



# Mount Carmel College

## Strategic Plan 2025 - 2027

### Draft

#### **BOLD Goals:**

- Every member of Mount Carmel College feels welcome in our Catholic community.
- High impact teaching is visible in every classroom
- Every student can achieve, feel safe and seek support.

#### **CET Priorities:**

Excel in Learning for All  
Nurture Leadership for All  
Make Disciples of All

#### **Archbishop's Charter:**

Catholic Identity  
Learning  
Leadership  
Mission

#### **Current Situation:** (Scan and Assess)

- Period of Growth in enrolments
- Science of Learning a focus across the College
- Recently completed Validation and Registration process in 2024
- New Building program - Early Years Classes

#### **Links to relevant data:**

- [Validation data](#)
- [Student achievement data](#)
- NAPLAN data
- PAT data
- Wellbeing Data

<b>School Name</b>	Mount Carmel College
<b>School Vision</b>	A learning community of courageous changemakers, compassionate and strong in faith.
<b>School Values</b>	Respect. Compassion. Community. Courage.
<b>Context</b>	Mount Carmel College continues to experience growth in enrolments, reflecting its reputation as a leading provider of quality education. Grounded in a strong Catholic ethos, the College nurtures students to develop academically, spiritually, and socially within a faith-filled community. The school has embraced pedagogy based on the Science of Learning, ensuring evidence-based teaching strategies that enhance student engagement and achievement. As a specialist in girls' education from ELC to Year 10, Mount Carmel empowers young women to become confident, compassionate, and capable leaders. This commitment to

	excellence, paired with a focus on innovation and inclusivity, positions the college as a forward-thinking institution preparing students for success in an evolving world. Mount Carmel College successfully participated in the Validation and Registration process last year with commendations including our Catholic identity, renewed focus on Vision and Mission, academic progress, data-informed practice and focus on Wellbeing throughout the College. Recommendations for future-focus centre upon continuing our current priority of high impact teaching strategies with a focus on Tier 1, implementing a PBS framework for consistency and nurturing Religious Education and Christ-centred leadership across the College.		
<b>Rationale for the priorities of this school effectiveness cycle</b> <b>(Desired Future State)</b>	<b><u>Why are the staff focusing on these priorities?</u></b> Using Ben Jensen’s Action cycle with a focus on Scan and Assess, the Leadership team and staff unpacked the Validation data and report, which clearly identified these shared recommendations and priorities. <b><u>What will students experience in 3 years’ time as a result of the successful implementation of this strategic plan?</u></b> In three years, students at Mount Carmel College can expect to experience a learning environment that prioritizes high-impact teaching strategies, ensuring engaging and effective lessons tailored to individual needs. The consistent implementation of a Positive Behaviour Support (PBS) framework will foster a safe, respectful, and inclusive atmosphere where every student feels valued and supported. Additionally, the College’s focus on nurturing Religious Education and Christ-centred leadership will inspire students to grow spiritually and morally, empowering them to lead with compassion and integrity within a faith-filled community.		
<b><u>Goal 1:</u></b>  <b>Increase student engagement and learning in RE/T&amp;S and Catholic identity.</b>	<b><u>Target 1.1</u></b>  By 2027 the student engagement score on the Student Satisfaction Survey will increase by 30% by 2027. (TBC)	<b><u>Target 1.2</u></b>  By 2027, High Impact teaching strategies will be evident in every RE/T&S classroom.	<b><u>Target 1.3</u></b>  By 2027, 100% of students and staff, and 50% of families at Mount Carmel College will actively participate in formation, community, and faith life activities.
<b><u>Achievement Framework:</u></b>  Make Disciples of All <ul style="list-style-type: none"><li>Forming and supporting deeply committed Catholic educators</li><li>Formation in catholic Faith and Life</li><li>Nurturing school, family, and Parish relationships</li></ul>			
<b><u>Key Improvement Strategy 1 (a):</u></b> Create, implement and review a three year systematic and targeted approach to professional learning focused on best teaching practices in Religious Education.			
<b><u>Key Improvement Strategy 1 (b):</u></b> Support all teachers who teach Religious Education to ensure that the Science of Learning pedagogy is evident in their planning and instruction.			
<b><u>Key Improvement Strategy 1 (c):</u></b> Schedule, plan and provide a wider range of formation and community activities with a focus on belonging and shared Catholic identity.			

<p><b>Goal 2:</b></p> <p><b>Science of Learning principles will be evident in every classroom with a focus on improving student outcomes.</b></p>	<p><b>Target 2.1</b></p> <p>By 2027, Mount Carmel College will improve student outcomes by increasing the percentage of students meeting academic targets by 10% through data-driven strategies.</p>	<p><b>Target 2.2</b></p> <p>By 2027, students will benefit from High Impact teaching strategies, improving engagement and academic outcomes in every classroom.</p>	<p><b>Target 2.3</b></p> <p>By 2027, all Mount Carmel College teachers will engage in ongoing professional learning, coaching, and sharing best practices to improve teaching.</p>
<p><b>Achievement Framework:</b></p> <p>Excel in Learning for All</p> <ul style="list-style-type: none"> <li>Implementing the Science of Learning</li> <li>Supporting learning for every student</li> </ul>	<p>(DRAFT)</p>		
<p><b>Key Improvement Strategy 2 (a):</b> Support all teachers to access, interrogate and plan using data to improve student outcomes.</p>			
<p><b>Key Improvement Strategy 2 (b):</b> Ensure that Science of Learning continues to be a focus for resourcing, PL, coaching and training for teachers.</p>			
<p><b>Key Improvement Strategy 2 (c):</b> Strategically allocate resources to ensure all teachers have opportunities to engage in PL, coaching and training with a focus on student outcomes.</p>			
<p><b>Goal 3</b></p> <p><b>A School Wide Positive Behaviour Support Framework (SWPBS) will support the wellbeing and behaviour of every student.</b></p>	<p><b>Target 3.1</b></p> <p>By 2027, Mount Carmel College will build a positive school culture through a 3-year Positive Behaviour Support Framework, boosting student engagement by 15%, training all staff, and involving the school community.</p>	<p><b>Target 3.2</b></p> <p>By 2027, Mount Carmel College will use well being and behavior data to reduce incidents by 20% and improve student wellbeing.</p>	<p><b>Target 3.3</b></p> <p>By 2027, all students at Mount Carmel College will benefit from the Zones of Regulation framework, supporting their self-regulation and emotional wellbeing, with improved behavior and engagement.</p>
<p><b>Achievement Framework:</b></p> <p>Excel in Learning for All:</p> <ul style="list-style-type: none"> <li>Supporting learning for every student</li> </ul> <p>Make Disciples of All:</p> <ul style="list-style-type: none"> <li>Mission focused people, engagement and well-being</li> </ul>			

**Key Improvement Strategy 3 (a):** Form a PBS team to create, share, enact and seek feedback on a three year PBS implementation plan.

**Key Improvement Strategy 3 (b):** Systematically work with all staff to ensure wellbeing and behaviour data is created and utilised effectively.

**Key Improvement Strategy 3 (c):** Use strategies from the Zones of Regulation to support behaviour and wellbeing needs.

<p><b>Goal 4</b></p> <p><b>Increase enrolments by 15% through targeted marketing, community engagement, improved academic programs, and guided growth via a Master Plan.</b></p> <p><b>Achievement Framework:</b></p> <p><b>Make disciples of All:</b></p> <ul style="list-style-type: none"><li>• Nurturing school, family, and Parish relationships</li></ul> <p>Nurture Leadership of All:</p> <ul style="list-style-type: none"><li>• Planning for financial stability</li><li>• Strategic system master planning for mission</li></ul>	<p><b>Target 4.1</b></p> <p>By 2027, Mount Carmel College will increase enrolments by 15% through targeted marketing, community engagement, and promoting academic and co-curricular programs.</p>	<p><b>Target 4.2</b></p> <p>By 2027, Mount Carmel College will be guided by a new Master Plan to;</p> <ul style="list-style-type: none"><li>- revitalise learning / community spaces</li><li>- Identifying key capital works</li><li>- Identify accessibility improvements</li></ul>	<p><b>Target 4.3</b></p> <p>By 2027, Mount Carmel College will increase community participation in school events, partnerships, and service initiatives by 25%, strengthening connections among students, families, and the community.</p>
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**Key Improvement Strategy 4 (a):** To create and enact a 3 year action plan for marketing and enrolment.

**Key Improvement Strategy 4 (b):** Develop a Master Plan for future development based on student, staff and community feedback.

**Key Improvement Strategy 4 (c):** Create a range of opportunities for families to connect with the College, responsive to feedback.