



Downlands College  
TOOWOOMBA QUEENSLAND AUSTRALIA

# STRATEGIC PLAN

## 2023 - 2026

Throughout 2022, the College has embarked on the process of developing the 2023 -2026 Strategic Plan. An important aspect of this process has been the collection of feedback to assist in developing this plan for ongoing school improvement. Parents, staff and student surveys, stakeholder focus groups and the College Board Strategic Planning Day have been some of the avenues in which feedback has been obtained.

A key component of this planning is honouring and promoting the values, traditions, and philosophy of a Catholic and MSC education. Downlands is a very proud MSC school, and the Strategic Planning process has provided us with a great opportunity to reflect on how we plan to continue our commitment to the ethos and charism of the MSC into the future.

As Principal of our school, I am keenly focussed on the future and ensuring that an education at Downlands College continues to enable our young people to develop the qualities needed to be selfless leaders in their chosen fields.

STEPHEN KOCH  
PRINCIPAL



## SPIRIT

Ours is a spirit of family and a spirit of true friendship, formed by kindness and understanding, by compassion and mutual forgiveness, by gentleness, humility and simplicity, by hospitality and a sense of humour.

*Constitution #32*

## VISION

That an education of the heart will inspire all Downlanders to foster a sense of belonging, pursue an awareness of self, and so become selfless leaders present to the needs of the times.

## MISSION

Downlands is a Catholic heart-centred learning, teaching and boarding community whose ethos embodies the Charism, Vision, Values and Mission of the Missionaries of the Sacred Heart.

## VALUES

Downlands will be guided and informed by our beliefs and commitment to:

### Community

Fostering a kind and compassionate community attentive to the needs of others

### Personal Growth

Guiding people to reach their potential through connection of mind and heart

### Relationships

Nurturing a culture founded on trust, humility and excellence

### Spirituality

Living our Catholic faith as intended by the Missionaries of the Sacred Heart

### Learning

Inspiring engagement, 21st century learning skills and academic growth

# DESIRED FUTURE

The Board and College Leadership Team agreed on key characteristics and components that will define Downlands College by 2026



## MCS ETHOS

Continue the stewardship of the MSC values and ethos, 'Where your heart finds a home'



## THE DOWNLANDS COMMUNITY

Foster partnerships with key Catholic, MSC, community, business and education organisations to enhance pathway options for all students



## DOWNLANDS A LEARNING COMMUNITY

A community committed to continual learning and growth



## THE DOWNLANDER WAY - A HEART JOURNEY

Our heart-centred educational philosophy supports a holistic journey for each individual



## WORKFORCE INVESTMENT

Investment in the professional development and retention of skilled teaching, boarding and support staff committed to the MSC values, education and formation of Downlands students



## ASSET DEVELOPMENT

Continued implementation of the College Master Site Plan ensuring contemporary facilities for staff and students



## ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES

Ensuring we deliver positive, sustainable and measurable social and environmental outcomes



## FINANCIAL SUSTAINABILITY

Driving financial sustainability through alternative revenue generation (Downlands Foundation), efficient operations and investment in current and future assets

# STRATEGIC INITIATIVES

Downlands College is committed to achieving five strategic initiatives by 2026 as follows:

## 01 EMBEDDING CATHOLIC ETHOS AND THE MSC CHARISM

Downlands College will continue to strive to build a community of faith among staff, parents, and students, guided by the ethos and charism of the Missionaries of the Sacred Heart (MSC) - 'Where your heart finds a home'.

## 02 ENSURING A DYNAMIC AND CONTEMPORARY LEARNING

Downlands College will grow and flourish as a community of learning for students and staff, through quality teaching and learning. As per the Alice Springs declaration, Downlands will strive to offer a world class education that encourages each learner to be the best they can be.

## 03 ENSURING PLANNED STEWARDSHIP OF ASSETS AND RESOURCES

Downlands College will continue responsible stewardship delivering future sustainability through considered use of resources and protection of our natural environment.

## 04 INVESTING IN LEADERS AND BUSINESS CONTINUITY

We will continue to invest in the development of our leaders, teachers, boarding and support staff in an environment of support and accountability delivering high performance outcomes for our students.

## 05 ENSURING OPERATIONAL EFFICACY

Downlands College will continue to invest in governance and operational structures, systems and practices that provide timely and accurate data, information and reports.