHES**

Enhance the relationship between school and parish through engagement in parish events and Eucharistic celebrations, and inviting local priests to Gleeson College masses and liturgies.

Seek opportunities to engage parishioners and families to celebrate Mass together and create encounters, which are diverse and dialogical.

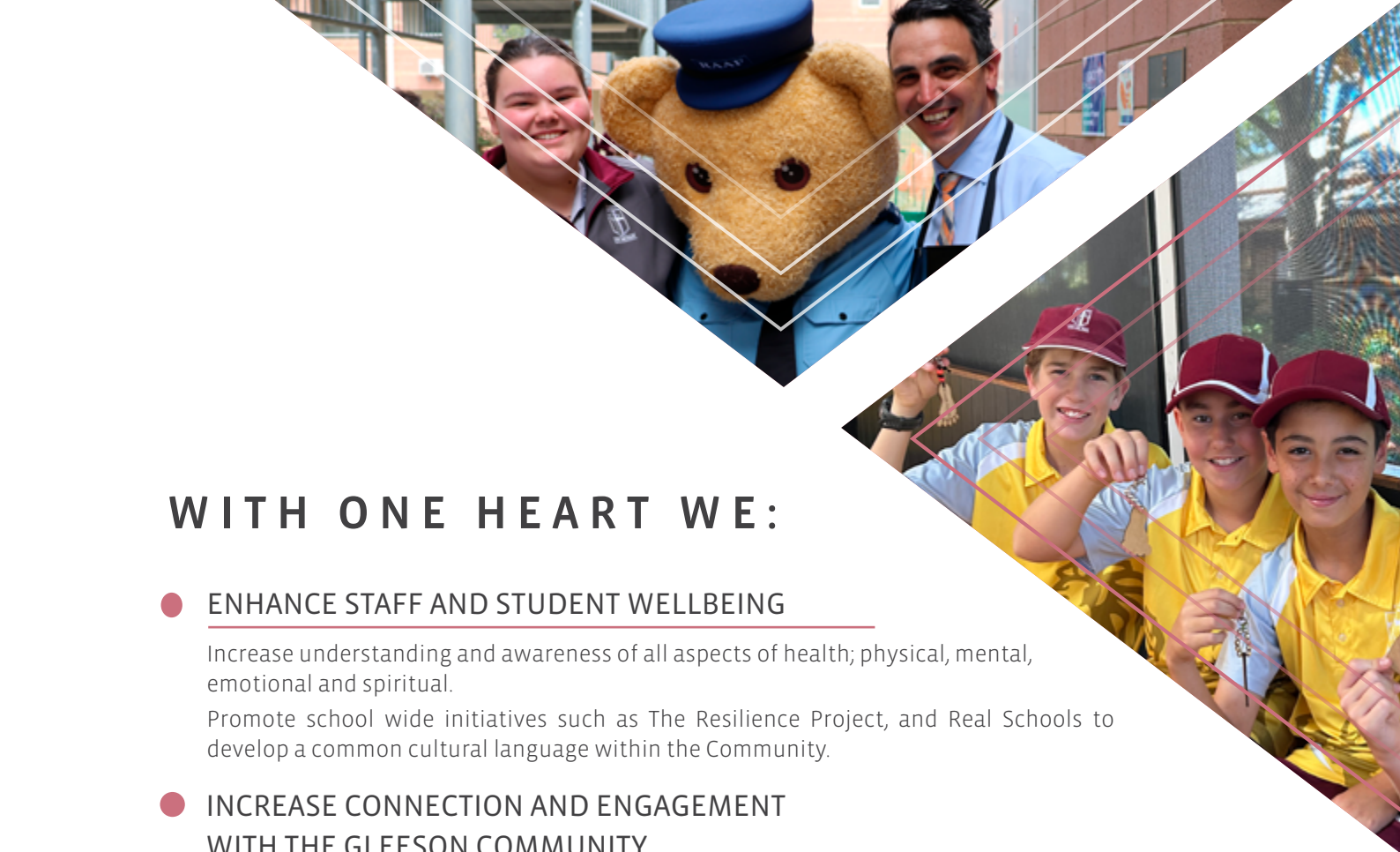


Thriving People

Thriving people actively participate in all facets of College life: academically, mentally, spiritually and socially, to positively influence their own lives and the world around them. Students acknowledge their own agency, accountability as well as understand they belong to a broader community, valued and supported in their thriving.

Gleeson College invites all members to thrive – to recognise their inherent value and the responsibility to engage and maximise the support and opportunity offered. Thriving People are prepared to meet the challenges of today and tomorrow.





WITH ONE HEART WE:

● **ENHANCE STAFF AND STUDENT WELLBEING**

Increase understanding and awareness of all aspects of health; physical, mental, emotional and spiritual.

Promote school wide initiatives such as The Resilience Project, and Real Schools to develop a common cultural language within the Community.

● **INCREASE CONNECTION AND ENGAGEMENT WITH THE GLEESON COMMUNITY**

Review the Pastoral Care structure for the student body and increase student agency and presence in College life.

Support the growth of the College Parents & Friends' Committee.

Explore opportunities to improve our engagement in College events and extra curricula activities.

● **INCREASE PERSONAL RESPONSIBILITY OF THE MEMBERS OF OUR COMMUNITY**

Review College policies and the implementation of a school-wide approach to initiatives (e.g., Restorative Practices, Student Responsibility etc.) to promote respectful relationships based on the Gleeson 10.

Students and staff continue to build strong relationships, fostering a sense of community, and addressing conflicts and issues in a constructive manner.

● **PROVIDE ACADEMIC AND PASTORAL SUPPORT FOR ALL STUDENTS**

Whereby every student can experience success through case management structures, mentoring and professional development of staff.

Enhance Social and Emotional Learning for students to further promote skills such as empathy, active listening, and effective communication.

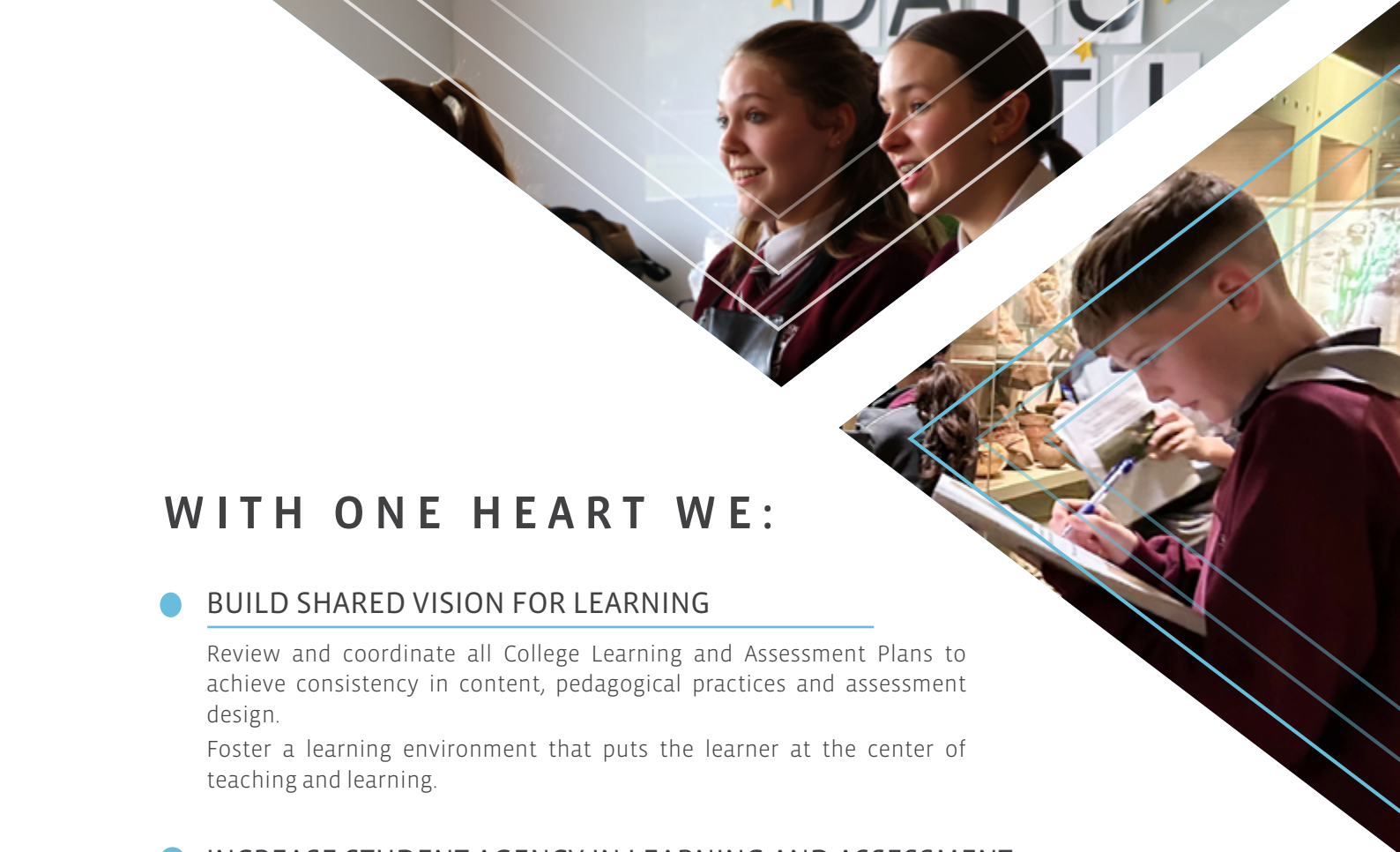


Competent and Capable Learners

At Gleeson College, we believe that competent and capable learnership is achieved through fostering agency in all young people in order to promote life-long learning, future rich skills, and transferable capabilities. The College provides consistent expectations to enable all young people to successfully achieve, and to promote skills such as organisation, communication, time management and personal responsibility.

Being a Competent and Capable Learner means becoming the architect of your own learning. At Gleeson we provide the consistent conditions through our personalised and holistic education which allows all students to be successful.





WITH ONE HEART WE:

● BUILD SHARED VISION FOR LEARNING

Review and coordinate all College Learning and Assessment Plans to achieve consistency in content, pedagogical practices and assessment design.

Foster a learning environment that puts the learner at the center of teaching and learning.

● INCREASE STUDENT AGENCY IN LEARNING AND ASSESSMENT

Finalise staff professional development in Assessment Literacy: Task design, Moderation and Feedback.

Use the skills of assessment design to implement co-constructed assessment with students.

● OPTIMISE SUPPORT STRATEGIES FOR STUDENT SUCCESS

Review and implement and improved Academic Integrity and Submission policy, which includes student support through academic support, extensions, and special provisions. Enhance College evidence-based support strategies and intervention programs, including Literacy and Numeracy initiatives, to ensure all students experience success and development through their learning.

● INCREASE STUDENT CAPACITY TO MANAGE LEARNING

Promote a refined a purposeful curriculum and classroom culture that increases student independence and responsibility towards their learning.

● PROMOTE CAPABILITY-BASED LEARNING

Grow student and staff engagement by engaging all Year 10 and Stage 1 students in the SACE Learner Profile. Review and innovate student engagement with the CESA Key Capabilities in Years 7-9 and the subsequent Learner Profile.

Embed the elements of the emerging capabilities into Teaching and Learning plans across the school.



Just, Merciful and Humble Leaders

Just, merciful and humble leadership is fostered and encouraged in both staff and students so that they can achieve their maximum leadership potential for the benefit of all.

Our model of leadership is qualified by the attributes of justice, mercy and humility as expressed in Micah 6:8 and modelled in the teachings and life of Jesus Christ.





WITH ONE HEART WE:

● BUILD THE LEADERSHIP CAPACITY OF STAFF

Staff demonstrate professional growth relative to AITSL professional standards, creating a positive, safe workplace with cultures that enable all staff communities to thrive.

Increase percentage of Highly Accomplished/Lead Teachers.

Actively support staff in pursuing leadership development opportunities through CESA and external leadership programs.

● BUILD THE LEADERSHIP CAPACITY OF STUDENTS

Diversify our connections with One+ and the wider community, including CESA schools, to create opportunities for leadership beyond Gleeson College.

Incorporating leadership development into curriculum – mentoring, old scholars, project-based learning.

Increase visibility, agency and engagement wherever possible in College life.

● EMBED STAFF AND STUDENT VOICE IN DECISION MAKING AND THE CYCLE OF CONSTANT IMPROVEMENT

Promote a culture of trust and openness via transparent communication.

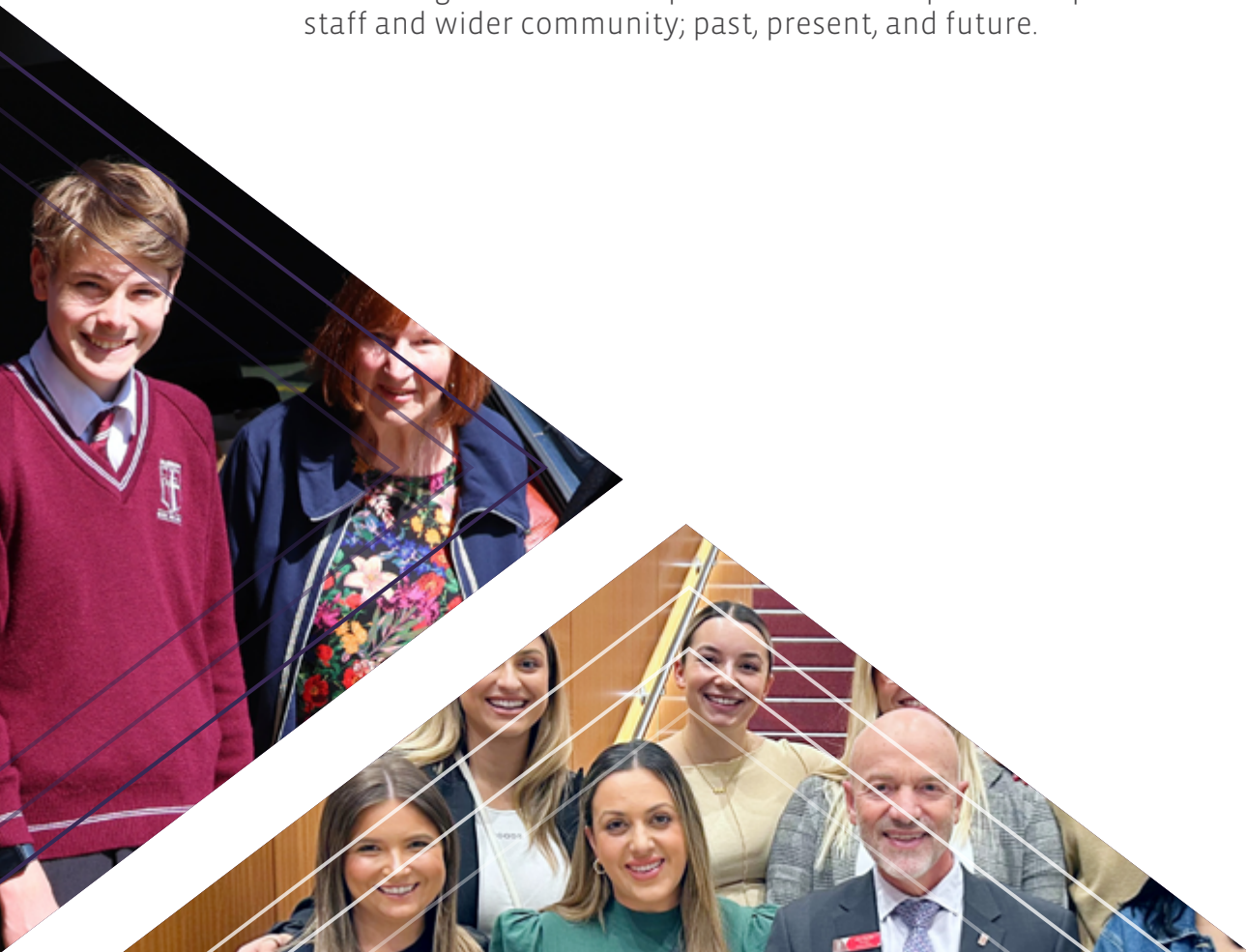
Engaging in collaborative planning with staff and students - explore contemporary feedback mechanisms, structured forums, focus groups.



Deep Connections

We foster Deep Connections by promoting a welcoming and inclusive culture that values diversity and recognises individual differences. We build and maintain strategic partnerships with parishes, community groups, businesses, and other educational institutions to broaden learning opportunities, enhance outcomes, and create diverse pathways for all students. This sense of deep connection empowers students, families, and staff to actively contribute to College life and engage in school decision-making.

Our college nurtures Deep Connections in partnership with our families, staff and wider community; past, present, and future.





WITH ONE HEART WE:

● STRENGTHEN RELATIONSHIPS WITH PARTNER SCHOOLS, FAMILIES AND WIDER COMMUNITY

Strengthen the connections with partner primary schools and our CESA peers.

Seek out broader opportunities for staff to engage with the community.

Explore opportunities for greater connections in the provision of Flexible Pathways through the College.

● ENHANCE OUR ALUMNI ENGAGEMENT

Encourage and maintain connection with past staff and scholars through Old Scholar reunions and the GCOS publication.

Explore opportunities for further connection with old scholars - as mentors, extra curricula coaches, guest speakers at events such as the Year 12 Principal's Breakfast.

● CELEBRATE DIFFERENCES TO ENHANCE BELONGING AND PROMOTE INCLUSION

Recognise significant days (e.g., Harmony Day, NRW) which seek to engage all members of the community.

Monitor changes (e.g., demographic) in the Community, and enact processes to ensure our College is a reflection and representation of this community.

● SHOWCASE COLLEGE LIFE

Seek out opportunities to highlight our college to a wider audience by building connections with local organisations and events.

Further develop a 'Brand Ambassador' program with Student Leadership for peer-to-peer promotion and active community engagement through College tour guides, promotions and corporate representation etc.

Work with industry professionals in the production of contemporary media and creative promotional content.

Enhance our presence in the community across multiple platforms by continually revising marketing strategy and fostering constant innovation.

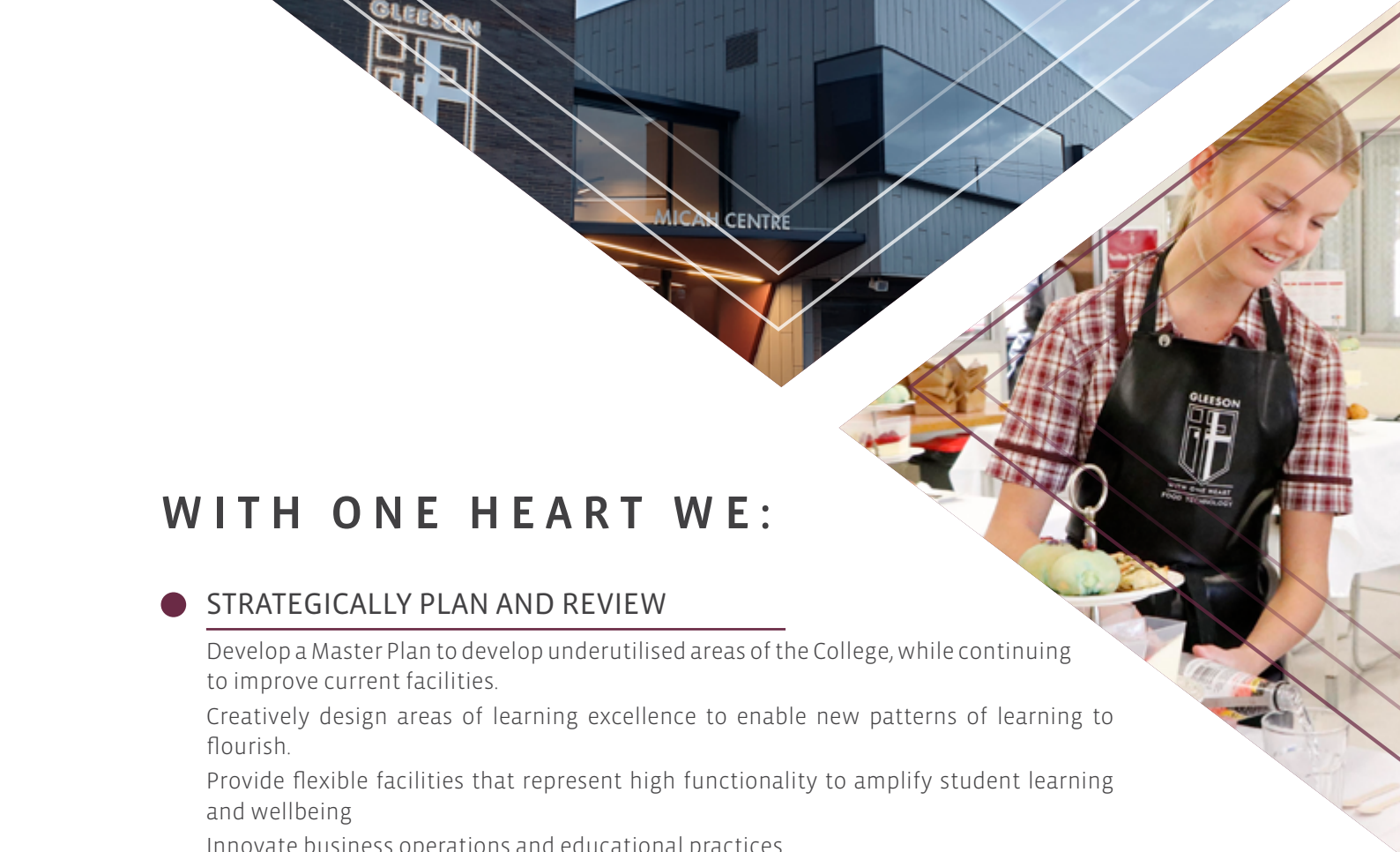


Optimal Resourcing

Optimal Resourcing encompasses strategic planning, with excellence in operational management, financial management, appropriate systems, infrastructure and resources while maintaining best practice in business operations. Policy, compliance, risk management, technological development and environmental sustainability are core values of our business

Our Optimal Resourcing will strengthen resources, quality facilities and infrastructure to serve the educational needs of our students and staff.





WITH ONE HEART WE:

● STRATEGICALLY PLAN AND REVIEW

Develop a Master Plan to develop underutilised areas of the College, while continuing to improve current facilities.

Creatively design areas of learning excellence to enable new patterns of learning to flourish.

Provide flexible facilities that represent high functionality to amplify student learning and wellbeing

Innovate business operations and educational practices

● FINANCIALLY MANAGE AND PLAN

Execute dynamic, sustainable, analytical and transparent fiscal management to accommodate future development to nurture educational program priorities.

Exemplary budgeting and long-term planning to enable the College to fund contemporary, sustainable and strategic priorities.

Refine operational procedures for greater efficiency.

Responsible actions regarding fees, managing fee growth, ensuring affordability for the school community.

Work in partnership to support families experiencing financial difficulty with school fees.

● EFFECTIVELY AND EFFICIENTLY RESOURCE

Optimise enrolments, increasing student retention.

Recruit, develop and engage professionals modelling expertise and deeply committed to achieve exceptional outcomes.

Maintain modern, adequate curriculum resources with integrated and trustworthy ICT system architecture exceeding stakeholder expectations.

● OPERATIONALISE BUSINESS

Staff to student ratios are satisfactory.

Pursue and improve practice in ecology and environmental sustainability.

Comprehensive risk management framework, identifying key risks and develop strategies to mitigate these risks.

Embed the practice of compliance in all operations.

Balance the use of technology and non-technology learning experiences for deep learning.

GLEESON GRADUATE QUALITIES

At Gleeson College, it is our hope that in partnership with families, we can nurture and shape people of service who are:

deeply connected
thriving individuals
competent and capable learners
just, merciful and humble leaders
for the world God desires.

WITH ONE HEART





GLEESON



WITH ONE HEART