

Learning • Leadership • Church • World

STRATEGIC DIRECTIONS 2020-2024
EDMUND RICE EDUCATION AUSTRALIA



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AUSTRALIA

Acknowledgement of Traditional Owners

EREA acknowledges the Aboriginal and Torres Strait Islander Peoples of Australia as the Traditional Owners of the Country/s on which our schools and offices are placed.

We are inspired and nurtured by the wisdoms, spiritualities
and experiences of our First Nations Peoples.

Together we work actively for reconciliation, justice, equity and healing.

EREA Strategic Voices

EREA Congress 2018 “New Horizons”

EREA Student Consultations

EREA 2018 Parent Choice Survey Report

EREA School Renewal Reports
and Strategic Plans

EREA Middle Leaders’ Gender
and Equality Consultations

EREA Liberating Education Research Data

EREA Deputies, Leaders of Learning,
Identity and Wellbeing

EREA School Board Chairs

EREA Principals

EREA Identity and Liberating
Education Team

EREA National Office

EREA Reconciliation Action Plan
Reference Group

EREA Board Sustainability Committee

EREA Board Stewardship
and Resources Committee

EREA Board Governance, Risk
and Compliance Committee

EREA Leadership Team, EREA Executive,
EREA Board, EREA Council

Strategic Directions Working Party:

Bobby Court (Chair), Ray Paxton (Project Leader), Catherine Greenley,
Paul Shannon, Adam Taylor, Shaun Kenny

Context

In September 2018, over two hundred members of the Edmund Rice Education Australia national community, representing all our schools, gathered in Melbourne at the second EREA Congress. Through the lens of the EREA Charter and Touchstones, we were challenged to consider the new horizons for our mission in education. From this gathering, and guided by extensive consultation, the EREA Strategic Directions 2020-2024 have emerged.

It is our ongoing quest to support the formation of over 38,000 children and young people, so that they “may have life and have it to the full” (John 10:10). The EREA Council, Board and Executive affirm their commitment to these directions and the ongoing transformation we must pursue in the next five years. This period will see the culmination of many courageous, ground-breaking and defining steps towards excellence, leadership and inclusion.

Just as Jesus fed five thousand followers (Luke 9:10-17), we invite the EREA community to renew its commitment to the present and future nourishment of our world. Additionally, we encourage the view that the language and actions of hope will overcome the language and actions of fear. We believe that nothing is insurmountable and that we will continue to raise our voices, shift our thinking, share our resources and build the relationships required to teach and to learn in the name of Edmund Rice.

EREA Council
EREA Board
EREA Executive

November 23 2019



1 The Gospel

Jesus' communication of the unbounded love of God is at the heart of the Gospel. This love continues to be brought to life in the human story and particularly in the life, death and resurrection of Jesus. The Gospel calls us to recognise the interconnectedness of life on this planet and the responsibilities we share as members of the earth community, particularly when structures and ideologies are contrary to the Gospel imperatives of growth, freedom, hope, justice, peace and love. In seeking our own liberation and the liberation of others, Jesus provides a model of compassionate presence.

2 The Charism of Edmund Rice

In shaping his response to the Gospel, Edmund's charism emerged as a response to his experience as a husband, a parent, one who suffered loss, and one whose own brokenness enabled him to connect with those around him. He experienced the call to liberation at the heart of Jesus' message. Setting up a free school for boys living in poverty, Edmund promoted an education that recognised the dignity of each individual, empowering them to rise from poverty. In the same way that the Christian Brothers responded to this challenge, EREA seeks to provide liberating experiences for those in our communities and challenge the oppressive forces within our society.

3 Edmund Rice Education Australia

EREA, as part of the mission of the Catholic Church, is responsible for the governance of over 50 schools throughout Australia and the care of over 38,000 young people and children. The transforming possibilities of a liberating education are enlivened by the Gospel, the charism of Edmund Rice, current realities and alternative futures. With our Associate Schools and partners through Edmund Rice Education Beyond Borders, we seek to create these alternative futures by lifting our collective voice, challenging our thinking and actions, and providing safe and dynamic contexts for our young people and children to learn and grow.





4 The EREA Charter and Touchstones

The Charter for Catholic Schools in the Edmund Rice tradition assists schools in offering a Liberating Education, based on a Gospel Spirituality, within an Inclusive Community committed to Justice and Solidarity. Guided by the Touchstones, schools share in the prophetic mission of the Catholic Church to continue the work of Jesus, bring good news to the poor and be led by the Holy Spirit into the future. The Charter provides a practical expression of this identity and guides EREA in decision-making, planning and review. The Touchstones help us set directions and define goals as we seek to make the Gospel a living reality in our communities.

5 Aboriginal and Torres Strait Islander Education

Edmund Rice Education Australia continues to walk in solidarity with Aboriginal and Torres Strait Islander Peoples. Through collaborative and respectful partnerships, EREA is committed to providing an inclusive, welcoming and sustaining environment and a culturally enriching education for all children and young people. EREA is committed to furthering Reconciliation by valuing the wisdom and experiences of Aboriginal and Torres Strait Islander Peoples and deepening an understanding of Aboriginal and Torres Strait Islander Knowings throughout the curriculum, the cultural life and leadership of EREA schools.

6 Our Catholic Tradition, Our Communities

The Christian community has been a vehicle for creativity, discovery and wisdom, challenging people to reach beyond themselves and make a difference in the world. Catholic schools in the Edmund Rice tradition invite our young people and children into this Christian community. EREA schools reflect the diversity of the Australian community – early learning, primary and secondary, all-boys and co-education, alternative education, diverse needs schools, boarding schools, inner-city, urban, rural and remote schools. Within the national and global community, our schools are called to live Jesus' radical message of love and inclusion. In this way, schools share in the prophetic mission of the Church.

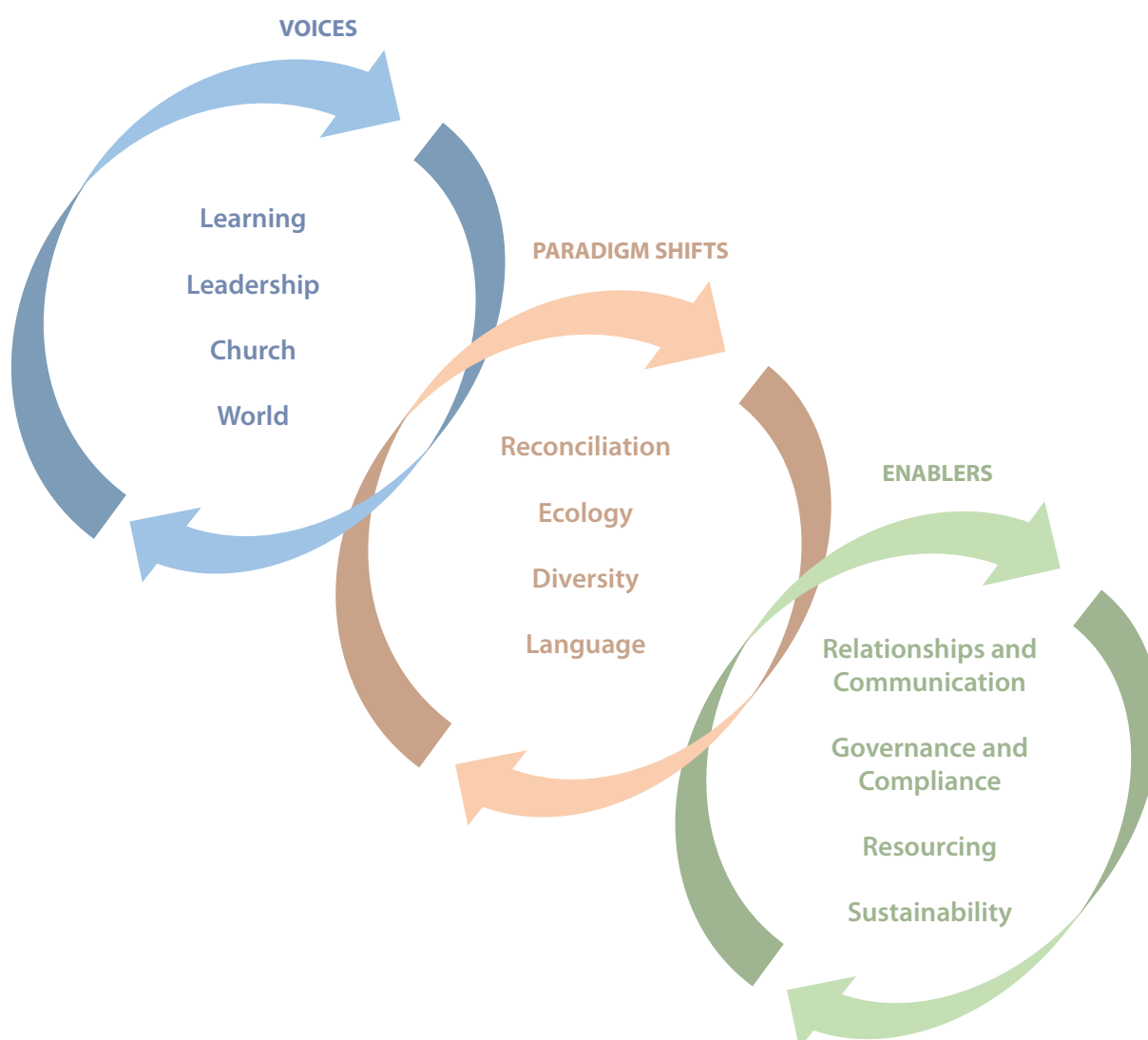




FRAMEWORK

In the context of the Gospel, our Catholic Tradition, the charism of Edmund Rice, our Charter and Touchstones, the wisdom of Aboriginal and Torres Strait Islander Peoples, our 2018 Congress, and faithful to our school communities, Edmund Rice Education Australia envisions its future through the following framework:

Our Voices	in Learning • in Leadership • in the Church • in the World
Paradigm Shifts	Reconciliation • Ecology • Diversity • Language
Enablers	Relationships and Communication • Governance and Compliance • Resourcing • Sustainability





VOICES

In building a better world for all, EREA will raise its collective voice in relation to:

the nature of **learning**, the student at the centre of liberating teaching and learning practice, ensuring wellbeing, safety and student voice underpin our educational vision.

the qualities, dimensions and challenges of **leadership** that are central to our work as liberating educators.

an experience of **church** which recognises the divine in every person's search for meaning, models equality and listens and responds to those experiencing powerlessness.

the interdependence and fragility of life on earth and the need for life-giving connections which foster solidarity, justice and peace in the **world**.

PARADIGM SHIFTS

Inspired by the Spirit in urgently responding to current realities and alternative futures, EREA commits to:

a movement for **Reconciliation**, walking together for mutual liberation, valuing Aboriginal and Torres Strait Islander Knowings and recognising Australia's shared histories, cultures and achievements.

an **ecological** movement towards new ways of thinking and acting about human beings, life, society, the earth and our relationship with creation.

a movement towards freedom where **diversity** in all its forms is welcomed and celebrated as a gift, so that the unique behaviours, aspirations and needs of all are valued equally.

an evolution in **language** which allows us to give expression to our stories and beliefs, listen to others, re-imagine our rituals, create new meanings and facilitate transformation.

ENABLERS

So that our schools are empowered to achieve their transformational goals, and guided by the principle of subsidiarity, EREA commits to:

respectful **relationships** within our workplaces and learning environments, professional processes and **communication**, and collaborative partnerships within the community.

a high standard of clarity and support in relation to **governance, compliance**, risk and the wellbeing of our students and staff.

the prudent stewardship of financial performance, strategic management of the **resources** entrusted to us and transparency in our operations as we support the mission of Catholic Education in the Edmund Rice tradition.

contemporary, innovative and **sustainable** growth in response to ever-changing educational and social landscapes, extending the experience of the charism of Edmund Rice.



EREA Strategic Directions 2020-2024

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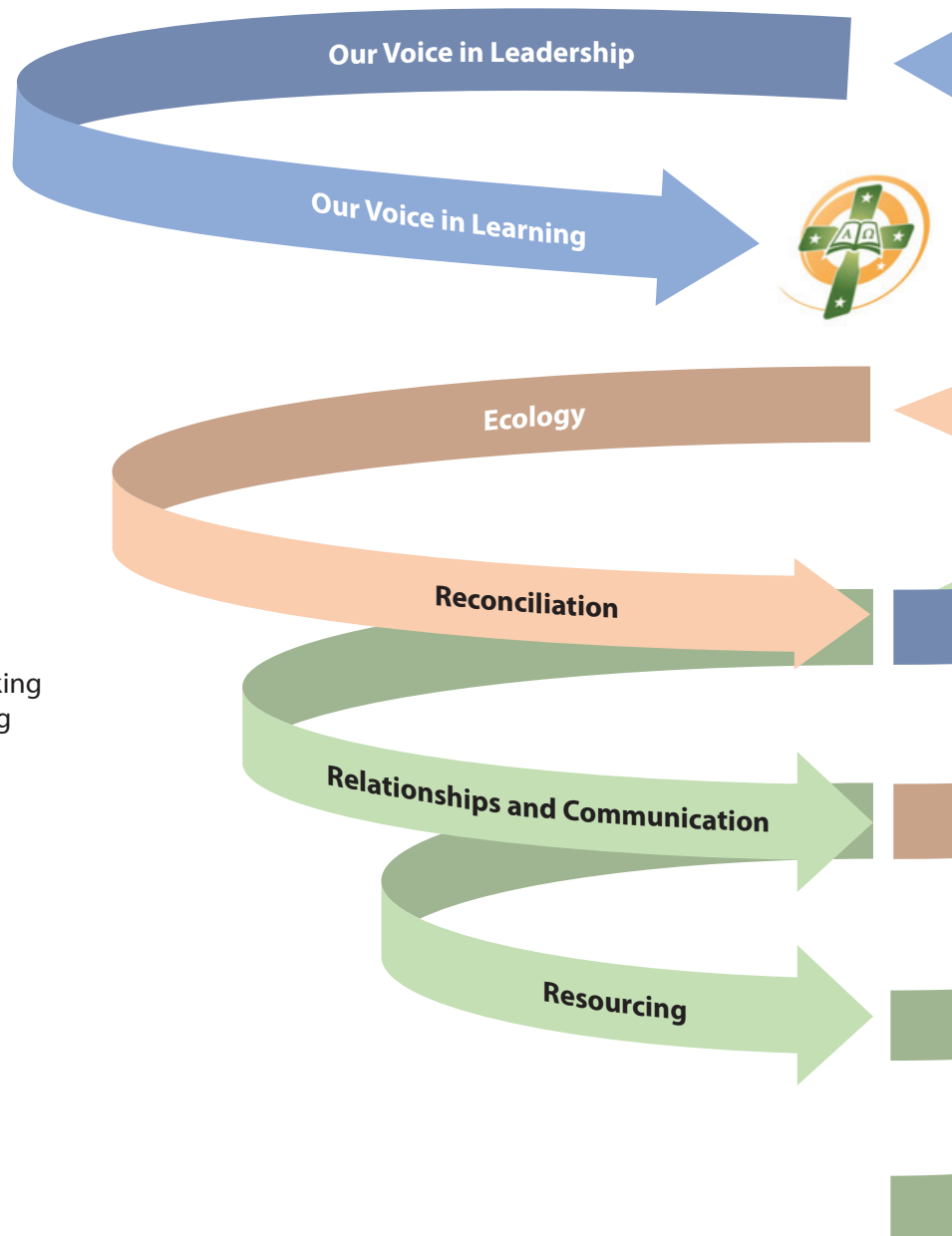
The qualities, dimensions and challenges of **leadership** that are central to our work as liberating educators.

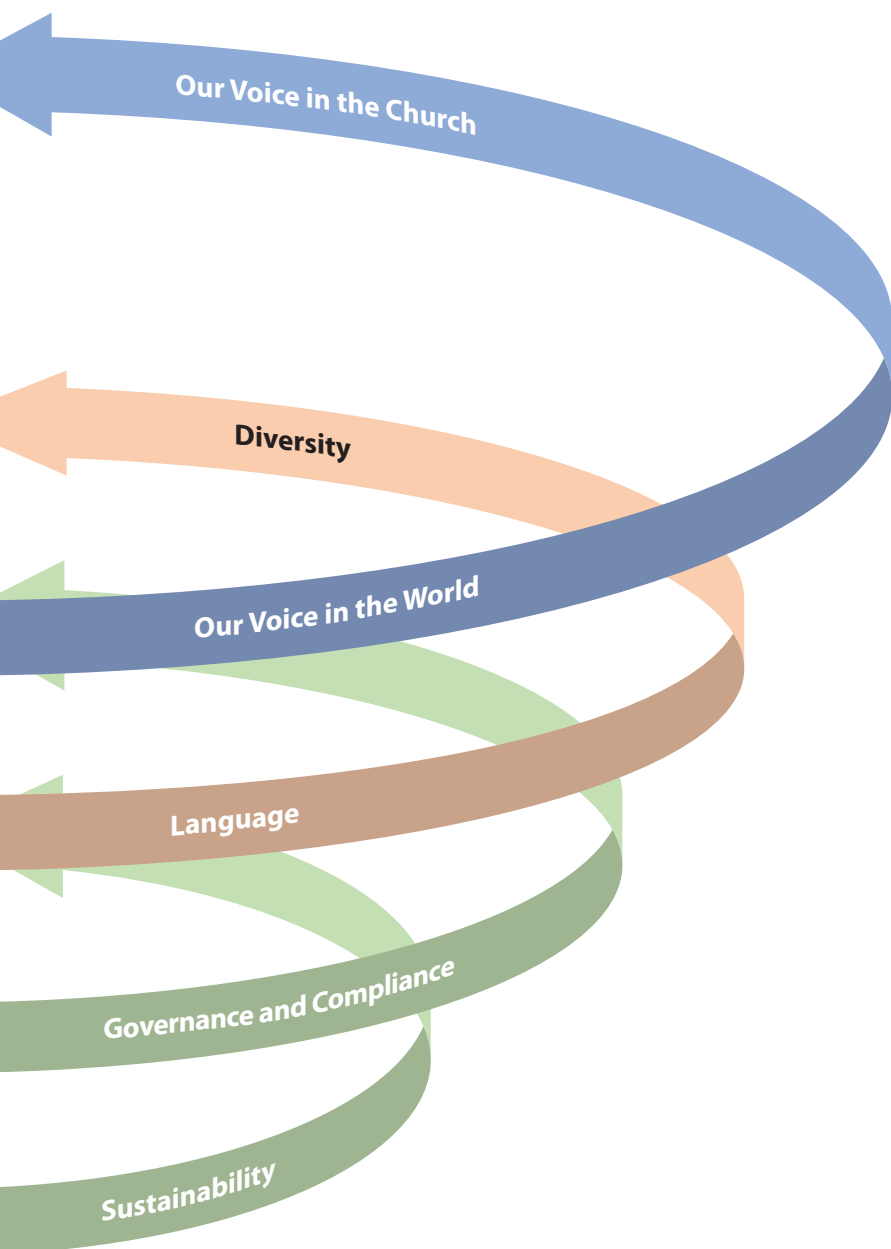
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The interdependence and fragility of life on earth and the need for life-giving connections which foster solidarity, justice and peace in the **world**.

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An evolution in **language** which allows us to give expression to our stories and beliefs, listen to others, re-imagine our rituals, create new meanings and facilitate transformation.

A high standard of clarity and support in relation to **governance, compliance**, risk and the wellbeing of our students and staff.

Contemporary, innovative and **sustainable** growth in response to ever-changing educational and social landscapes, extending the experience of the charism of Edmund Rice.

Our Commitments

EREA Strategic Directions 2020-2024

STRATEGIC PROJECTS and REPORTING

Each of the Voices, Paradigm Shifts and Enablers statements will be developed into projects and initiatives which are reported to the EREA Executive, Board and Council. Achievements will be shared with the EREA community through the Annual Report and EREA website.

Depending on the nature and purpose of each project, a report may draw on

quantitative, qualitative, case study, focus group and survey methods.

EREA acknowledges that excellence and improvement can be viewed in a variety of ways and that evidence of success is gathered, interpreted and celebrated holistically.



*Edmund Rice Education Australia offers a
liberating education, based on a Gospel spirituality,
within an inclusive community committed to
justice and solidarity*

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