



FCJ COLLEGE BENALLA

**A YEAR 7-12 CO-EDUCATIONAL
CATHOLIC COLLEGE**

College Council Package

FROM THE PRINCIPAL

At the heart of FCJ College lies its vibrant and tight-knit community. Being a small secondary school, the sense of belonging among students and staff is palpable. This nurturing environment not only fosters academic success but also cultivates character, resilience, and empathy, laying the foundation for lifelong relationships and a strong sense of belonging.

Integral to FCJ College are its modern facilities, designed to meet the needs of a growing student population. The construction of four new classrooms signifies our commitment to providing learning environments that inspire creativity, collaboration, and critical thinking. To be completed by the beginning of 2025, these additions will ensure that students have access to state-of-the-art facilities that will enhance their academic journey and foster holistic development.

Furthermore, FCJ College is excited to share concept plans for new performing arts learning spaces to be constructed behind the Marie Madeleine Centre. These dedicated spaces will serve as a platform for students to explore and showcase their artistic talents, reinforcing the school's commitment to providing a well-rounded education that nurtures creativity, self-expression, and cultural appreciation.

FCJ College takes immense pride in its academic achievements, including the recent VCE results where the Dux achieved an impressive ATAR of 97.2. Yet, we are equally proud of our students who have secured full time apprenticeships and traineeships in the local region and beyond. We understand that success comes in many forms across our community and we celebrate the diversity within our school.

We offer a diverse and comprehensive curriculum that caters to the unique needs, interests, and aspirations of every student. Our curriculum encompasses a breadth of options, ensuring our students have the opportunity to pursue their passions and unlock their full potential. Whether students are interested in traditional academic subjects or wish to explore practical skills through vocational education and training programs, FCJ College provides a wide array of options to suit every learning style and career goal.

As FCJ College continues to grow and evolve, it remains steadfast in its mission to empower students to become compassionate leaders, critical thinkers, and curious learners.

Guided by the characteristics of Companionship, Justice, Courage, Confidence and Gentleness, FCJ College equips students with the knowledge, skills, and values needed to thrive in an ever-changing world.



FCJ College Principal



The culture of a faith-based community of an FCJ college seeks to be characterised specifically by these four Characteristics:



INTRODUCTION & HISTORY

FCJ College is a Year 7–12 coeducational Catholic College in Benalla. It was established in 1900 by the French order of the Faithful Companions of Jesus (FCJ Society). Marie Madeleine d'Houët, the foundress of the Society, established schools to provide 'a solidly Christian education' for young people from all classes of society (Memoirs).

Today, over 460 students are challenged to achieve their full potential and experience a very positive learning environment. There are many opportunities available at FCJ College – academic achievement is promoted and participation in extra-curricular activities is strongly encouraged. Pathways are available in combinations to provide the opportunity for each individual student to achieve to their utmost ability.

When FCJ College Benalla, known then as the Convent of Our Lady of the Angels, commenced in 1900, it was in response to an invitation from the Parish Priest, Dean Davy. The Society of Faithful Companions of Jesus (FCJ Society) accepted the invitation to be pioneers in providing Catholic education in Benalla. Consequently, on 14 August 1900, Mother Xavier Macdonald, the Provincial and six sisters arrived in Benalla. Three sisters took charge of the parish school, St Joseph's, on 16 August. There were 120 boys and girls. The Convent School which was to cater for both primary and secondary students, opened on 20 August with 16 girls. In time, this grew in number as the College enrolled both day and boarding students, to assist Catholic families in providing a Catholic education in the North-East region of Victoria. The College was made a coeducational College and renamed FCJ College Benalla in 1960. The boarding school closed in 1981.

The College motto, Pro Deo Semper (for God Always), together with the school crest, model for students the necessity to put God first in their lives at all times.



FCJ EDUCATION GOVERNANCE

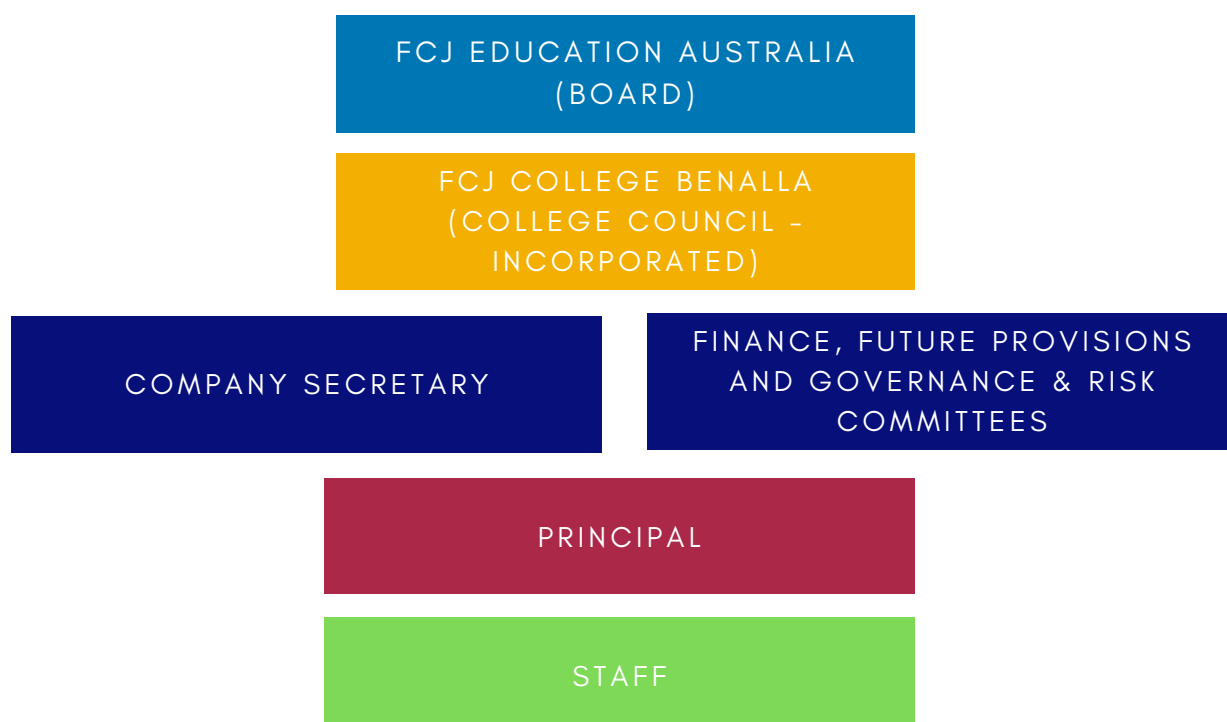
FCJ College Benalla is governed under the auspices of FCJ Education Australia. The Society of the Faithful Companions of Jesus (FCJ) is the canonical authority for FCJ education.

FCJ College Council

FCJ College was incorporated in 2010 as a company limited by guarantee and is governed by the College Council, according to their constitution.

The FCJ College Council is the employer of the Principal on behalf of the Province Leader. The Principal is the Chief Executive Officer of the College Council and has responsibility for the overall management and leadership of the College. The Principal is directly accountable to the College Council, primarily through a professional and transparent reporting relationship to its Chair. The Chair is accountable for College Council operations through the FCJ Education Australia Board, to the Province Leader.

FCJ College benefits from the expertise of a supportive and highly engaged College Council. A wide range of professional backgrounds are represented amongst the Council members. Together with the three Council Committees, the Council determines general strategy and policy for the College, delegating its day-to-day running to the Principal and the Leadership Team.



BELIEF STATEMENT & GRADUATE OUTCOMES

Commitment to Child Safety

All students enrolled, and any child visiting FCJ College have the right to feel safe and be safe. The wellbeing of children in our care will always be our first priority and we have zero tolerance to child abuse. We aim to create a child safe and child friendly environment where children can feel safe and are free to enjoy life to the full without any concern for their safety.

Identity Statement

FCJ College is a Catholic Educational Community of Companions living in faith, nurturing with hope, serving with compassion and fostering the unique giftedness of each person, so that they are able to live For God Always.

Commitment to Democratic Principles

FCJ College supports and promotes the principles and practice of Australian democracy, including a commitment to:

- Elected government
- The rule of law
- Equal rights for all before the law
- Freedom of religion
- Freedom of speech and association
- The values of openness and tolerance



Belief Statements

At FCJ College, we believe that:

Our welcoming community finds its inspiration in companionship with Jesus.

Each member of our community is called to witness the Gospel values of compassion, courage, integrity and hope.

Education is a partnership between the school, teachers, students and families, which involves a curriculum that offers students an authentic avenue to prepare themselves for the challenges of life ahead.

We nurture, engage and encourage all students, in a safe, respectful and positive environment, to develop their gifts and become the best persons they can be.

All members of our community are equally valued for their unique contribution.

Graduate Outcomes

At FCJ College, we commit to educating students to be:

People of faith, courage and integrity who live the values of compassion, honesty and justice.

Confident young adults whose inner strength and positive self-belief make them resilient in a challenging world.

People who have an appreciation and respect for everyone.

Members of society who have a capacity to be engaged in the community and who demonstrate social and environmental responsibility.

Adults growing in faith and an awareness of God's love as life-long learners and critical thinkers.

ORGANISATIONAL STRUCTURE

COLLEGE COUNCIL

COLLEGE EXECUTIVE

PRINCIPAL, DEPUTY PRINCIPAL, DIRECTOR OF CATHOLIC IDENTITY, DIRECTOR OF WELLBEING, DIRECTOR OF LEARNING & TEACHING, DIRECTOR OF LEARNING DIVERSITY, BUSINESS MANAGER

COLLEGE MANAGEMENT TEAM

DEPUTY PRINCIPAL, DAILY ORGANISER, DIRECTOR OF CATHOLIC IDENTITY, DIRECTOR OF WELLBEING, DIRECTOR OF LEARNING & TEACHING, DIRECTOR OF LEARNING DIVERSITY

LEARNING LEADERS

YEAR 7 LEARNING LEADER
YEAR 8 LEARNING LEADER
YEAR 9 LEARNING LEADER
YEAR 10 LEARNING LEADER
YEAR 11 LEARNING LEADER
YEAR 12 LEARNING LEADER

LEARNING COACHES





ARTS COACH
ENGLISH/ LITERACY COACH
HUMANITIES/ LOTE COACH
MATHS/ NUMERACY COACH
PE/ HEALTH COACH
POSITIVE EDUCATION COACH
SCIENCE COACH

OTHER LEADERSHIP POSITIONS

LEARNING DIVERSITY LEADER, VCE COORDINATOR, APPLIED LEARNING COORDINATOR, SPORTS COORDINATOR

STRATEGIC PLAN 2023 - 2026

Our faith-based community characterised by Companionship, Gentleness, Justice, Courage and Confidence, will drive a reimagining of school and our world, with a focus on students as agents for positive change.

	WHO WE ARE	SOCIAL & ECOLOGICAL JUSTICE	WELLBEING	BUILDING OUR CAPACITY	ACADEMIC GROWTH & ACHIEVEMENT
	Inspired by the characteristic of Companionship 	Inspired by the characteristic of Justice 	Inspired by the characteristic of Gentleness 	Inspired by the characteristic of Courage & Confidence 	
STRATEGIC STATEMENT	Responding to our ECSI data, we will build a holistic Catholic identity in the context of a secular and pluralist society by promoting our foundations and also serving all regardless of their perspective or world view.	In dialogue with our community we will call on all members of the FCJ College community to hear, and respond to, the cry of the earth and cry of the poor.	Staff and students develop an understanding and appreciation of themselves and others.	A whole of school professional learning plan will support our explicit improvement agenda.	Students will encounter contemporary learning that demands personal growth and academic excellence.
OBJECTIVES	<ul style="list-style-type: none"> Links between the Gospel and charism and characteristics of FCJ education are made clear. Catholic Social Teachings are explicitly taught across all year levels. FCJ College will value traditional custodianship and the place of the local Aboriginal peoples and their traditional knowledge and beliefs. 	<ul style="list-style-type: none"> FCJ College develops an action response to the Laudato Si Action Platform. Social and ecological justice is integrated in the College curriculum, resources and facilities. 	<ul style="list-style-type: none"> Wellbeing at FCJ College is taught overtly and embedded within the outcome of the school. To foster emotional and social capabilities in order to promote greater resilience and empathy within our students. 	<ul style="list-style-type: none"> Implement a whole school professional learning plan, and individual strategy for each staff member that includes coaching, mentoring and focus on reflective practice. Implement professional learning program specific for leaders to support all staff and students on agreed leadership practices and teaching methods. 	<ul style="list-style-type: none"> Students experience consistent pedagogy, through the implementation of the FCJ College E5 instructional model in delivery of sequences of learning. Students' learning is enhanced through a well-documented scope and sequence and curriculum plan which encompasses horizontal and vertical streams of learning, differentiation and assessment.
KEY SUCCESS INDICATORS	<ul style="list-style-type: none"> 10 hours of professional development that enhances an understanding of scripture, FCJ charism and principles of catholic social teaching. A reinvigorated FIRE Carrier program and visible connections around the school to our Indigenous links. 	<ul style="list-style-type: none"> FCJ College has implemented our response to the Laudato Si Action Platform. FCJ College Masterplan reflects best practice ecological outcomes. Curriculum documentation demonstrates a commitment to social and ecological justice in the classroom. 	<ul style="list-style-type: none"> Social and emotional capabilities are taught and practised within Pos Ed and the wider curriculum. That the ACER social and emotional wellbeing survey demonstrates an improvement in resilience, inclusion and empathy within our students. 	<ul style="list-style-type: none"> A whole school professional learning plan is implemented and staff are engaged with coaching, mentoring, observations and feedback on a regular basis. School leaders are skilled and trained in coaching and mentoring staff and students and there is evidence of improved learning and practice outcomes. 	<ul style="list-style-type: none"> All teachers will use the FCJ College E5 instructional model in delivery of lessons, evident through lesson observations and coaching sessions. Longitudinal VCAA data shows improved results for FCJ College students – Years 7-12. ACER PAT testing shows growth in student literacy and numeracy results – Years 7-10.



FACILITIES



EXECUTIVE TEAM



Principal – Shaun Mason

The Principal is responsible for the leadership and management, good order and quality of performance of the College and the educational, pastoral and religious welfare of the College, its students and staff.



Deputy Principal – Joseph Mount

The Deputy Principal is responsible for leading and enhancing Student achievement, including the development of a Professional Culture incorporating Professional Learning, Performance and Development.



Business Manager - Emily Hordern

The Business Manager provides a key role in both the business operations and planning of the College. The key responsibilities of this role will include strategic leadership, financial reporting, planning and management, administrative services and accounting, property and contract management and overseeing the overall running of the College's facilities and services.



Director of Catholic Identity – Donna Willcock

The Director of Catholic Identity is responsible for overseeing the Catholic Identity (CI) of the College and the delivery of a meaningful, relevant and engaging RE curriculum.



Director of Learning & Teaching – Jordan Smith

The Director of Learning and Teaching, through the Learning Coaches Team, is responsible for leading student's academic, emotional and social progress through developing and implementing strategies and processes that focus on improving student outcomes and engagement.



Director of Wellbeing – Renae Hughes

The Director of Wellbeing, through the Learning Leaders Team, is responsible for leading and supporting the development of an innovative Wellbeing program that integrates the values of the Gospel and allows staff and students the provision of opportunities to develop academically, physically, emotionally, socially and spiritually. The Director of Wellbeing also takes on the role of Positive Education Learning Coach.



Director of Learning Diversity - Kirsty Renkin

The Learning Diversity Leader is responsible to the Principal, through the Director of Learning and Teaching, Director of Wellbeing and Deputy Principal for the development and implementation of strategies and processes that focus on improving student outcomes and engagement.



Shaun Mason | Principal

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Embracing hope for a better world FCJ College Benalla promotes the safety, wellbeing and inclusion of all children and young people