



# Mercy Education

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## STRATEGIC PLAN 2022 – 2025

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### OUR VISION

Mercy Education Limited supports a dynamic network of Catholic Colleges united by

- a commitment to the Gospel of Jesus
- fidelity to the tradition and spirit of Mercy and the mission of Catherine McAuley
- the provision of innovative, stimulating and inclusive educational programs
- a passion for social justice

### OUR MISSION

Mercy Education Limited is entrusted by the Institute of the Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG) to provide governance for its member colleges. It also supports a broad range of colleges to offer excellence in contemporary education in a safe, inclusive and supportive environment, enriched by the Gospel and faithful to the legacy of Catherine McAuley.

# GOAL 1 CATHOLIC AND MERCY IDENTITY:

To ensure that Catherine McAuley's vision of the lived Gospel is at the heart of each education community.

## STRATEGIES

- Build and strengthen relationships with other Mercy ministries
- Develop and oversee Professional Development programmes focussed on the mission, vision and values of Mercy Education for Directors, National Office personnel, Principals, Business Managers, Deputy Principals and Faith & Mission Leaders
- Increase the access to our schools for low-income families and the marginalised
- Participate in and support the development of programmes in Mercy ethos for staff and students
- Provide opportunities and forums for senior leaders to build and share their knowledge, skills, programmes and resources in promoting the vision, ethos and mission of Catherine McAuley enhancing a strong Mercy culture within our Colleges
- Work in partnership with the Sisters of Mercy and Mercy Ministry Companions to achieve this Goal
- Work with College communities to encourage actions which contribute to ecological sustainability
- Work with College communities to encourage actions which promote and contribute to social justice

# GOAL 2 CORPORATE GOVERNANCE:

To function effectively as a corporate and legal entity and to exercise prudent stewardship that protects the communities, cultures and resources of our Colleges in order to ensure the continuation of our mission.

## STRATEGIES

- Develop a long-term Information Technology strategy to support National Office and school policy, systems and operations including cybersecurity and data protection
- Develop a process of regular review of the Board's effectiveness and engage in succession-planning processes
- Develop and refine benchmarking standards to inform best practice feedback to schools and the Board in educational standards and corporate governance
- Ensure legal and fiduciary compliance requirements are met
- Ensure that the organisation protects, promotes and supports the safety and wellbeing of its staff
- Investigate opening new schools and the provision of governance for additional schools that indicate interest in joining Mercy Education
- Monitor, develop and enhance the policy, procedures and operational instructions framework of Mercy Education at Board and school levels
- Oversee and approve financial management of schools and the corporation, including supervision of the annual audit, budget approval functions and oversight of the group investment strategy
- Oversee the process by which all risks are identified and mitigated for all levels of the organisation
- Provide adequate resources and support to the Board and National Office to ensure that strategic goals can be achieved





## GOAL 3 EXCELLENT EDUCATIONAL COMMUNITIES:

To support a culture of excellence and high expectations in a safe, contemporary and inclusive learning environment.

### STRATEGIES

- Continue to ensure our schools are child-safe schools where student safety and wellbeing are at the core of our mission, culture and operations
- Continue to monitor the relevant government and diocesan processes of school review
- Develop and refine benchmarking standards to inform best practice feedback to schools and the Board on quality educational access
- Foster strong relationships with the Bishops and Catholic Education offices in the dioceses in which our Colleges are located
- Foster continuous school improvement processes
- Participate in strategic systemic policy and committee work
- Provide opportunities and forums for senior leaders to build and share their knowledge and resources which reflect best practice in the pursuit of high standards and quality outcomes
- Provide robust systems and opportunities for feedback and the management of complaints for all members of the Mercy school community

## GOAL 4 OUTSTANDING LEADERSHIP:

To select, support and develop outstanding senior leaders in each of our schools.

### STRATEGIES

- Continue to strengthen the relationship between College Advisory Councils and Mercy Education to support the leadership and strategic planning of the College
- Contribute to the building of leadership capacity and promote leadership development
- Oversee a rigorous process of selection, appointment, induction, mentoring and appraisal of senior leaders
- Support Principals in establishing a personal and professional wellbeing plan and monitor it through goal setting and appraisal processes



# Mercy Education



**MERCEDES COLLEGE**  
Perth, WA  
1846



**SACRED HEART COLLEGE**  
Kyneton, VIC  
1889



**ACADEMY OF MARY IMMACULATE**  
Fitzroy, VIC  
1857



**MOUNT LILYDALE MERCY COLLEGE**  
Lilydale, VIC  
1896



**SACRED HEART COLLEGE**  
Geelong, VIC  
1860



**ST JOSEPH'S COLLEGE**  
Mildura, VIC  
1906



**EMMANUEL COLLEGE**  
Warrnambool, VIC  
1872



**OUR LADY OF MERCY COLLEGE**  
Heidelberg, VIC  
1910



**CATHERINE MCAULEY COLLEGE**  
Bendigo, VIC  
1876



**ST BRIGID'S COLLEGE**  
Lesmurdie, WA  
1929



**ST ALOYSIUS COLLEGE**  
Adelaide, SA  
1880



**SANTA MARIA COLLEGE**  
Attadale WA  
1937



**ST ALOYSIUS COLLEGE**  
North Melbourne, VIC  
1887

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