

ST JOSEPH'S NUD GEE COLLEGE



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COLLEGE

STRATEGIC PLAN 2026-2030

ADVANCING NUDGEES COLLEGE SPIRIT

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Strategic Plan 2026-2030

Introduction

It is a privilege to present St Joseph's Nudgee College's strategic roadmap for the coming half-decade. This Strategic Plan 2026-2030 is the culmination of extensive consultation, data analysis, and the collective voice of our staff, students, and broader community. It honours our rich past while boldly addressing areas where we can elevate our practice and enhance the Nudgee experience.

Our heritage continues to frame all that we do. Since 1891, this College has built a proud legacy of shaping young men who lead in their communities. As we look ahead, we must navigate a changing educational landscape by aligning closely with the strategic initiatives of EREA Colleges and the enduring principles of the EREA Charter. This requires a balance of embracing continuous improvement while holding fast to the Edmund Rice tradition that defines us as a Catholic school.

The star at the centre of our College crest remains our guiding symbol. It represents our core mission to provide an education that will liberate hearts and minds.

Moving forward, our collective energy will be channeled into five distinct strategic pillars:

- Proclaiming our Catholic Mission and Identity
- Advancing Effective Learning and Teaching
- Nurturing Wellbeing and Safety
- Developing Empowered Staff
- Optimising Resources and Enhancing Facilities



These five goals will serve as the engine for our day-to-day operations and our Annual School Improvement Plan. We are dedicated to a collaborative implementation process where success is actively monitored via data and, most importantly, evaluated against positive student outcomes.

I proudly endorse this ambitious vision for Nudgee College's future.

I want to reassure our community of our unwavering commitment to every student who walks through our gates. Our ultimate aim is to ensure our young men strive across all aspects of life – spiritual, academic, social, personal, cultural, and sporting – so they may truly become *Signum Fidei*, 'Signs of Faith' for the world.

Scott Thomson
Principal



Our Background

St Joseph's Nudgee College was established by the Christian Brothers in 1891 and is one of the oldest continuing Catholic boys boarding colleges in Australia. We currently enrol boarding and day students from Year 5 through to Year 12. Edmund Rice Education Australia (EREA) now governs Nudgee College, and the EREA Charter for Catholic schools in the Edmund Rice Tradition informs our policies and practices.

Our Vision

For our young men to strive in the spiritual, academic, social, personal, cultural, and sporting aspects of life to become Signum Fidei - *'Signs of Faith'* for the world.

Our Mission

We provide an education that will liberate hearts and minds following in the footsteps of Blessed Edmund Rice.



Our Values

Since 1891, St Joseph's Nudgee College has established a reputation for producing young men who are leaders in their communities. Our school community is based on our vision to form young men to be Signum Fidei - *'Signs of Faith'* for the world. As such, our values are based on our College crest which has at its heart the symbol of the star, reflecting the EREA Touchstones and the charism of Edmund Rice.

Our Star

The significance of the star is found in Daniel 12:3.

"Those who instruct many unto justice shall shine like stars for all eternity."

All members of the St Joseph's Nudgee College community are called to be wise, to know the difference between right and wrong and to lead others in action through the example of Jesus as expressed in the gospels, and through the charism of the founder of the Christian Brothers, Blessed Edmund Rice. Embedded within the star are the values that reflect our traditions, current practice and our expression of the Touchstones from the EREA Charter.





Faith

Faith in the person of Jesus Christ, and engagement with his gospel, is our central value and drives our educational purpose and our community life. It is the foundation and heritage of our identity as a Catholic school in the Edmund Rice Tradition.

Courage

Courage stirs us from our comfort zone, to build and maintain relationships that are critical to our community and our society. We recognise and affirm our own dignity and respect the dignity of each person through our deeds and words. Courage inspires us to be people of hope who leave a positive legacy in our world.

Justice

Justice challenges all within our community to action, where we commit ourselves to engage in service and advocacy programs. Through gratitude for who we are and what we have, we stand in solidarity with the poor and the marginalised and work to build a better future for all.



Excellence

Excellence is expressed through our aspirations and actions to be the best we can be in all our endeavours, individually and collectively. We enjoy and celebrate our successes with humility and place effort and commitment into areas where we have the potential to develop and improve.

Community

Community is experienced and celebrated in many forms and through a range of activities. We collaborate to build our Nudgee College community, connecting present and past families, boarders, day students, and staff in ways that advance the common good and shape positively our individual and collective futures while respecting our rich heritage.

Authenticity

Authenticity demands that we develop high personal and communal standards, celebrating who we are as individuals and as a community, modelling to others personal integrity and honesty. We embrace moral principles for life that are founded on the gospel of Jesus Christ and the charism of Blessed Edmund Rice.



Alignment with EREA Colleges Direction

This plan aligns with EREA Colleges Strategic Initiatives, focusing on Catholic education values, Edmund Rice Charism, robust child safeguarding, workforce development, effective systems, and financial sustainability.

The EREA Charter and Touchstones are central to operations.

Nudgee College **Strategic Plan**

1. Proclaiming Our Catholic Mission and Identity

Goal: Cultivate a community founded in the Catholic faith and the Charism of Edmund Rice, fostering a culture of kindness, respect, and inclusion for all students and staff.

Key Actions:

1. **Live the Catholic mission and Edmund Rice tradition** by embedding EREA Touchstones and values across all aspects of College life.
2. **Foster a culture of kindness and inclusion** that celebrates diversity, supports all learners, and builds belonging across day and boarding communities.
3. **Deepen spiritual and social engagement** through meaningful liturgy, accessible service opportunities, and a commitment to justice, sustainability, and advocacy.
4. **Strengthen shared identity and values** by promoting positive cultural practices for the entire Nudgee College community.









2. Advancing Effective Learning and Teaching

Goal: Championing a learning culture which liberates by ensuring high-quality, consistent pedagogical practices, using data and research to inform teaching, and providing relevant and challenging learning experiences that promote student engagement and success.

Key Actions:

1. **Embed consistent, high-quality pedagogy** through a whole-school framework, common routines, and evidence-based approaches across Years 5–12.
2. **Strengthen data-informed practice** by building staff capacity to use assessment insights to improve literacy, numeracy, and overall student outcomes.
3. **Cultivate professional growth and innovation** by fostering a vibrant learning community, embracing emerging technologies and sharing best practice.
4. **Deliver a broad, well-supported curriculum** with clear progression, diverse pathways, reliable infrastructure, and tailored support for both day and boarding students.



3. Nurturing Wellbeing and Safety

Goal: Foster an authentic, safe, and supportive community for students and staff, promoting physical, social and emotional wellbeing through effective pastoral care, behaviour management, and child safeguarding practices.

Key Actions:

1. **Embed positive behaviour and wellbeing frameworks** with shared accountability, strong pastoral care, and resilience-building programs.
2. **Strengthen safeguarding and student support** through robust policies, effective supervision, and clear accountability across day and boarding.
3. **Foster inclusive, connected relationships** that promote belonging, respect, and meaningful engagement with the wider community.
4. **Support staff wellbeing** by providing ongoing professional learning opportunities and facilitating improved collaboration.

4. Developing Empowered Staff

Goal: Invest in staff learning, continuous development, and leadership programs to build a high-performing workforce that feels valued, supported and able to excel in their roles, ensuring effective governance and management structures.

Key Actions:

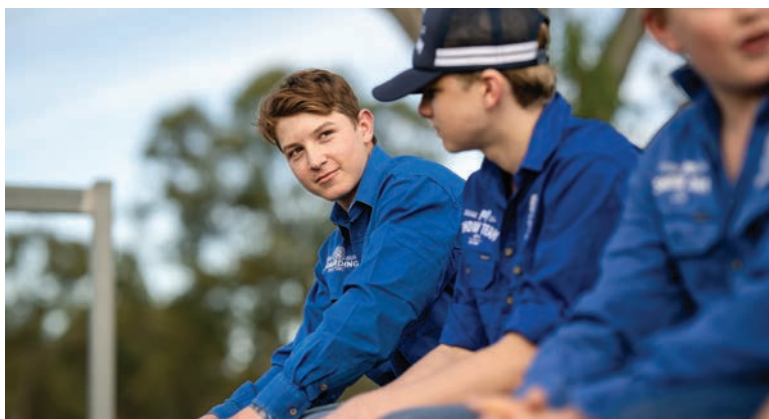
1. **Strengthen leadership and staff capability** through targeted programs, succession planning, and clear expectations for all staff roles.
2. **Enhance professional growth and development** with differentiated learning opportunities, regular feedback and effective performance management.
3. **Foster a positive and collaborative culture** through staff recognition, improving communication and developing robust annual school plans.
4. **Provide targeted support and innovation** through proactive People and Culture services, streamlined processes, and learning opportunities in emerging areas.

5. Optimising Resources and Enhancing Facilities

Goal: Ensure the responsible management of financial resources to support the long-term financial and environmental sustainability of the College.

Key Actions:

1. **Ensure strong financial management** by maintaining transparency, accountability, and long-term sustainability.
2. **Maintain, upgrade, and future-proof College facilities** through maintenance, upgrades, and investment to support learning, wellbeing, and enrolment stability.
3. **Drive efficiency and sustainability** by streamlining operational and environmentally responsible practices.
4. **Strengthen College growth and reputation** through effective marketing, brand development and authentic stakeholder engagement.



The background of the top half of the page is a photograph of a modern school building with large windows and columns, partially obscured by lush green trees and some red-leafed plants. The sky is bright and clear.

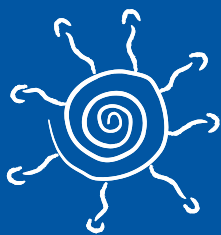
Implementation, Monitoring, and Review

**This Strategic Plan will be actioned through
annual operational plans and the Annual School
Improvement Plan.**

Implementation will be collaborative, progress monitored via data, and
evaluated against student outcomes. Regular review ensures goals and key
actions are met.



Our EREA Touchstones



Liberating Education

We open hearts and minds, through quality teaching and learning experiences, so that through critical reflection and engagement each person is hope-filled and free to build a better world for all.



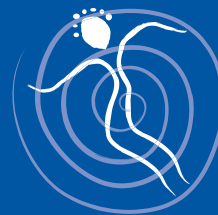
Gospel Spirituality

We invite all people into the story of Jesus and strive to make his message of compassion, justice and peace a living reality within our community.



Inclusive Community

Our community is accepting and welcoming, fostering right relationships and committed to the common good.



Justice and Solidarity

We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself.



One Boy, Infinite Opportunities

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A Catholic School in the Edmund Rice Tradition

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Do more
Be more
Achieve more