



Strategic Plan 2021-2023



Padua College is an enriching and nurturing educational community.

We are Catholic but distinctively Franciscan.

We are ... Padua.



Padua is an enriching, nurturing and vibrant educational community that offers young men the opportunity to discover and develop their individual talents and interests. The Franciscan values of Joy, Courtesy, Humility, Simplicity and Peace are expressed in every aspect of College life.

The College community supports our boys to become the best that they can be. Together with our Paduan families, we raise young men with a quiet strength, which enables them to achieve and contribute positively to their community and to the world beyond the College.

We are purposeful, we are proud.

We are ... Padua.







Vision

We educate and inspire young men to live in the spirit of the Gospel following in the footsteps of St Francis of Assisi (1182-1226).

Mission

We provide a Catholic education that develops young men of wisdom, service and quiet strength.

Joy

Courtesy

Humility

Simplicity

Peace

Joy, Courtesy, Humility, Simplicity and Peace.

We draw on these values from the Gospel and our Franciscan heritage to guide and inform our practices.

Joy is being grateful for God's gift of Creation. Like St Francis, we are encouraged to celebrate life, recognising the good in everything and everyone.

Courtesy is an attitude of graciousness and openness towards all. Like St Francis, we are called to respect and serve others.

Humility is a way of living that challenges self-promotion. Like St Francis, we are inspired to share our talents for the good of the community.

Simplicity is a way of living that looks past the search for material gain and instead values God's gifts and the relationships we have with others. Like St Francis, we give thanks for what we have.

Peace is a practical application of the Gospel where we demonstrate positive dialogue and engagement with others. Like St Francis, we are called to be instruments of peace and reconciliation in the world.

We are joyous, humble and peaceful.

We are ... Franciscan.





The 2021-2023 'We are Padua' Strategic Plan builds on the foundations and directions of the 2018-2020 Strategic Plan. This version confirms the goals and improvement agenda from the last three years and honours the embedded initiatives by maintaining a commitment to the original four priorities:

1. shape **strong, confident** young men in the **Catholic** tradition;
2. **inspire** and **engage** our learning community;
3. **nurture** and **challenge** our boys to become good men;
4. provide an **innovative** learning environment to **prepare** our young men for the future.

Consultation with the Padua community in 2020 endorsed the directions and growth of the first three years and acknowledged the significant achievements made in all four priority areas. Furthermore, there was a strong view that these directions need to be further developed over the next three years. There was also recognition of the impact the COVID-19 Pandemic had on the final year of the three-year plan and its implications for future planning. The 2021-2023 'We are Padua' Strategic Plan provides our College, and the broader community, with a plan that reflects our vision and aspirations for Padua.

We look forward to delivering this plan over the next three years.



Our Strategic Priorities 2021-2023

Shape **strong, confident** young men in the **Catholic** tradition by:

- participating actively in the broader Church community
- providing opportunities for students, staff and families to live out our Franciscan values through prayer, liturgy, ritual, service and outreach programs
- delivering a quality Religious Education Program which strengthens the Catholic Identity of the College
- continuing to provide staff opportunities to enhance their understanding of contemporary Catholic theology
- deepening the work we do in the Franciscan tradition by embedding the Franciscan Living Stones Framework.

Inspire and **engage** our learning community by:

- being leaders in boys' education through a learning culture underpinned by self-efficacy and excellence
- advancing our culture of professional excellence and shared practice through contemporary and relevant professional learning
- delivering dynamic, innovative pedagogy that inspires and engages learners within the three phases of learning
- promoting a positive culture of inclusiveness, personalisation and care.

Our Strategic Priorities 2021-2023

Nurture and **challenge** our boys to become good men by:

- living our Franciscan values of Joy, Courtesy, Humility, Simplicity and Peace in all aspects of College life
- promoting engagement, physical growth and personal development through participation in House, co-curricular, sporting, music and cultural activities
- optimising individual wellness through the implementation of an integrated wellbeing program
- offering a range of learning opportunities and formation experiences that enable them to become informed, compassionate, active global citizens.

Provide **innovative** and **supportive** learning environments to **prepare** our young men for the future by:

- prudently planning for and resourcing the College's future directions in alignment with our Franciscan heritage and the attainment of our strategic priorities
- proactively and transparently managing our administrative, financial, legislative and compliance requirements
- considering the needs of our community as we plan for emerging educational and economic changes
- building a culture of professional excellence through the recruitment and retention of outstanding staff
- developing and implementing a vision for ecological sustainability and practices.





Implementation and Evaluation

This is an updated Strategic Plan which follows on from the 2018-2020 Strategic Plan.

The Padua College Board will evaluate achievement against our goals via a series of Annual Action Plans which will detail our program over the three-year time frame.

In collaboration with staff, parents and the College Board, the Padua College Leadership Team is responsible for:

1. Development of the Annual Action Plans which will be endorsed by the College Board and which will identify the activities to be undertaken during that year, in line with the priorities of the Strategic Plan.
2. Implementation of the Annual Action Plan initiatives.
3. Evaluation of the effectiveness of the Annual Action Plan initiatives, as they relate to the specific priorities set down in the Strategic Plan.
4. Reporting to the College Board and the community on the achievements and outcomes of all Strategic Plan initiatives.

Evaluation reports generated through the three-year program will play a significant role in informing future strategic planning and renewal strategies and action plans.

We are carers, companions, change-makers.

We are ... Padua.



The spirit of Padua flows from the founder of the Franciscan Order, St Francis of Assisi (1182-1226).

Padua College is a Catholic learning community and a place of affirmation and acceptance where boys are encouraged to strive to

achieve their own personal level of excellence. Founded by the Order of Friars Minor in 1956, Padua College is today part of the Archdiocese of Brisbane and educates boys from Years 5 to 12 from the northern suburbs of Brisbane.

We are engaging, confident, spirited.

We are ... Padua.







PADUA COLLEGE

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