

2024 - 2028

# STRATEGIC PLAN



AMBROSE TREACY  
COLLEGE

# ABOUT US

# OUR COLLEGE

Ambrose Treacy College is proudly a Catholic school in the Edmund Rice tradition. Our community strives to animate the Charter and Touchstones of Liberating Education, Gospel Spirituality, Inclusive Community and Justice and Solidarity as lived realities in the everyday life of our school. Our Pillars of Service, Leadership and Learning guide us in forming young people to be and become for our world, Signum Fidei: Signs of Faith.

The College Strategic Plan for the five-year period commencing in 2024, sees our community celebrate the completion of the first decade of Ambrose Treacy College. We are proud of our first decade, the families and staff who have joined our journey and created a new story on the shoulders of the Nudgee Junior College story. Importantly, these next five years see us commence our second decade and our student enrolment achieving the original student population of 1350 students from Years 4 to 12 in the original vision for the College. The five years of this Strategic Plan are a pivotal time of maturation for the College to consolidate and renew

our culture, practices and resources both human and physical. The focus areas and key objectives of the plan articulate our priorities and goals for this important time in our development and are the fruit of reflective practice and consultation with our community, staff, students and past students. We are grateful for the wisdom and contribution of all who have been involved in preparing this key document for the future of our school.

Brother Patrick Ambrose Treacy was a person of deep faith in his God, resolute in his purpose and mission as a leader and the creator and founder of 27 places of learning throughout Australia and New Zealand. He was a person of Service, Leadership and Learning. May our College that proudly bears his name, be true to the Gospel, clear and committed to our vision and mission and a place of inspiration, support and opportunity for the young people for whom we care and work with each day. We are pleased to share the Ambrose Treacy College Strategic Plan 2024-2028 with our present students, parents and staff, wider community and future families.







# CATHOLIC SCHOOL IN THE EDMUND RICE TRADITION

As a Catholic school in the Edmund Rice tradition, we aspire to be faithful to these four touchstones

## LIBERATING EDUCATION

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.



## GOSPEL SPIRITUALITY

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 COMMUNITY

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



## JUSTICE AND SOLIDARITY

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 the Earth itself.



## WHO WE ARE

We are a Catholic school inspired by the story of Jesus, the charism of Edmund Rice and the example of Patrick Ambrose Treacy.

## WHAT WE DO

We inspire, educate and form our students to be Signs of Faith through learning, leading and serving.

## WHY WE DO IT

We empower our students to be the best version of themselves to make a courageous difference for the world.

## HOW WE DO IT

We engage with the energy of our students, intentionally and relationally, through a balance of challenge and support.

# OUR COLLEGE PILLARS

The College community is encouraged to follow a group of values known at the school as the Pillars. These are:



## LEARNING

We value a liberating education that opens 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. Ambrose Treacy College students strive for personal excellence.



## LEADERSHIP

We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls for justice and solidarity with those who are marginalised. Ambrose Treacy College students are men of courage.



## SERVICE

We invite people into a gospel spirituality through the story of Jesus and strive to make his message of compassion, justice and service a living reality within our inclusive community.

# OUR MISSION

## LIVE AND GROW AS A FAITH COMMUNITY

based on the story of Jesus, Edmund Rice and Ambrose Treacy in order to make their message of compassion, justice and love and active reality

## DEVELOP COURAGEOUS YOUNG PEOPLE OF CHARACTER AND INTEGRITY

who build compassionate relationships and proudly contribute to the College, its traditions and aspirations and the broader community

## DEMONSTRATE RESPECT FOR THE DIGNITY OF THE PERSON

by celebrating and supporting the holistic pursuit of their potential

## ENGAGE STUDENTS IN DYNAMIC AND RELEVANT EXPERIENCES AND PATHWAYS

that promote learning, personal growth, achievement and service

# AMBROSE TREACY COLLEGE DESIRED FUTURE BY 2029

The College Leadership Team with the support of the school advisory council agreed on the key characteristics and components that will define Ambrose Treacy College by 2029

## **BEST PRACTICE TEACHING**

Investment in targeted professional development, delivering contemporary teaching and learning best practice with emphasis on support and wellbeing for all staff

## **AMBROSE TREACY COLLEGE NARRATIVE**

Ambrose Treacy College will be widely known and acknowledged as a quality provider of education; forming young people of courage with a commitment to service

## **OUTCOMES FOR STUDENTS**

Learning journey for all students resulting in positive outcomes and their preferred pathway options

## **FORMALISE PARTNERSHIPS**

Intentional partnerships with key stakeholders including girls' colleges, indigenous and past student groups

## **FACILITY DEVELOPMENT**

Continuation of our Master Site Plan incorporating the development of the entire site

## **KEY ENABLERS INCLUDE:**

### **CONTEMPORARY PASTORAL SUPPORT**

Reviewed and enhanced programs, structures and approaches to support student formation

### **FAITH COMMUNITY**

Demonstration of our Catholic faith in action through our Three Pillars

### **ENHANCED FACILITIES**

Acquisition of land and continued development of the College Master Plan

### **INCLUSIVE COMMUNITY**

A welcoming, safe and inclusive community where every student is known and supported

### **CO-CURRICULAR PROGRAM**

Full realisation of strategic intent of our programs for sport, culture and clubs





# AMBROSE TREACY COLLEGE



**STRATEGIC  
PRIORITIES**

# ENHANCING OUR LEARNING CULTURE

*Through quality Learning and Teaching, Ambrose Treacy College will empower all students to engage in learning, belong in our community and experience academic success to realise and prepare for their future pathways, through ‘The Ambrose Treacy Learning Culture’.*

## STRATEGIC OBJECTIVES

Communicate a clear and explicit improvement agenda that details narrow and sharp focus on how the College can improve student outcomes in the specific areas of student literacy, support for diverse learners through differentiation and alignment of new curriculum.

Develop a whole-of-school data plan that identifies the responsibilities for the collection, analysis and communication of achievement and wellbeing data and the intended use of that data to improve teaching and learning, that informs a comprehensive mentoring model.

Develop and implement an intentional enrichment and extension program that purposefully caters to and improves the academic outcomes of high ability learners.

Coordinate professional learning for all teaching staff with a focus on the College pedagogical framework, contemporary digital teaching methods including a response to artificial intelligence, and high impact teaching strategies.

Enhance behaviour support strategies through a clear and explicit behaviour management policy and procedures that detail consistent expectations across the College through teacher development and training to establish a productive and conducive learning environment.





# DEVELOPING OUR PEOPLE

*Ambrose Treacy College will invest in the development of leaders; staff and students; and build capacity of teachers and all staff in an environment of support and accountability – delivering outcomes for our students.*

## STRATEGIC OBJECTIVES

Develop and implement a whole-of-college professional learning plan that takes account of all modes of professional learning opportunities and includes a comprehensive, systematic, and strategic approach to observation, feedback, mentoring, coaching and professional conversations.

Alignment of comprehensive and intentional Annual Operational Plans of all leaders that develop and support members of staff to achieve the College strategic priorities.

Commit to collaborating with staff to explore and research an intentional wellbeing strategy that values, cares for and supports all Ambrose Treacy College people and culture.

Promote the College pillar of leadership through support of student initiatives and the opportunity to strengthen student voice, and staff leadership development programs.

Enhance the College student formation program to provide contemporary education, support and resources which align with our commitment and aspiration to the ATC COURAGE framework.



# CELEBRATING OUR STORY

*Ambrose Treacy College will strengthen and enhance a community that celebrates our Catholic ethos and charism of Edmund Rice.*

## STRATEGIC OBJECTIVES

Enhance the Ambrose Treacy College narrative and key messages for both internal and external stakeholders clearly identifying our catholic community and call to be Signum Fidei / Sign of Faith.

Review and enhance the College communication and engagement strategy including website, social media, blogs, open days, campus iconography, orientation day & enrolment tours.

Coordinate opportunities to participate in community social justice programs with students, staff, parents, and other schools.

Deepen the community's awareness and commitment to the EREA Touchstones and Ambrose Treacy College pillars.

Ensure Catholic Social Teachings are across all year levels, subjects, and programs at Ambrose Treacy College and facilitate staff opportunities to engage in Professional Development opportunities pertaining to working and teaching at a Catholic School.





# EMBEDDING PRODUCTIVE PARTNERSHIPS

*Ambrose Treacy College will embed partnerships with key stakeholders to enhance the holistic experiences and outcomes for our students.*

## STRATEGIC OBJECTIVES

Continue building positive relationships and partnership opportunities with local school communities including Parish primary schools, the wider network of EREA, Catholic Colleges and independent school communities with a particular focus on providing opportunities for our students to engage with young women in a range of settings.

Continue to foster positive relationships with targeted co-curricular associations, with the aim of consolidating and expanding our offerings.

Enhance engagement with key stakeholders including the parents, friends, and past students of Ambrose Treacy College. Formalising a Past Students Association with agreed protocols and priorities.

Nurture our Aboriginal and Torres Strait Islander partnerships through our existing Clontarf Academy and future programs.

Establish our relationship/partnerships with higher education institutions, business, and industry to further develop student programs and pathway options.





# PROVIDING EXCEPTIONAL FACILITIES, SERVICES AND HUMAN RESOURCES

*Ambrose Treacy College commits to the development of facilities and resources required for future sustainability, ensuring responsible stewardship of our environment*

## STRATEGIC OBJECTIVES

Continue to conduct annual reviews and update where necessary the Ambrose Treacy College Capital Master Plan ensuring all projects are planned and delivered on time and within budget.

Ensure that short-, medium-, and long-term financial planning is sufficient to secure the ongoing sustainability and delivery of the College's maintenance and Capital Master Plan.

Continue to review and critique the College's human resources needs, roles and structures and implement findings through considered consultation, timely communication, and responsible stewardship.

Continue to research and explore options for off campus sporting fields with a view for this transaction to be finalised within this Strategic Plan's life cycle.

Target the College's aspirational net carbon emissions to reduce to zero by 2030.

