



# Toowoomba Catholic Schools Strategic Plan 2026-2028



## Our purpose

Enabling full and flourishing lives.

## Our mission

Academic success within a distinctively Catholic community.

## Our values



Dignity



Potential



Life

Belief in a better world



Diocese of Toowoomba  
Catholic Schools

## Our priorities

### Engaged students, learning

High quality pedagogy within safe learning environments support all students to grow in their learning and achieve their academic best.

1. Students learn and apply the skills, capabilities and dispositions of effective and successful learners.
2. Students take responsibility for their learning and can respond to feedback by employing a range of strategies to overcome challenges.
3. Teachers use information from multiple sources to monitor student progress, provide timely feedback and adjust pedagogy.
4. Families and communities are engaged appropriately to reinforce and strengthen a positive mindset towards school and learning.
5. Schools employ quality assured Multi-Tiered System of Supports (MTSS) to facilitate healthy levels of student engagement and wellbeing.

### Being distinctively Catholic

Catholic beliefs, values and practices give direction and meaning to everyday experiences of staff and students and shape a personal identity open to faith.

1. Staff strengthen their understanding of and appreciation for the Catholic ethos of TCS and readily participate in the religious life of their school and office.
2. Leaders learn and model the capabilities and practices of religious leadership and confidently articulate a credible understanding of Catholic identity and mission.
3. Teachers are exemplary practitioners of the pedagogy of encounter and dialogue which maximises student engagement with Religious Education.
4. Regular prayer, liturgy and contemplative experiences engage and enliven the spiritual lives of staff and students.
5. *The Mission of Catholic education in Queensland* statement serves as a guiding and instructive reference point for enrolment, induction and professional learning.

### Using resources wisely

System-wide excellence, equity and accountability is enhanced by stewardship of human, physical and financial resources.

1. System-wide services and allocation of resources enable staff to deliver high-quality learning experiences for all students.
2. The long-term sustainability and expansion of Catholic schooling is strategically planned, resourced and managed.
3. Decision-making and governance structures meet and exceed local and external accountability and reporting requirements.
4. Renewal and improvement processes appropriately engage relevant constituents and add to available information for leaders to monitor progress and plan strategically.
5. System-wide reform is prioritised, integrated and implemented in line with TCS change management practices.
6. Staff have access to contemporary and emerging technologies which benefit student learning outcomes and enhance staff productivity.

### Valuing our people

Attracting and forming capable and principled people who feel valued and supported to be the best at what they do.

1. Workforce policies and procedures strengthen the TCS culture and engender a strong sense of belonging and commitment to mission.
2. A system-wide, developmental approach to professional learning strengthens the individual and collective capacity of TCS.
3. Quality-assured attraction and retention practices support and affirm staff readiness, capability and pastoral care in their work.
4. Equitable access to and use of centralised services and systems enables all staff to effectively and efficiently perform their roles.
5. All schools and the office are united in their purpose as they contribute to and benefit from being part of the TCS community.