



IONA COLLEGE



STRATEGIC PLAN 2017 - 2020



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Iona College is a Catholic school for boys
conducted by the Missionary Oblates of Mary Immaculate
within the Archdiocese of Brisbane in Quandamooka Country.

All members of this community are **Ionians**.

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TO LIVE, LEARN, LEAD AND SERVE

Iona College, a ministry of the Oblates of Mary Immaculate, is a Catholic school for boys from Years 5 - 12 that was established in 1957. Located on the traditional land of Quandamooka Country, the College has served the families of the Bayside region through an authentic and positive expression of faith where aspiration is always encouraged and where fees have remained accessible.

The College was gifted the name Iona, after an island off the west coast of Scotland by Archbishop Duhig in 1957. For centuries this island of Iona was known as a place of great learning and mission and we strive to continue that tradition today. In appreciation of the gift of the Archdiocese of Brisbane, we continue to serve the community through educating young men who are prepared to make a positive difference wherever they may be.

Our Catholic identity and the person of Jesus remain central to every aspect of College life. The College continues to focus on the whole person and the positive development of the young men in our care as well as the significant number of people who feel at home in Iona. Working in collaboration with families for generations, Iona remains committed and loyal to our region and sees its role as a partner in education with many other sections of our community.

Our Iona community of current and former: students, parents, families, Board, Oblates, staff and supporters have all contributed to the culture that is present today.

The Board recognises the contributions of all **Ionians**, and as custodians of this heritage, it is our hope that this strategic plan continues to fulfil our early founders' dreams.



Dr Stephen Buckland
Chair of College Board

The Oblates of Mary Immaculate deeply treasure the ministry and care of the Iona community and have been inspired by the many people that we have worked alongside in building the culture and strengths of our community.

For 200 years, under the guidance of St Eugene de Mazenod and the Holy Spirit, the Oblates value passionate and daring service in order to help others realise how precious they are in God's eyes. We are very confident that these qualities exist deep within the hearts of **Ionians**, each in their own unique way.

The star motif that you will see throughout the Plan, traces its origins to the Oblate Madonna of the Immaculate Conception, after whom the Oblates were named. The stars signify mission, tradition, guidance, unity and hope and these traits resonate within this plan.

Throughout the past eighteen months, the Iona College Board and the College Leadership Team and Reference Group has collaborated with students, staff, parents, Old Boys and Oblates to deliver a focussed pathway for the next four years. This pathway recognises the heritage of the past with a keen eye on the present and a hope-filled future with its challenges and opportunities ahead. Its aim is to continue to unite all **Ionians** as learners for life who will lead lives of service for those who struggle most in society.

I commend this Strategic Plan to all **Ionians**. It is we who created it through genuine consultation, prayer and the guidance of the Holy Spirit and now it will be up to us to see these words and aspirations come to life in the ensuing years.



Fr Michael Twigg OMI
College Rector





OUR VISION

Inspired by the Gospel of Jesus Christ and the life of St Eugene de Mazenod, the Iona College community focusses on educating and empowering young men to dare to make a positive difference throughout their lives and to the lives of others.

OUR MISSION

Our Mission is to learn, live, lead and serve as a Catholic learning community within the Oblate spirit.

IN LIVING, LEARNING, LEADING AND SERVING WE VALUE

HUMAN DIGNITY AND RECONCILIATION

Ionians walk with each other, recognise and celebrate the unique God-given dignity of each person and develop the courage to stand up for justice. We respect Aboriginal and Torres Strait Islanders as the first people to call Australia home and embrace multiculturalism and reconciliation for all people.

EXCELLENCE AND ASPIRATION

Ionians encourage, support and challenge themselves and others to strive for personal excellence in learning and to live as a people of hope and conviction throughout their lives both locally and globally.

THE OBLATE CHARISM

Ionians embrace the life and spirit of St Eugene de Mazenod; with the Missionary Oblates of Mary Immaculate we reach out and serve those most in need in our communities.

RESPONSIBILITY

Conscious and appreciative of our heritage, **Ionians** continue to be generous and act responsibly with resources. We plan prudently for our future, respecting and nurturing our local community and environment.

FAITH AND MISSION

As **Ionians** we are passionate and full of zeal¹; we are formed by the Gospel, celebrate the Eucharist and promote prayer in order to contribute to the evangelising² mission of the Catholic Church locally and internationally.

COMMUNITY

Ionians foster a sense of belonging and inclusion that creates openness, acceptance and loyalty, enabling us to serve respectfully and P.R.O.S.P.E.R.³

¹ Dedication or enthusiasm for something.

² Evangelising in a Catholic context means to bring the Good News of Jesus Christ into all the strata of humanity, and through its influence transforming humanity from within and make it new.

³ Positivity, Resilience, Outcomes, Strengths, Purpose, Meaning and Faith, Engagement, Relationships and Respect.





CELEBRATE

OUR OBLATE CHARISM AND MISSION

CELEBRATE

- Promote actively the College's Catholic and Oblate identities, mission and values more coherently and consistently in partnership with the Oblates of Mary Immaculate

FOSTER

- Review current induction and ongoing formation resources and processes for staff, students and families

ENHANCE

- Evaluate the current mission and outreach programs for age appropriateness and to enable better engagement by students

STRENGTHEN

- Promote the key concepts, beliefs, values and behaviours expected of an Ionian as a person of service



FOSTER

STUDENT GROWTH FOR LEARNING AND WELLBEING

CELEBRATE

FOSTER

ENHANCE

STRENGTHEN

- Appreciate our increasing diversity of student potential and support a range of pathways within and beyond school
- Better align our practices, support and communication between students' engagement in learning, pastoral care processes and faith contexts
- Embed the values and evidence-based practices about learning and teaching that drive student outcomes, engagement and ownership of their learning
- Advance the engagement, communication and partnership between home and school to support student wellbeing, learning, faith development and growth
- Monitor our co-curricular program for balance and alignment

Reflect

Engage

Collaborate



ENHANCE

PEDAGOGICAL⁴ PRACTICES AND STAFF WELLBEING

CELEBRATE

- Review practices and develop processes to enable staff expertise and viewpoints to have more influence on college culture and life

FOSTER

- Collaborate to design, develop and implement the Iona learning and pedagogical frameworks

ENHANCE

- Continue to support and challenge staff in their pedagogical and professional development to advance students' learning opportunities. The College will need to monitor curriculum changes at senior secondary and these will have implications at all stages of learning

STRENGTHEN

- Better understand and implement more cohesive and coordinated human relations processes

⁴ The theory, science and practice of teaching.



STRENGTHEN

THE COLLEGE COMMUNITY AND OPERATIONS

CELEBRATE

- Continue to build quality relationships with Old Boys, families, the College Board, local parishes and schools

FOSTER

- Review College Leadership structures, roles and responsibilities

ENHANCE

- Streamline communication processes within and across the college community

STRENGTHEN

- Monitor finances and explore alternative revenue options
- Continue to prioritise student safety and wellbeing, as well as discerning and engaging with the issues raised by the Royal Commission into Institutional Responses to Child Sexual Abuse

ENSURING

WORDS BECOME ACTIONS OF SIGNIFICANCE

The Strategic Plan that you have just read is not intended to just be words on a page, but is intended to drive the focus of the school towards 2020 and beyond.

The College Board, College Leadership Team, College Leaders and all Ionians are called to view this document as a reference point to Annual Action Plans. These actions will be formulated with implementation milestones reported regularly to the School Board and annually to our community through the Rector's Annual Report. This Strategic Plan will also guide the development and implementation of a new Facilities Master Plan.

St Eugene de Mazenod OMI implored his early Oblates not to be smouldering wicks (passengers), but to be burning flames, giving light and heat. This challenge continues to be given through this Strategic Plan which implores all Ionians to continue the path of improvement for our College community. Every single Ionian is called to embrace this plan to the best of their ability.

With the Holy Spirit guiding us, we commit to communicating our progress of this plan through a variety of existing and emerging communication channels.



WE HAVE ENTERED IONA
TO LEARN AND WE LEAVE TO SERVE.

The College Prayer reminds Ionians of our shared focus.

Jesus fill my soul with your compassion for others;
fire my heart with your courage and infinite love;
enlighten my mind with your wisdom.

Teach me to reach out to you in my need
and help me to lead others to you by my example.

Most loving heart of Jesus,
bring me health in body and spirit,
that I may serve you with all my strength.
Touch gently this life which you have created,
Now and forever. Amen.

FULFILLING OUR EARLY FOUNDERS' DREAM



IONA COLLEGE

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