



The Heart of the Matter

Strategic Directions & Plan
2018 - 2021

A photograph of a classroom scene. A female teacher with dark hair and glasses, wearing a black blazer over a maroon top, is smiling and engaged in conversation with a group of students. On the left, a young woman with red hair, wearing a white school uniform with a maroon and yellow plaid tie, is looking towards the teacher. On the right, a young man in a maroon school jacket is also looking towards the teacher. They are seated at a light-colored table. In the foreground, there are several open books. One book has a red cover with the word 'EXPLODING' visible. The background shows a classroom setting with a door and some posters on the wall.

“Remember that Education is a matter of the heart” Don Bosco

To think, feel and act from the heart is at the core of Dominic College’s aspirations.

The Dominic College Strategic Plan 2018-2021 reflects an evidence based continuous improvement approach to Teaching and Learning.

The Heart of the Matter highlights the most important decisions that need to be made to facilitate improvement in our core business of teaching and learning in a Catholic school honouring the Salesian and Dominican traditions.

Our plan reflects the hopes and ambitions of our school community including students, parents, staff, College Council, former students and the Salesians of Don Bosco. The community will continue to be consulted and invited to contribute to our future ongoing development throughout the life of this plan.

Our plan recognises the wonderful legacy inherited by Dominic College through nearly 75 years of operation where change has been embraced as new challenges have emerged.

We have identified four priority areas that build on this legacy and provide opportunities to strengthen our community and systems and processes so that students can be engaged and successful as learners in the 21st century.

In developing the plan we have identified the need to keep an improvement agenda alive in the

College. As a collaborative community, we intend to move forward together in a way that ensures all are accountable for the delivery of our service.

Creativity and innovation are central to future developments at the College. In order to foster creativity at Dominic College there needs to be room for nurturing curiosity and risk-taking. The College will intentionally foster in students creativity skills and capacities such as problem posing and solving, divergent thinking, mastery and critical thinking.

Our aim is to promote decentralisation of power in learning processes and relationships and establish constant emphasis on collaboration in learning.

As well as providing direction, a shared understanding and a basis for decision making, **The Heart of the Matter's** focus is to provide each student with opportunities to grow in faith, skill and knowledge, to develop into good Christians and honest citizens and to know that they are loved.

Inspired and guided by the Archbishop's Charter for Catholic Schools in Tasmania and its focus on Catholic Identity, Learning, Leadership and Mission, **The Heart of the Matter** aims to facilitate our school community to 'experience the richness and beauty of the Christian life.'





The first
thing I
do is
always the
same... I
up my
and write
my no

Caterpillar

Caterpillar

Our Mission and Values

We remain committed to:

Our dream We dare to dream of an exciting learning community in which each person is valued, nurtured and challenged to achieve incredible goals.

Our vision Dominic College will be a community that welcomes; that nourishes our Christian values; that prepares for life; and a place where friendships are forged within a spirit of joy and hope.

Our mission Dominic College aims to prepare individuals to embrace the challenges of life and understand that relationships are based on openness and acceptance of others. The example of Jesus Christ and the life of Don Bosco are our foundation.

Our College values reflect those of the Gospels, exemplified in Jesus' life:

- Love and service
- Respect for oneself, each other, the Faith, property and the environment
- Honesty in word and action
- Responsibility for conduct, appearance and commitments in and out of school
- Learning and dedication and persistence in class work and homework
- Safety for all in work and play.

Our Core Commitments at Dominic College are:

- Students are at the centre
- Quality learning & teaching
- A Salesian spirituality of faith and joy
- Students must know they are loved
- High expectations, standards and accountability for all
- Collaborative community using teamwork based on respect & mutual trust.

Our Strategic Priorities

The Heart of the Matter will continue to be a collaborative process engaging the Dominic community in the achievement of our strategic themes and priorities. This will include a strong commitment to communication and discussion of the plan and opportunities to focus on the purpose and success criteria within each theme.

Our Mission: Creating a space where we seek the truth and live by the truth.

Dominic College is a K-10 Catholic College in the Salesian tradition that creates spaces for the development and animation of the spiritual life of its students.

Dominic College students are exposed to age appropriate experiences that enliven the charism of Don Bosco to become good Christians and honest citizens within the Catholic tradition.

Dominic College welcomes students from all religious and spiritual traditions seeking truth, meaning and dialogue.

Dominic College is committed to developing students' sense of service and their understanding of 'Faith in Action' to the poor and marginalised.



Teaching and Learning: Promoting a culture of authentic learning, engaging experiences and the pursuit of excellence.

In developing an improvement agenda to raise academic standards, Dominic College has nominated priorities of improving Literacy, Numeracy, Teacher Quality and Use of Data.

Dominic College believes students should understand how they learn so that through a gradual release of responsibility they will become independent learners capable of engaging successfully with the challenges and opportunities of the 21st century.

Improvement in learning practices will be best achieved through the adoption of a pedagogical framework that promotes deeper learning approaches including critical thinking, communication, creativity, collaboration, problem solving and self-directed learning.

To ensure improved outcomes students must experience systematic, standardised curriculum delivery characterised by academic rigour, collaborative planning and clear documented programs.

Community: Collaborating through Respect, Understanding, Affection and Humour.

Dominic College values, cares for and celebrates each member of the community made in the likeness of God.

We seek to inspire all members of our community to a love of life-long learning that stimulates curiosity, joy and wonder.

We promote the participation of all students in learning and a strong sense of belonging by creating the right environment and supports whereby all students can thrive and achieve their goals and ambitions.

Dominic College values parents as key partners in many areas including as part of the pedagogical framework.

We seek to engage students in events and opportunities within the wider community to develop a sense of service and understanding of social justice.



Dominic College actively seeks partnerships with external agencies and individuals in order to promote the educational outcomes and wellbeing of its students.

Resources and Systems: Establishing sustainable processes that promote excellence and innovation in education.

The ethical, sustainable and planned stewardship of resources remains a critical element in maintaining momentum in fostering innovation for improvements to educational outcomes for students.

Our operations and processes ensure responsible fiduciary systems that ensure strong accountability to the Salesians of Don Bosco, levels of government, the College's parents, and the wider community.

Dominic College will continue to implement its current Master Plan and continue to review our plans and systems to support flexible resource allocation to areas of discerned need.

Staff remain highly respected, valued and key contributors to the educational endeavours of

Dominic College. They will continue to be supported and challenged to provide authentic, engaging and exciting experiences that contribute to the educational and spiritual development of students.

The shared, dynamic leadership of Dominic College is distributed and essential to ensuring the College's vision is embedded and change management processes are consolidated and anchored in the fabric of the College. Building leadership capacity is essential to the growth and development of the College.





The Strategic Heart of Dominic College

The following priorities articulate the aims of the four themes. Annual implementation plans will provide achievable and measurable goals, strategies, timelines and resources. Review, feedback and our emerging understanding of best practice will inform implementation throughout the planning cycle.

The Heart of the Matter builds on the College's Strategic Priorities of 2015-17:

- Academic rigour and raising academic standards
- Effective data-based decision making
- Target resources to meet needs and improve literacy and numeracy outcomes K-10
- Spiritual formation of students and staff
- A culture of positive relationships
- Effective communication
- Strengthen family and community partnerships
- Responsible and accountable shared leadership by all.

Our Mission: Creating a space where we seek the truth and live by the truth.

1. Provide opportunities and space for students to explore their own spirituality in a complex world.
2. Animate the faith life of students through engaging experiences of the heart within a contemporary model of Church of dynamic and meaningful gatherings, including those around Eucharistic celebrations.
3. Develop counter cultural approaches that promote the Salesian charism and resist ideologies that alienate the young.



4. Challenge staff to understand and adopt the 'Elements of being a Salesian Teacher', namely Belonging, Learning, Celebrating and Reflecting.
5. Connect with the parish in such a way to ensure sacramental and other experiences are accessible and inclusive of all.

Teaching and Learning: Promoting a culture of authentic learning, engaging experiences and the pursuit of excellence.

1. Develop, adopt, consult and refine a School Improvement Plan based on the Australian College of Educational Research's National School Improvement Tool, and the recommendations from ACER's audit of the College.
2. Develop a pedagogical learning framework based on sound evidence that can be implemented across the school and that seeks to meet the needs of individual learners and improve educational outcomes.
3. Maintain the three priority Improvement Agenda areas of Writing as Literacy Development, Teacher Quality and Use of Data, documenting goals, evidence, strategies, timelines, resources and success criteria for each.

4. Promote planned teacher professional development consistent with school priorities that includes innovative experiences, classroom observation and feedback and possible support for collaborative research and positive pedagogy change projects.
5. Promote high impact cross curricular and co-curricular learning experiences that foster higher order thinking, creativity and problem solving.

Community: Collaborating through Respect, Understanding, Affection and Humour.

1. Continue to develop student wellbeing programs such as the Empower program and Positive Education, strengthening their impact and aligning these programs with a contemporary understanding and articulation of the Salesian Preventive System.
2. Promote a deeper understanding of the Salesian value of Presence and its capacity to inspire and educate students if widely adopted within the community.
3. Provide opportunities for parents to understand and contribute to a school/home partnership that promotes improved educational outcomes.



4. Develop productive relationships with outside organisations to engage the wider community in support of the College.
5. Promote opportunities beyond the formal classroom that meet individual needs and extension needs for students promoting talented opportunities for all talents, engagement and leadership of students.

Resources and Systems: Establishing sustainable processes that promote excellence in education.

1. Complete the current Master Plan maintaining a priority focus on the K-6 redesign and development of the library into a dynamic resource centre for teaching and learning.

2. Engage and promote the College as a school of choice for students and families and design and develop ongoing attraction, recruitment and retention enrolment strategies.
3. Continually monitor and update systems and processes that promote the sustainability of the College, and the continuous improvement of the educational agenda.
4. Monitor and improve College communications systems to ensure all stakeholders are aware of developments in the College community and can articulate and embrace the current improvement agenda.
5. Build and develop leadership capacity at all levels of the College to be effective and enact their roles within strategic delegations and resourcing.



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