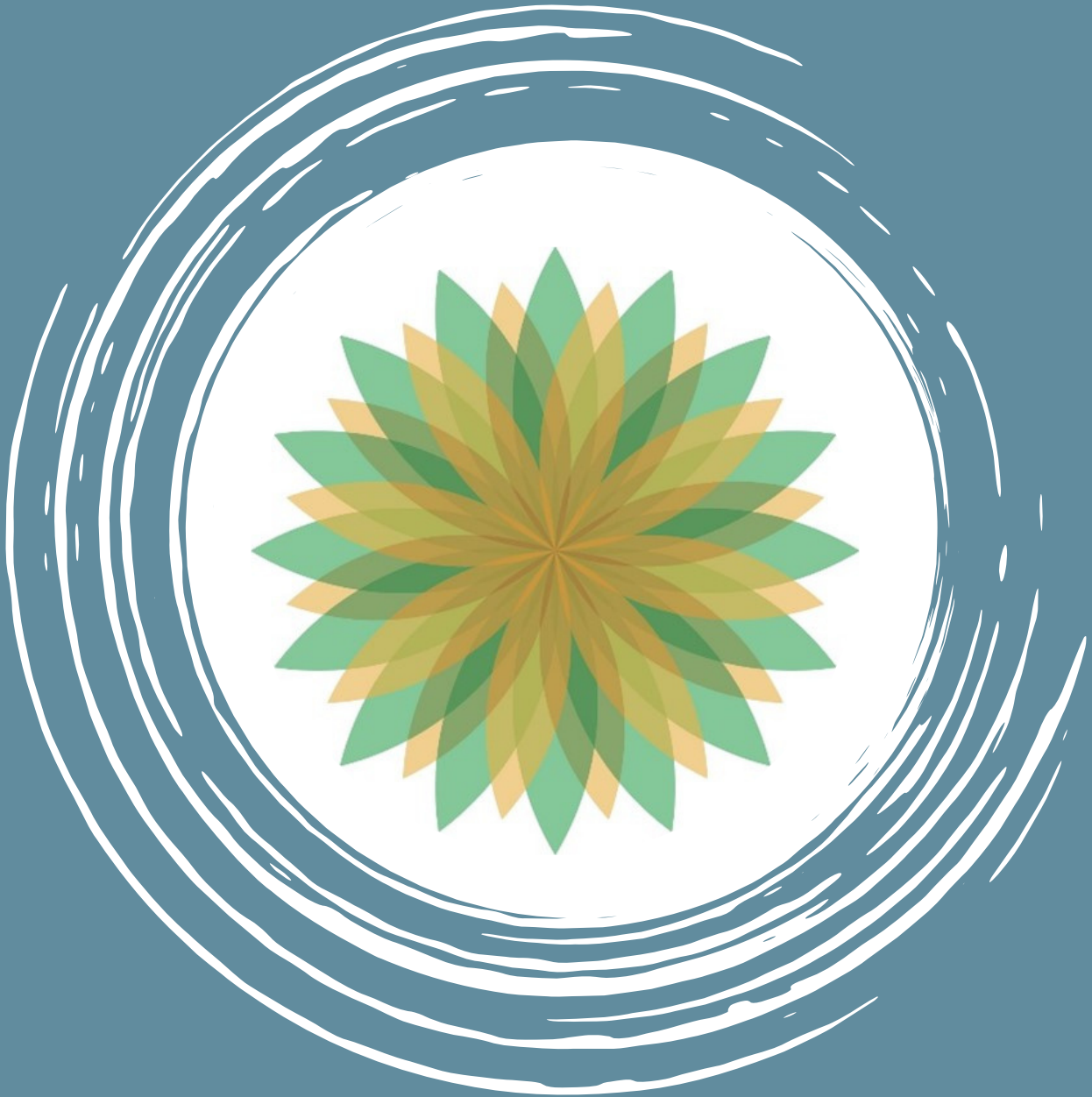


XAVIER NETWORK STRATEGIC PLAN

2021 - 2024



Vision:

Hope-filled young people equipped with a growth mindset, and the knowledge, skills and agency to enjoy a healthy and fulfilling life

This strategic plan was informed by:
The Alice Springs (Mparntwe) Education Declaration December 2019
The EREA Strategic Plan 2020-2024
EREAFSN Foundation Documents
Xavier Network Review Report 2020



Purpose:

The purpose of Xavier School Network is to provide support to our four Flexible Learning Centres:

Townsville (including Bowen and Burdekin Education Engagement Programme), The Centre Education Programme Inala, and Ipswich.

Our schools are founded on the philosophy of common ground through the Four Principles of Respect, Participation, Honesty, and Safe and Legal. We create a culture of radical acceptance, connectedness between our schools, assisting them to build capacity through providing ongoing professional development, leadership and mentoring in wellbeing, Trauma-Informed practice, enabling each site to flourish.



Inclusive community, identity, and wellbeing

We nurture an inclusive community, affirming each individual's identity and wellbeing by:

- Supporting a culture of informed and reflective practice at all levels of our organisation to facilitate radical acceptance and inclusion
- Continuously review and enhance staff and young people's induction and development programs fostering inclusive community
- Embedding wellbeing practices in rituals, rhythms, and routines to support staff and young people in their development of contemporary spirituality
- Developing cross site relationships, sharing of resources, and providing opportunities to build a sense of fun throughout our Flexible School Network





Sustainability and Stewardship

We commit to sustainable practices and stewardship through:

- Supporting young people and staff through organisational practice that is faithful to the vision of the Xavier Flexi Schools Network
- Continuing to foster a culture of excellence through a robust recruitment process, and building capacity of all staff as a diverse and capable workforce
- Providing leadership development programs and opportunities for professional and personal growth
- Supporting a culture of trust and respect through clearly defined roles and responsibilities, open communication, and transparent decision making
- Continuing to improve systems and processes to support and form our schools to achieve this vision



Cultural practice through communities, connections & diversity

We action diverse cultural practices through building communities:

- Strengthening community connections, awareness, and relationships, standing in solidarity with local First Nation's Peoples, communities and Elders
- Educating all young people and staff about First Nation's Peoples, cultures and Australian histories
- Increasing our First Nation's perspectives in all aspects of school community, culture, and practices
- Consulting with the community in creating Narragunnawaili Reconciliation Action Plans at each school

Capacity building through innovative learning

We grow capacity and innovative learning through:

- Building our young people's capacity to develop voice and be active citizens in a democratic society by providing opportunities for academic learning, skills throughout their learning journey
- Supporting innovation and flexibility in empirically based curriculum offerings through staff professional learning and appropriate resourcing
- Embedding transferable skills across the curriculum through learning and teaching experiences responsive to the needs of young people
- Coordinating and facilitating transitions and pathways for young people that support access to post-school options (including Enterprise Education, training, employment and/or tertiary learning)
- Developing holistic learner profiles that capture and allow young people to share, articulate and embed their strengths and attributes as they continue to grow





Know the story / Tell the story /
Become the story teller