



Emmanuel
CATHOLIC COLLEGE

STRATEGIC + DIRECTIONS

2027-2030

Igniting Human Flourishing:
Faith, Learning and Future in Action



PRINCIPAL'S INTRODUCTION

The world is changing and so must schools.

At Emmanuel Catholic College, we believe every student can learn, grow and thrive when learning is relevant, connected and purposeful. If nothing changes, nothing changes. At Emmanuel, we choose to lead that change, not by abandoning our traditions but by honouring them and ensuring the educational experience at Emmanuel remains meaningful in a rapidly evolving world.

Education today must do more than prepare students for assessment and judge success purely on academic outcomes, it must **prepare young people for life.**

Grounded in our Catholic faith and inspired by our Vision for Learning, **Explore, Connect, Create.**

We are committed to forming young people who are confident in who they are, curious about the world around them, capable of shaping their future and committed to serving others.

Our **Strategic Directions 2027-2030** set a clear and ambitious course. They represent a commitment to reimagining learning so that every student flourishes: **intellectually, spiritually, socially, emotionally and creatively.** Through a strong focus on capability development, authentic learning experiences and a culture of wellbeing and belonging, we are ensuring that learning at Emmanuel is both relevant and impactful.

Because we know this to be true:
Students do not thrive in systems designed for another time,
they thrive when they are known, when they are engaged
and when their learning has **purpose.**

This is not simply a plan for improvement, it is a call to action.

A call to design learning that **engages.**

A call to lead with **faith and purpose.**

A call to ensure every student is **known, challenged and inspired.**

As we look toward **2030 and beyond,** our direction is clear.

IGNITE the possibilities. | **SHAPE** the future. | **LIVE** the mission.

Paul Watson
Principal





Vision for Learning

We are a respectful, supportive and inclusive community that empowers each individual to become a confident, optimistic and lifelong learners.

Through our actions, we inspire students to be Christ-centred and future-focused, enabling them to make a positive impact on their world.

We are committed to nurturing the skills, attitudes and attributes essential for lifelong learning and human flourishing by supporting the academic, social, emotional, moral and creative growth of every student.



EXPLORE Inspirational



Explore interest and passions.



Ask questions and think deeply.



Build confidence and make informed choices.



Contribute to an inclusive community.



Embrace challenges with courage.



CONNECT Transferable



Learn with and from our community.



Communicate and collaborate effectively.



Use feedback to improve and grow.



Set goals and reflect on learning.



Work together with respect and responsibility.



CREATE Meaningful



Think critically and solve real problems.



Step out, take risks and learn.



Question ideas and explore possibilities.



Reflect and grow as independent learners.



Contribute positively to our world.

KEY CAPABILITIES



Character



Communication



Creativity



Critical Thinking



Citizenship



Collaboration



Resilience



Independence

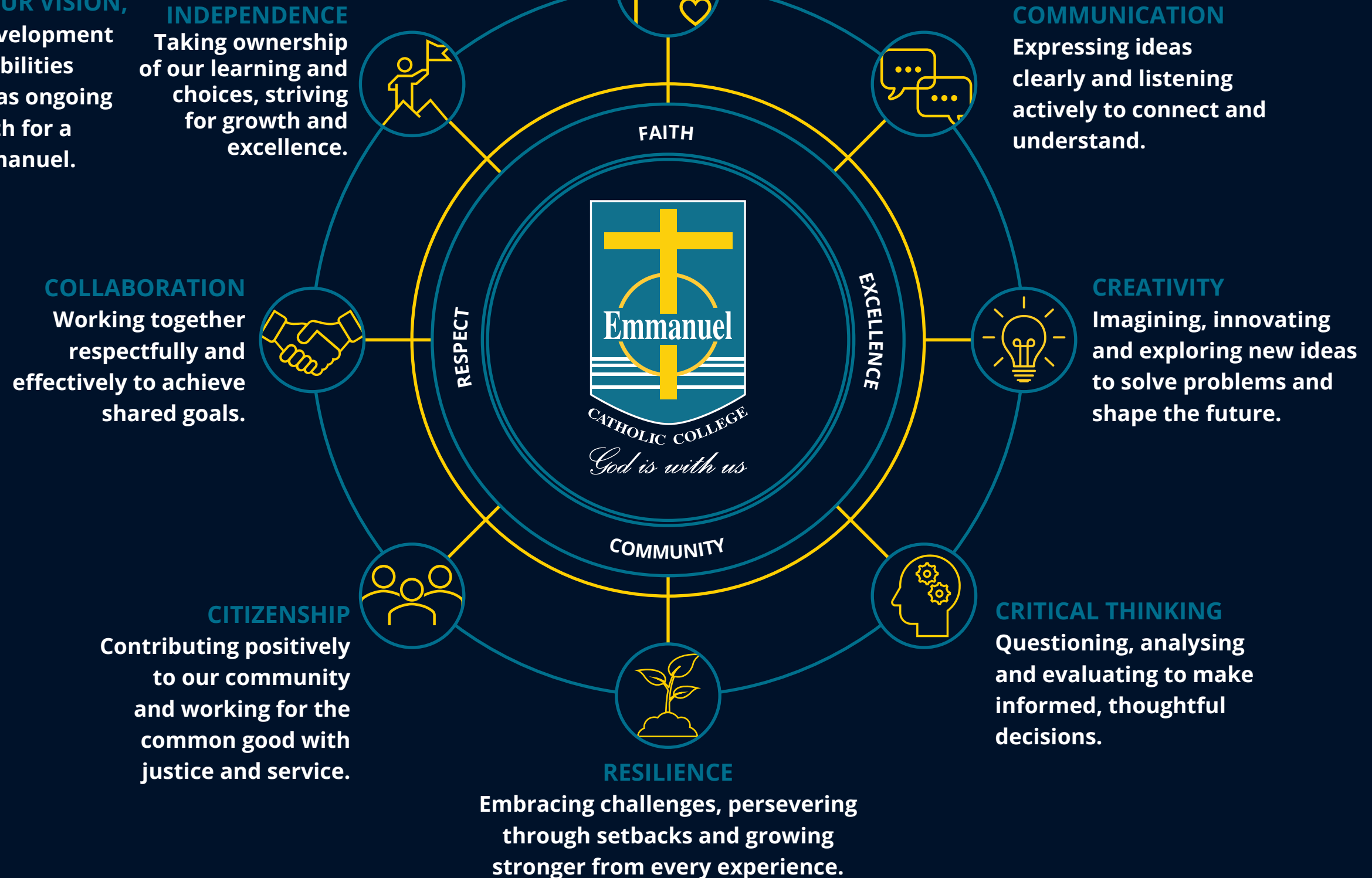
CHRIST-CENTRED

FUTURE FOCUSED

HUMAN FLOURISHING

STUDENT CAPABILITIES AT EMMANUEL

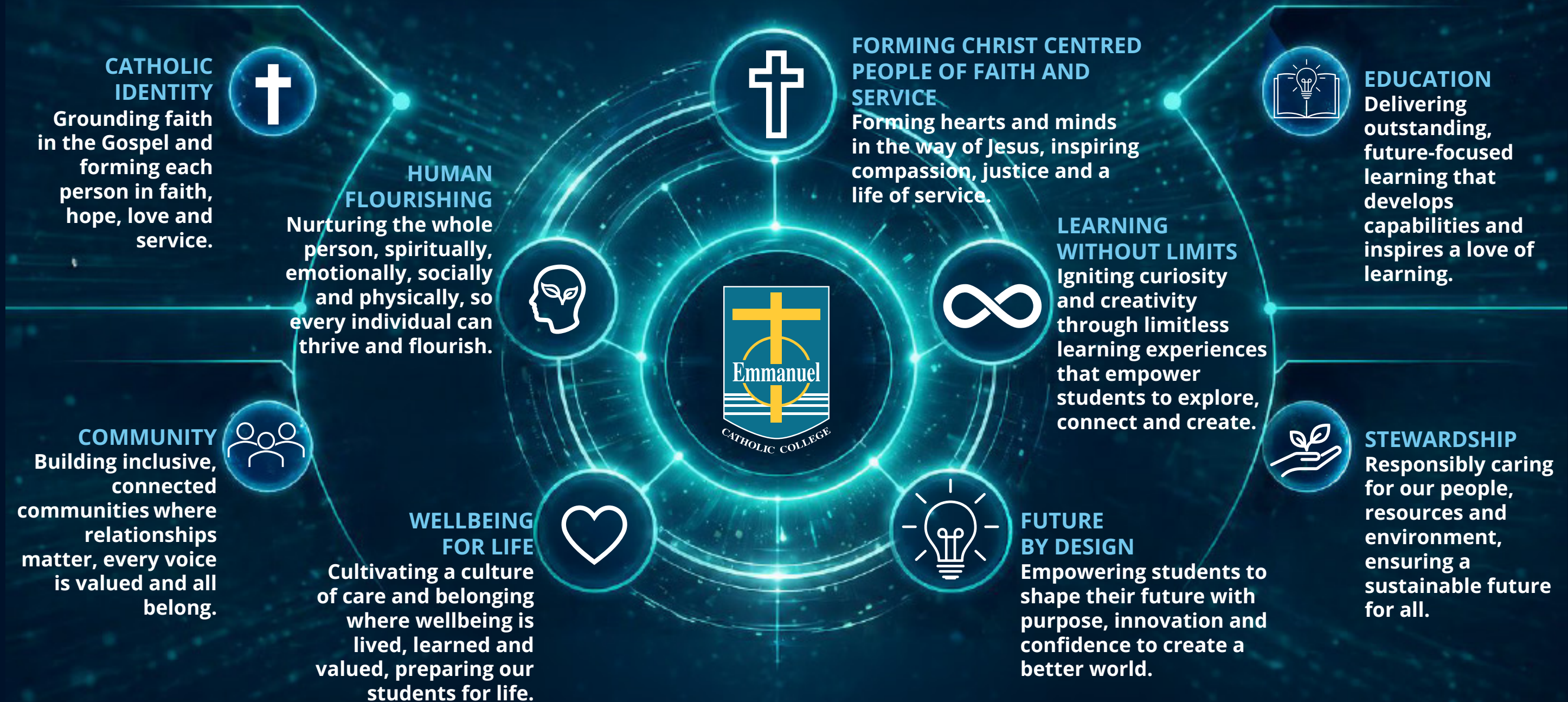
ALIGNED TO OUR VISION,
the ongoing development
of the key capabilities
are prioritised as ongoing
essential growth for a
student at Emmanuel.



STRATEGIC DIRECTION OVERVIEW

2027-2030

Our Strategic Direction is embedded across the Four Pillars of the Quality Catholic Education Framework.





FAITH AT EMMANUEL

FAITH AT EMMANUEL
IS LIVED, EXPERIENCED
AND VISIBLE.

WE WILL:



DEEPEN CATHOLIC IDENTITY
THROUGH AUTHENTIC
FORMATION AND LIVED
EXPERIENCE.



EXPAND CHRISTIAN
SERVICE LEARNING
LOCALLY AND GLOBALLY.



EMBED FIRST NATIONS
PERSPECTIVES AND
SPIRITUALITY
ACROSS THE COLLEGE.



FAITH IN MOTION
INITIATIVES INTEGRATING
SUSTAINABILITY, SERVICE
AND JUSTICE.



STRENGTHEN HOUSE-BASED
IDENTITY THROUGH
MISSION DRIVEN OUTREACH.



CAPABILITY-DRIVEN
REPORTING & GROWTH
MAKING LEARNING VISIBLE,
MEANINGFUL AND MEASURABLE.



IMPACT:

Students **grow** as people of faith,
compassion and moral courage,
ready to contribute meaningfully to
their communities.



LEARNING WITHOUT LIMITS

Reimagining learning for
engagement, excellence and relevance

We will continue to move beyond traditional models
toward future-focused, student-centred learning.



CONTEMPORARY PEDAGOGICAL PRACTICE

WE WILL:



**EXPAND AI-ENABLED
PERSONALISED LEARNING**
to meet every learner where they
are.



INVESTIGATE IGNITE
A lower school flagship model of
deep cross disciplinary learning.



ENHANCE EMERGING-FUTURES
as a hub for innovation, entrepreneurship
and design.



**STRENGTHEN INDUSTRY AND
UNIVERSITY PARTNERSHIPS**
for authentic pathways.



**INTEGRATE DESIGN THINKING, INQUIRY
AND REAL-WORLD PROBLEM SOLVING**
across all learning areas.

LEARNING WILL BE:



INTERDISCIPLINARY
where it matters.



EXPLICIT
where it counts.



AUTHENTIC
where it engages.



IMPACT:

Students experience learning that
is **relevant**, **challenging** and **deeply
engaging**, where they don't just learn
content but **apply it**.



CONTEMPORARY PEDAGOGICAL PRACTICE

LEARNER CENTRED

Empowering students through voice, choice and ownership of their learning.

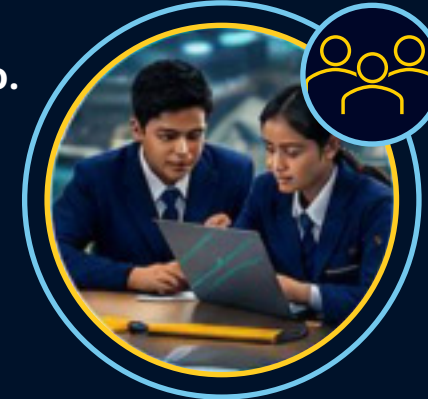


Putting learning at the centre of everything we do.



ACTIVE AND COLLABORATIVE LEARNING

Working together to solve problems, share ideas and build deep understanding.



SKILLS OVER FOCUSING

Developing future-ready capabilities beyond content memorisation.



CRITICAL THINKING

Analysing, evaluating and questioning to make informed decisions.



FORMATIVE ASSESSMENT

Ongoing feedback that informs learning and drives growth.



COMMUNICATION
Expressing ideas clearly, listening actively and connecting with others.



ROLE OF TEACHER

Mentor, guide and co-learner who inspires, challenges and supports every student.



INCLUSIVITY

Every student feels supported and their unique needs are individually met.



INNOVATIVE TEACHING. INSPIRED LEARNING. LIMITLESS POSSIBILITIES.

WELLBEING FOR LIFE

Creating a culture where every student is known, valued and supported.

Flourishing is not accidental, it is designed.

ONGOING DEVELOPMENT OF WELLBEING

emotional, spiritual, physical wellbeing.

STRENGTHEN STUDENT VOICE AND AGENCY

in wellbeing leadership.

EXPAND EVIDENCE-BASED PROGRAMS

including the Keeping Safe Curriculum.

ENHANCE FAMILY ENGAGEMENT

through workshops and learning partnerships.

ALIGN WELLBEING WITH LEARNING

so students feel both supported and challenged.



WE CARE

WE LISTEN

WE RESPECT

You Matter Here



IMPACT:

A College culture where:

Belonging is strong.

Relationships matter.

Every student feels seen,
supported and capable.

TALK

We're here to listen.

SUPPORT

Reach out. You're not alone.

THRIVE

Together, we help each other thrive.

GROW

Every day is a new opportunity.

Your wellbeing.
Our priority.
Always.

HUMAN FLOURISHING

Acting in the World. Shaping a Better Future.

ADAPTIVE PROBLEM SOLVING

Thinking flexibly and finding solutions to real-world challenges.



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ETHICAL COMPETENCE

Making values-based decisions with integrity, justice and respect.



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UNDERSTANDING THE WORLD

Developing global awareness and empathy to build a better world.



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APPRECIATING THE WORLD

Recognising the beauty, wonder and responsibility of our common home.



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CREATIVE

Imagining new possibilities and expressing ideas with confidence.



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THESE COMPETENCIES INTEGRATE:

- ACADEMIC.
- SOCIAL.
- EMOTIONAL.
- MORAL.
- CREATIVE.

IMPACT:

A College culture where:

Every student feels seen, supported and capable.

Students act with integrity and compassion.

Learning is meaningful, connected and future-focused.

We nurture confident, capable and responsible global citizens.

INSPIRED BY FAITH. DRIVEN BY COMPASSION. COMMITTED TO EXCELLENCE.



STAFF PROFESSIONAL GROWTH

Growing our people. Strengthening our mission. Shaping our future.

OUR COMMITMENT

We are committed to nurturing a thriving, faith-filled and future-ready staff environment where every educator is supported to grow, lead and inspire.

OUR PURPOSE

Empowering educators.

Enriching lives.

Transforming futures.

CATHOLIC FORMATION FOR STAFF

Deepening faith and mission understanding to inspire everyday practice and witness.

INNOVATION CAPABILITY OF TEACHERS

Equipping staff with the mindset, skills and tools to innovate and deliver engaging, future-focused learning.

RETENTION AND SUCCESSION

Planning for the future through strategic succession and meaningful retention.

STAFF CULTURE

Fostering a collaborative, inclusive and respectful culture where every staff member belongs and contributes.

EMPOWERED EDUCATORS

Faith | Compassion | Excellence

When our staff flourish, our **students** flourish.

WORKFORCE SUSTAINABILITY

Attracting, developing and retaining great people for a thriving, future-focused community.

TEACHER FORMATION

Ongoing professional formation that builds expertise, deepens practice and enhances contemporary pedagogy.

STAFF WELLBEING

Prioritising wellbeing and work-life balance to support a healthy, resilient and sustainable team.

LEADERSHIP DEVELOPMENT

Building leadership capacity at all levels to lead with vision, courage and faith.

PROFESSIONAL GROWTH PATHWAYS

Clear pathways that support career growth, curiosity and impact.

IMPLEMENTATION

- ✓ Clear goals and actions aligned to our mission and values.
- ✓ Collaborative planning with staff voice at the centre.
- ✓ Evidence-informed strategies and meaningful measures.
- ✓ Ongoing review, adaption and celebration of impact.



DE-IMPLEMENTATION

We are intentional about simplifying our work by stopping or reducing initiatives that do not align with our mission or add value.



Focus on what matters most for student learning and staff flourishing.



Create capacity and clarity for high-impact work and innovation.



Ensure sustainable workloads and energy for our people.



FUTURE BY DESIGN

**LEADING INNOVATION WITH PURPOSE,
STEWARDSHIP AND EXCELLENCE.**

We will ensure Emmanuel remains at the forefront of education.



DELIVER KEY INFRASTRUCTURE INCLUDING:

- Initial focus on ongoing maintenance.
- Working towards Performing Arts Centre.



FUTURE LEADERSHIP: to grow staff leadership capacity.



LEAD:

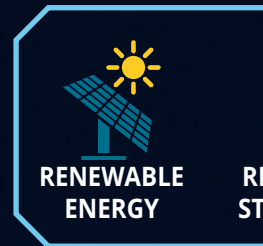
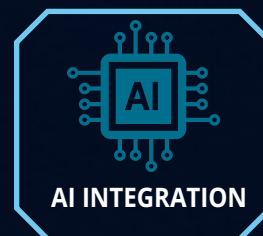
- AI integration.
- Contemporary pedagogy.
- Innovative school design.



EMBED SUSTAINABILITY:

- through practice, curriculum and environment.
- Sustainability is under ongoing review.

LEAD · INSPIRE · TRANSFORM



IMPACT:

A College that is not just
responding to change -
but **leading it.**



DESIGNING
TOMORROW
TOGETHER



FAITH

COMMUNITY

STEWARDSHIP

LEARNING

SERVICE

INSPIRED BY FAITH.
DRIVEN FOR FUTURE GENERATIONS.

CAPABILITY - DRIVEN REPORTING & GROWTH

Making learning visible, meaningful and measurable.
We will align all assessment and reporting
to our capabilities and attributes.



STRENGTHEN REPORTING ALIGNED TO:



COLLABORATION.



ENGAGEMENT.



FLEXIBILITY.



CRITICAL THINKING.



RESPONSIBILITY.



USE DATA TO INFORM:
teaching, intervention
and extension.



FEEDBACK IN ACTION



TIMELY



ACTIONABLE



GROWTH-
FOCUSED



IMPACT STUDENTS UNDERSTAND:



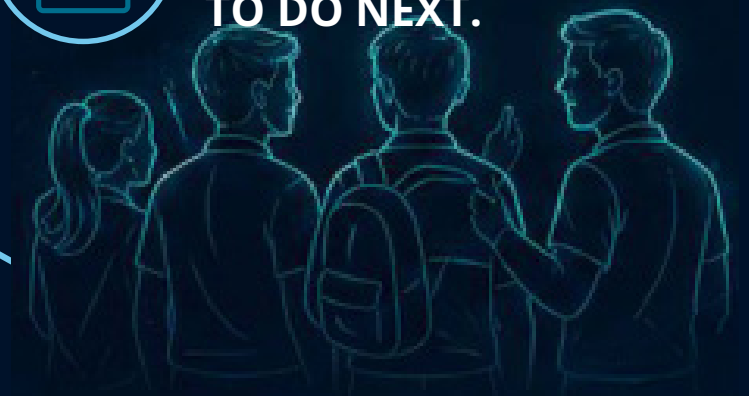
HOW
THEY LEARN.



WHERE
THEY ARE
PROGRESSING.



WHAT
THEY NEED
TO DO NEXT.



VISIBLE



MEANINGFUL



MEASURABLE



GROWTH-FOCUSED



FUTURE READY



LOOKING BEYOND 2030

Emmanuel Catholic College will continue to evolve as a **leading model** of contemporary Catholic education.



CHALLENGING IN THINKING
Challenging convention and embrace innovation.



STRONG IN IDENTITY
Proud of who we are and where we come from.



RELATIONAL IN PRACTICE
Building authentic relationships and working together.



FUTURE-FOCUSED IN DESIGN
Designing learning, spaces and experiences for what's next.



“ We are not preparing students for the world as it was- but for **the world they will help create.** ”

INSPIRED BY **FAITH**. DRIVEN BY **COMPASSION**. COMMITTED TO **EXCELLENCE**.



IGNITE

THE POSSIBILITIES.

SHAPE THE FUTURE.
LIVE THE MISSION.