

# Strategic Plan

2024 - 2028



Lourdes Hill College

*A School of Good Samaritan Education*

## Strategic Plan Foreword

We are delighted to present our Lourdes Hill College Strategic Plan 2024 -2028. This plan recognises the key role of our Good Samaritan Benedictine charism, not only in the daily life of the College but also in shaping our responses to future challenges.

The Parable of the Good Samaritan, the Rule of St Benedict, and the Hope and Healing of Lourdes are at the heart of all we do. Through the wisdom of this tradition, our students are guided and empowered to realise their potential: generating a love of life, and a passion for learning. That is, developing skills that are required to transform our world for the better.

This plan aims to provide a road map to intentionally respond to the challenges of a rapidly changing contemporary world, in a Benedictine way.

The Strategic Plan 2024-2028 is a co-construction between the College Board and the Leadership Team. The depth and breadth of this plan is a testament to the collaborative nature of our College, and our joint commitment to living our mission.

Each person involved in creating the plan including Students, Staff, Parents and Caregivers, Past Pupils, and our Board, is committed to providing the best possible Good Samaritan education for our students.

We look forward to working with our community to implement this ambitious plan. We aim to develop and action many opportunities for our students to be empowered: *to transform our world in a Benedictine way.*

Mr Roger Lazaratti  
Board Chair

Mrs Kay Gleeson  
Principal

*"Do not be swayed by the opinions or actions of the worldly, but hold fast to the teaching of Christ."*



## Our Mission

Lourdes Hill College educates young women to embrace life and a passionate love of learning in a nurturing, inclusive and innovative Catholic learning community. We equip each person to reach their potential and boldly embody Benedictine values, listening actively with the 'ear of the heart'. <sup>RB1</sup>

## Our Vision

*To be universally recognised for:*

**Empowering** generations of young women to be a **transforming Benedictine** presence in our world.

## Our Strategic Pillars

We will achieve our Vision by successfully striving to:

### Empower

through distinct learning, leadership, wellbeing and enrichment programs that ensure the individualised development of each person in our community, allowing them to be fully invested in their own development, intrinsically motivated and confident.



### Transform

through an academic and pastoral environment that equips each person with the discipline and skills to embrace the critical thinking, creativity, communication and collaboration needed to identify and solve personal challenges as well as those in their local community and across the world.



### Benedictine Presence

presenting a community of authentic engagement, where each person has the opportunity to contribute and whose values are based upon service, with an intrinsic desire to care for and enrich the quality of life of others.



## Our Values

From the miracle of Lourdes, we derive hope, recognising the potential for growth, transformation, and healing in every individual. Inspired by the timeless wisdom of The Rule of Benedict, our values go to the very heart of the Gospel message exemplified by the story of the Good Samaritan.

### *Stability*

**Persevere** and persist through challenge and difficulty.



### *Balance*

**Maintain** harmony, wholeness and wisdom through discernment and discipline.



### *Stewardship*

**Accept responsibility** for all of creation and be just and sustainable in the use and distribution of resources.



### *Love of Neighbour*

**Show love** for God through respect and care for others.



### *Peace*

**Create** an environment of justice for all and freedom from disturbance.



### *Community*

**Reach out** to connect and serve others locally, globally, and creating spaces of belonging for all.



### *Listening*

**Listen** with the heart to be truly present and respond with compassion.



### *Hospitality*

**Respect**, accept and welcome all others, especially the stranger, as Christ.



### *Respect*

**Act** with deep consideration for others, valuing feelings, opinions, gifts and differences.



### *Justice*

**Foster** an environment where everyone, especially the vulnerable and the marginalised are treated fairly and equitably.



# Our Strategic Directions

The College Community has defined five Strategic Directions to underpin the delivery of our three Visionary Pillars.



## Dynamic Student Experience

A dynamic learning community that provides outstanding contemporary education, delivers excellence and is future focused.

## Inherent Wellbeing

A safe, caring and positive environment that nurtures the emotional, Social, academic and spiritual development of each person in our community.

## Investment in Our People

The development and uplift of staff to serve our students and the broader College community with confidence.

## Enduring Faith & Identity

The educating of the LHC community to celebrate, live by and model Benedictine values across the breadth of their pursuits and community connections.

## Responsible Stewardship

Strategic and Innovative leadership, which pursues excellence and ensures sustainable organisational success.



*"The true measure of our success is not in what we achieve, but how we serve."*

# Our Strategic Objectives Overview

A series of Strategic Pillars provides a detailed roadmap for success, with associated actions, measures of success and performance targets set to gauge progress.

*Empower*

*Transform*

*Benedictine Presence*

## Dynamic Student Experience

A dynamic learning community that provides outstanding contemporary education, delivers excellence and is future focused.

<b>Vibrant Learning Environment</b>	<b>Authentic Curriculum</b>	<b>Honouring Perspectives</b>
<b>Program Enrichment</b>	<b>Post-School Readiness</b>	<b>History &amp; Tradition</b>

## Inherent Wellbeing

A safe, caring and positive environment that nurtures the emotional. Social, academic and spiritual development of each person in our community.

<b>Holistic Student Development</b>	<b>Pastoral Engagement</b>	<b>Welcoming Environment</b>
<b>Sub-School Identity</b>	<b>Voice &amp; Leadership</b>	<b>Wellbeing Innovator</b>

## Investment in Our People

The development and uplift of staff to serve our students and the broader College community with confidence.

<b>Professional Learning</b>	<b>Collaborative Leadership</b>	<b>External Connections</b>
<b>Culture of Sharing</b>	<b>Professional Excellence</b>	<b>Employee Value Proposition</b>

## Enduring Faith & Identity

The educating of the LHC community to celebrate, live by and model Benedictine values across the breadth of their pursuits and community connections.

<b>Spirituality for Life</b>	<b>Caring Global Citizens</b>	<b>Values Based Culture</b>
<b>Benedictine Experience</b>	<b>Worldwide Networks</b>	<b>Strong Relationships</b>

## Responsible Stewardship

Strategic and Innovative leadership, which pursues excellence and ensures sustainable organisational success.

<b>Data-Informed Decision Making</b>	<b>Commercial Partnerships</b>	<b>Communication Pathways</b>
<b>Sustainable Operations</b>	<b>Master-Planned Infrastructure</b>	<b>Community Support</b>

# Empower

Distinct learning, leadership, wellbeing and enrichment programs that ensure the individualised development of each person in our community, allowing them to be fully invested in their own development, intrinsically motivated and confident.



## Dynamic Student Experience

<b>Vibrant Learning Environment</b>	Develop and enhance a dynamic and stimulating learning environment that cultivates in every student a love of learning and skills to achieve personal excellence.
<b>Program Enrichment</b>	Implement strategies to enhance and diversify academic, sporting and cultural programs to nurture students' talents and ignite new passions.

## Inherent Wellbeing

<b>Holistic Student Development</b>	Embed our Stella Wellbeing Framework across all aspects of College life, whilst progressing and strengthening the Stella Wellbeing program within the Community.
<b>Sub-School Identity</b>	Build and refine sub-school identity and structures that are age and developmentally appropriate, in order to maximise opportunities for the personal growth of every student.

## Investment in Our People

<b>Professional Learning</b>	Empower knowledgeable and professional staff, to ensure that all students thrive, both academically, pastorally and spiritually.
<b>Culture of Sharing</b>	Establish an environment of continuous improvement in which staff share their expertise, to build the capability and capacity of others.

## Enduring Faith & Identity

<b>Spirituality for Life</b>	Nurture and form members of our community in the Good Samaritan Benedictine tradition and sustain and strengthen spirituality through structured study and prayer experiences.
<b>Benedictine Experience</b>	Create opportunities for the LHC community to engage in and encounter the timeless relevance of Benedictine experiences, with an emphasis on service and social justice as a fundamental component of leadership.

## Responsible Stewardship

<b>Data-Informed Decision Making</b>	Continue to develop and enhance comprehensive data-informed systems to assess performance, drive improvements and enable responsible, effective and efficient corporate governance.
<b>Sustainable Operations</b>	Sustainably, equitably and efficiently plan and implement long-term College budgets, directing financial, operational and environmental resources to deliver upon our strategic priorities with assurance.

# Transform

An academic and pastoral environment that equips each person with the discipline and skills to embrace the critical thinking, creativity, communication and collaboration needed to identify and solve personal challenges as well those in their local community and across the world.



## Dynamic Student Experience

<b>Authentic Curriculum</b>	Develop our curriculum to prioritise contemporary, global and authentic learning experiences, emphasising critical thinking, creativity, communication, collaboration and cultural connections.
<b>Post-School Readiness</b>	Deliver a rigorous and responsive individualised educational program, which supports continuing education and career readiness, in an ever changing and information rich world.

## Inherent Wellbeing

<b>Pastoral Engagement</b>	Continue to develop pastoral structures that enhance confidence and resilience, celebrate individual contributions, reward personal accountability, strengthen community connections and provide personal support when needed.
<b>Voice &amp; Leadership</b>	Inspire students and staff to develop their leadership ability and potential to engage with and serve the broader community, demonstrating the values of the Benedictine way.

## Investment in Our People

<b>Collaborative Leadership</b>	Implement effective communication between Senior and Middle Leadership teams and broader staff to drive collaboration, embrace change and optimise outcomes.
<b>Professional Excellence</b>	Create and optimise practices that deliver a consistently high-performing workplace and foster a shared responsibility for and commitment to student success.

## Enduring Faith & Identity

<b>Caring Global Citizens</b>	Educate students and staff to embody compassionate global citizenship, fostering personal leadership, integrity and ethical thinking essential for positively shape our world.
<b>Worldwide Networks</b>	Utilise our local, national and global sister school networks and other educational partners to further nurture the personal development of students and staff.

## Responsible Stewardship

<b>Commercial Partnerships</b>	Continue to develop and enhance comprehensive data-informed systems to assess performance, drive improvements and enable responsible, effective and efficient corporate governance.
<b>Master Planned Infrastructure</b>	Provide high quality, functional, expertly designed facilities and technologies, which inspire innovative and uplifting teaching and learning practices and embrace the College's unique geographical location.



# Benedictine Presence

Presenting a community of authentic engagement, where each person has the opportunity to contribute and whose values are based upon service, with an intrinsic desire to care for and enrich the quality of life of others.



## Dynamic Student Experience

**Honouring Perspectives** Promote deeper engagement with our students and community members by listening to and acting upon their voices.

**History & Tradition** Recognise and celebrate College history and Benedictine tradition through our culture, communications and service initiatives.

## Inherent Wellbeing

**Welcoming Environment** Create a welcoming, safe, environmentally responsive, affirming and inclusive learning environment.

**Wellbeing Innovator** Continue to innovate and strive for excellence in student wellbeing, with social, emotional, academic and spiritual learning as fundamental components of the College's ethos, culture and values.

## Investment in Our People

**External Connections** Seek and facilitate external expertise, through local, national and global connections, which promotes staff development and underpins the College's vision.

**Employee Value Proposition** Implement employee recruitment and retention initiatives, which identifies talent, promotes improvement and acknowledges staff for excellence, innovation and service.

## Enduring Faith & Identity


**Values Based Culture** Celebrate our faith and traditions, foster a culture of service, and live by and model Benedictine values.

**Strong Relationships** Strengthen community engagement and improve student outcomes through purposeful connections with our families, students, staff and educational partners.

## Responsible Stewardship

**Communication Pathways** Develop and implement clear communication pathways and mechanisms that cultivate productive engagement with all stakeholder groups across the College and broader community.

**Community Support** Engage with key stakeholder groups and individuals who share an enduring belief in the importance of a Benedictine, Good Samaritan Education, within a contemporary and ever-changing world.



*Do all you can to ensure that  
"the strong have something  
to yearn for and the weak  
nothing to run from" RB 64:19*



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