Brigidine College
Indooroopilly

Strategic Plan
2014 - 2017

‘Building Futures’
Brigidine College, Indooroopilly, is a Catholic Religious Institute school dedicated to the education of girls. Founded by the Brigidine Sisters to educate girls of the western suburbs of Brisbane, the school models the charism of St Brigid with ‘Strength and Gentleness.’

The College prides itself on promoting a holistic education for girls through the spiritual, academic, physical and cultural dimensions of learning. With a strong tradition of academic achievement, a high level of achievement in the performing arts and sport, as well as an emphatic commitment to justice and service, girls at Brigidine are challenged to think deeply, develop the courage to express ideas and model Christ’s teachings in their lives.

While maintaining a commitment to excellence, Brigidine College is very much grounded in the contemporary world. Challenges such as new changes in curriculum, evolving technologies, increased levels of accountability and community expectations, are all part of the educational landscape. As a Catholic school, it is imperative to provide girls with an understanding of their faith so they embrace a moral courage and integrity to enrich the world.

The Strategic Plan provides the philosophy and understanding that will shape all areas of the College over the next four years. Amongst other things, the ongoing success of the College depends on its capacity to effectively plan the strategic direction the College it will take over the next four years. This plan provides a cohesive and collaborative understanding of that direction.

This Strategic Plan has been developed in consultation with the key stakeholders of the College as the community evolves with changes to the educational landscape in Queensland. ‘Building Futures’ reflects the ongoing journey for all connected with our College 2014 – 2017.

The Brigidine College, Indooroopilly Board, is pleased to present the Strategic Plan for 2014 – 2017.

Mr Stephen Walsh
Board Chair

Brigidine College, Indooroopilly
Brigidine College Indooroopilly

Vision

Brigidine College Indooroopilly is a Catholic Religious Institute school dedicated to the education of girls. Founded by the Brigidine Sisters to educate girls in the western suburbs of Brisbane, the school models the charism of St Brigid, ‘Strength and Gentleness.’ The College prides itself on providing a holistic education for girls combining the spiritual, pastoral, academic, physical and cultural dimensions of learning.

Girls at Brigidine College are challenged to be critical thinkers and engage with the world beyond the college, and model Gospel values in their lives.

Vision Statement

“Inspire tomorrow’s leaders to value learning and act with hope, justice and purpose.”

Mission Statement

We follow the example of Saint Brigid, a woman of vision and courage, who actively challenged the social, political and cultural structures of her time.

We commit ourselves to the education and empowerment of young women within the framework and challenge of Catholic philosophy.

In living our vision we will:

- Be faithful to our relationship with God in Jesus Christ.
- Engender a love of learning, hope and a sense of purpose.
- Celebrate the uniqueness of each person in our community through justice and service.
- Welcome all people in the Brigidine tradition of ‘strength and gentleness’.

Brigidine College, Indooroopilly
Brigidine College Core Values

The core values of Brigidine education have their basis in scripture, tradition and the principles of effective education. Kildare Ministries is committed to perpetuating this style of education in the Brigidine tradition. The core values fit within a framework that encompasses the following:

- Leadership as Service
- Justice and the Common Good
- Community and Solidarity

Leadership as Service

The model of Jesus Christ who came not to be served but to serve is the model of leadership for Brigidine schools. Leadership is based on a conscious choice to serve the school community and give priority to the common good above the quest for personal gain. At the base of all the dimensions of leadership – spiritual, interpersonal, educational, and organisational – is a commitment to relational ways of exercising and sharing power and acting collegially. Leadership at all levels seeks to draw out the potential of its community members by listening, searching together and forging new ways of improving learning for all and of serving its members and the wider community.

Justice and the Common Good

The biblical notion of right relationships, with an emphasis on compassion to the most marginalized, underpins the stance for justice and the common good in Kildare Ministries. This implies active engagement in addressing injustice at the local and global level, and a compassionate response to the most vulnerable in the community. Kildare Ministries endeavours to put in place learning and pastoral conditions that both respect the human dignity of each person and enhance the good of all.

Community and Solidarity

Inspired by the ‘come and see’ invitation of the Gospel, Kildare Ministries supports each school in its determination to be an inclusive Christian community. Students and families from many backgrounds are welcomed in the spirit of understanding and with a recognition that they bring their own gifts and can contribute to building the community. Respectful relationships, the experience of sharing, and an appreciation of interdependence, are foundational in building community. School communities within Kildare Ministries strive to be outward looking and to act in solidarity with all people, especially those who are in need.

(Rekindling the Fire, Rita Minehan, 1999, p.88)
Brigidine Spiritual Heritage

All works founded in the Brigidine tradition are committed to a strong values base for policies and practice. In Kildare Ministries we will:

**BE FAITHFUL** to our Catholic heritage,

**WELCOME** all people, especially the most vulnerable

**CELEBRATE** all that is good with joy and gratitude

**ENGENDER** a love of learning, hope and a sense of purpose

**IMAGE** and **PRACTISE** justice and service.

Foundational beliefs have been built upon these core values and expressed strongly by the Sisters who worked to establish Kildare Ministries:

- We believe authentic Catholic education is a valid expression of the teaching mission of the Church today;
- We believe in the right of every person to a good education, regardless of race, creed, sex or socio-economic status;
- We believe in providing quality educational services and programs that contribute to the well-being of all students;
- We believe in our responsibility as educators to speak and respond to issues of justice;
- We believe that the highest professional standards should be pursued by all who teach and support education in our schools and
- We believe in the gospel value of stewardship which is the source of our commitment to maximize the uses of resources for the common good of all within the school community.
- These values are foundational to the work of the College Board at every level of governance.

(EFp.90)
Faith & Spirituality

To imbue the Brigidine Catholic tradition, charism and ethos into the active contemporary life of the College

Goals

To create rituals and liturgies that embody Gospel values and Brigid’s Story in dynamic ways.

To develop transformational programs and immersion opportunities centred on Catholic/Brigidine values of social justice.

To be the difference in the world for marginalised women.

Strategies

Embed inclusive practices to bring life to the Gospels, through student and community groups.

Develop Outreach programs to offer opportunities to marginalised women.

Extend and develop programs that focus on women in the world; Justice and Democracy, Brigid’s women, Zonta Group, Crisis Centres.

Brigidine College, Indooroopilly
Learning Culture

Promote an inclusive community of lifelong learners

**Goals**

- To enhance and value the culture of personal excellence and wellbeing.
- To promote strong professional standards of excellence and inclusion.
- To develop dynamic and responsive practices catering for diverse learners.
- To develop lifelong learning skills modelling reflective learning practices.
- To embed innovative pedagogical practices, including digital resources.
- To engage learners through creative and digital practices.

**Strategies**

- Initiate and develop inclusive programs focused on developing the holistic learner.
- Articulate lifelong learning skills in all programs with equity and justice.
- Invest strongly in professional development opportunities to promote teaching pedagogies and higher order learning practices.
- Engage parents into the College’s culture of learning.
- Develop a culture of Shared Practice within the Staff Professional Learning Development Program.

Brigidine College, Indooroopilly
To know, listen and value each girl, so as to promote personal growth and wellbeing

**Goals**

- To provide for the holistic development of students.
- To promote the health and wellbeing of all students.
- To nurture student wellbeing in a safe environment.
- To support students by affirming positive working relationships between parents and the College.

**Strategies**

- Embed wellbeing practices for students, staff and parents that fully engage with the Mission of the College.
- Develop a connected new Pastoral Care program for Years 7-12.
- Ensure that inclusive College pastoral practices provide care for girls in the contemporary world.
To be an inclusive, dynamic community that embraces change

**Goals**

- To highly value and support wellbeing within our community.
- To foster leadership and service across our community.
- To use our gifts to enhance individual and community growth.
- To explore and develop new community partnerships.
- To celebrate achievements and fields of endeavour.

**Strategies**

- Enhance the College’s cocurricular life.
- Identify and further support practices that promote community wellbeing.
- Develop consultative processes for effective implementation/change.
- Develop an authentic Catholic service leadership model.
- Develop processes that identify and celebrate the giftedness of all members of the College community.

Brigidine College, Indooroopilly
Sustainable Future

To provide College life with an ecological and sustainable future

Goals

- To reduce the College’s environmental footprint.
- To sustainably manage the College’s assets and resources.
- To provide for sustainable financial and site development.
- To maintain and enhance our community presence in the local community.
- To meet all organisational and statutory accountabilities in a changing environment.

Strategies

- Enhance the College’s natural environment.
- Develop a sustainable future that ensures the College’s Arts focus.
- Develop opportunities for the community to reduce environmental harm and waste.
- Plan for the effective management of College facilities for future development.
- Develop budget processes to achieve equity and transparency across the College.
- Manage College resources effectively and harmoniously with the broader community.

Brigidine College, Indooroopilly
Mission and Values

Preamble

Building on the vision of an ancient tradition, Kildare Ministries in Australia will continue the works of the Brigidine Sisters and be open to new expressions and adaptations that arise in response to new circumstances.

“In Kildare Ministries we will:

• be faithful to our Catholic heritage welcome all people, especially the most vulnerable
• celebrate all that is good with joy and gratitude
• engender a love of learning, hope and a sense of purpose
• image and practise justice and service."

Kildare Ministries has a vision of the transformative power of education with its roots in an ancient tradition of hospitality and service to all comers but open to new expressions and structures that arisen over time in response to new needs.

“Inspire tomorrow’s leaders to value learning and act with hope, justice and purpose.”

Foundations in Scripture

• Stewardship
• Centrality of Eucharist
• Justice
• Compassion
• Communion

Stewardship

As each has received gift, use it to serve one another as good stewards of God’s varied graces. (Peter,4:10)

We are stewards of God’s gifts, those received personally and those handed down to us. Stewardship implies custodianship of the foundational values of Kildare Ministries and involves safeguarding material and human resources and using them responsibly.
Mission and Values

Centrality of Eucharist

Because there is one bread, we who are many are one body, for we all partake of the one bread. (I Cor 10:17)

The centrality of the Eucharist in the Catholic tradition, and in the legacy of Daniel Delany, who showed by example and exhorted the early sisters to come to the Eucharist in their need, is upheld in Kildare Ministries. The Eucharist as the celebration of Jesus, who gave his life for all, and the gathering table where all are welcome, nurtures the spirituality of those engaged in Kildare Ministries and informs the practices in its institutions.

Justice

Those who are wise shall shine like the brightness of the sky and those who teach justice are like the stars. (Daniel 12:3)

Justice, tempered by the biblical sense of mercy – a tilt towards the needs of the anawim – is both an ideal and a practice. Jesus demonstrated that his mission was to stop oppression and confront the unjust structures of his time, thereby offering the possibility of freedom to his followers. Kildare Ministries follows that example by making justice and compassion the core of its mission.

Compassion

Blessed are the poor in spirit ...blessed are the merciful...blessed are the merciful ...blessed are the peacemakers...for the kingdom of heaven is theirs. (Matthew 5:1-11)

All the baptized are called to live by the beatitudes. They provide a model for attitudes of care, love and compassion that pave the way to the full life to which all aspire, not only in the distant future but in the here and now. They are the foundations of harmony and reconciliation that enable communities to grow, change and survive.
Communion

As they came to the village to which they were going, he walked ahead as if he were going on. They urged him strongly saying, ‘Stay with us’. When he was at table with them he took the bread, blessed and broke it and gave it to them. Then their eyes were opened and they recognized him. We’re not our hearts burning within us while he was talking to us on the road? (Luke 24:13-35)

Jesus established a community of believers whose lives were transformed: they had all things in common, they would sell their possessions and no one was in need. They broke bread at home and ate with generous hearts. The Church, continuing the mission of Jesus, sees these actions as hallmarks of Christian community. Kildare Ministries will continue developing and supporting vital communities with a similar sense of communion.

Relationships

What does the Lord require of you but to do justice, and to love kindness and to walk humbly with your God? (Micah 6:6-8)

Right relationships with God, with neighbour and with creation are upheld as constituent elements of being Christian. This response, made not out of duty but out of love, reflects the covenantal relationship of God with Israel. It is a core value of Brigidine schools and is manifest in the culture, relationships, policies and practices of Kildare Ministries.

Hope

Whatever was written in former days was written for our instruction, that by steadfastness and by the encouragement of scriptures we might have hope. (Romans 15:4)

The first testament is shot through with the message of God’s loving kindness – hesed – for Israel in both good and bad times. Fundamental to the Christian message is the ultimate story of hope in Christ who rose from the dead (Thessalonians 4:13). Hope gives purpose to ministry. As an authentic Christian community, Kildare Ministries allows room for growth and offers opportunities to begin again.