



Associated
Catholic
Colleges

*"Excellence,
Honour and
Fairness in
Student Activities"*

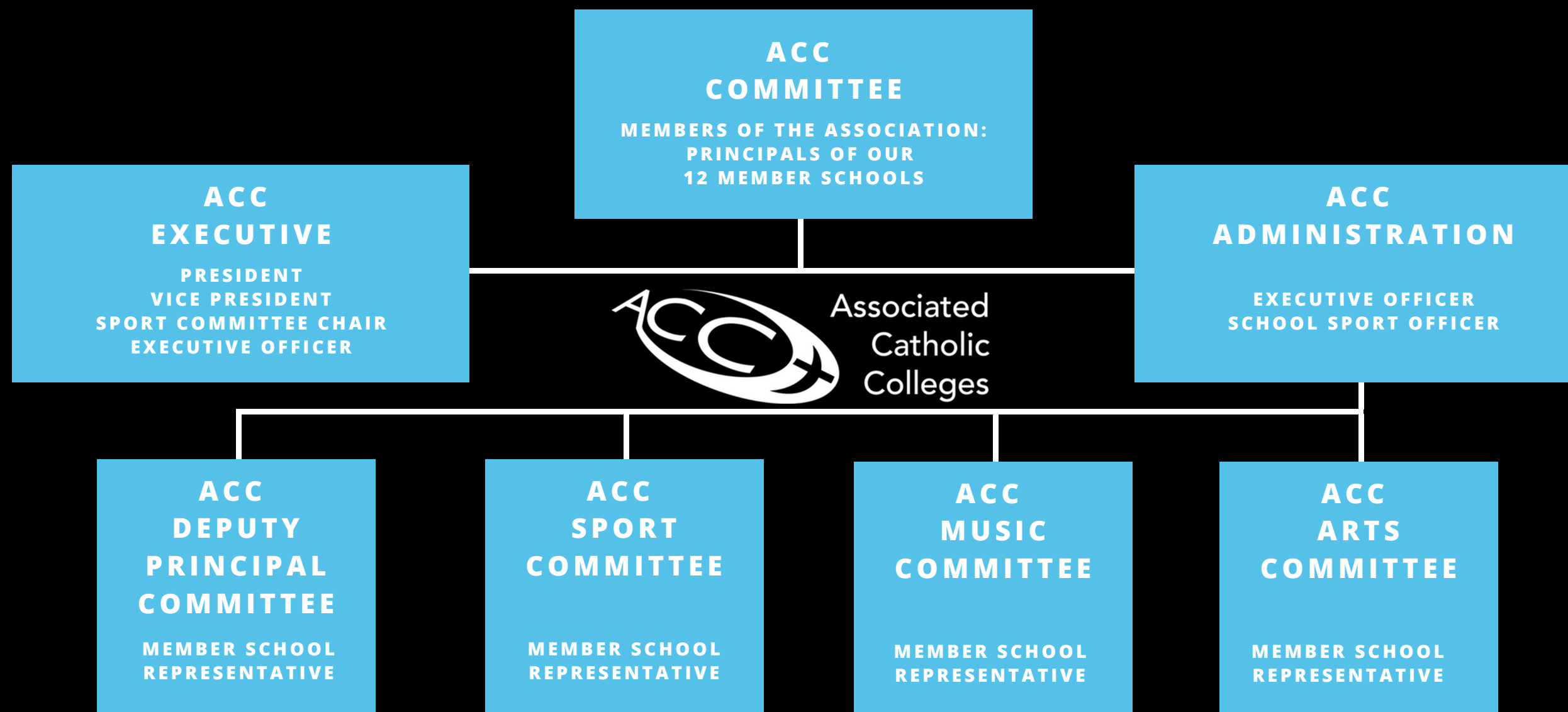
STRATEGIC PLAN

2021-2023

Confirmed November 2020

ACC ORGANISATIONAL STRUCTURE

The Associated Catholic Colleges Incorporated (ACC) is a cohesive group of like-minded Catholic secondary schools located in and around Melbourne. It undertakes a range of sporting, cultural and leadership activities with a focus on "Excellence, Honour and Fairness". The ACC Committee comprises the Principal of each Member School and has responsibility for the strategic direction of the Association. The Committee delegates responsibility for the oversight of the Administration to the ACC Executive, who work closely with the ACC Administration team in managing the day to day tasks of the Association. The Administration team collaborates with the various committees to ensure effective planning and organisation, as well as ensuring the successful delivery of the ACC Program of events and activities.



OUR VISION

To be recognised as the most outstanding association for school sport, student leadership and school cultural events in Victoria.



OUR MISSION

To enhance the educational experience of the students in our member schools through a dynamic, highly structured and exceptionally well organised program across a broad spectrum of co-curricular activities and events.



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OUR AIMS

The Associated Catholic Colleges aims to provide an opportunity for students to:

- compete in a range of high-quality sporting competitions as part of the Weekly Sport Program, the Championship Sport Program and the Events and Tournament Program;
- participate in a diverse range of cultural, musical, artistic and leadership events, working collaboratively to provide a wide range of educational experiences outside of the classroom;
- foster an understanding of the importance of individual talent, team spirit and commitment;
- develop an understanding of the importance of ethical behaviour, fair play and sportsmanship;
- uphold values of tolerance, respect, acceptance, service, equality and commitment.



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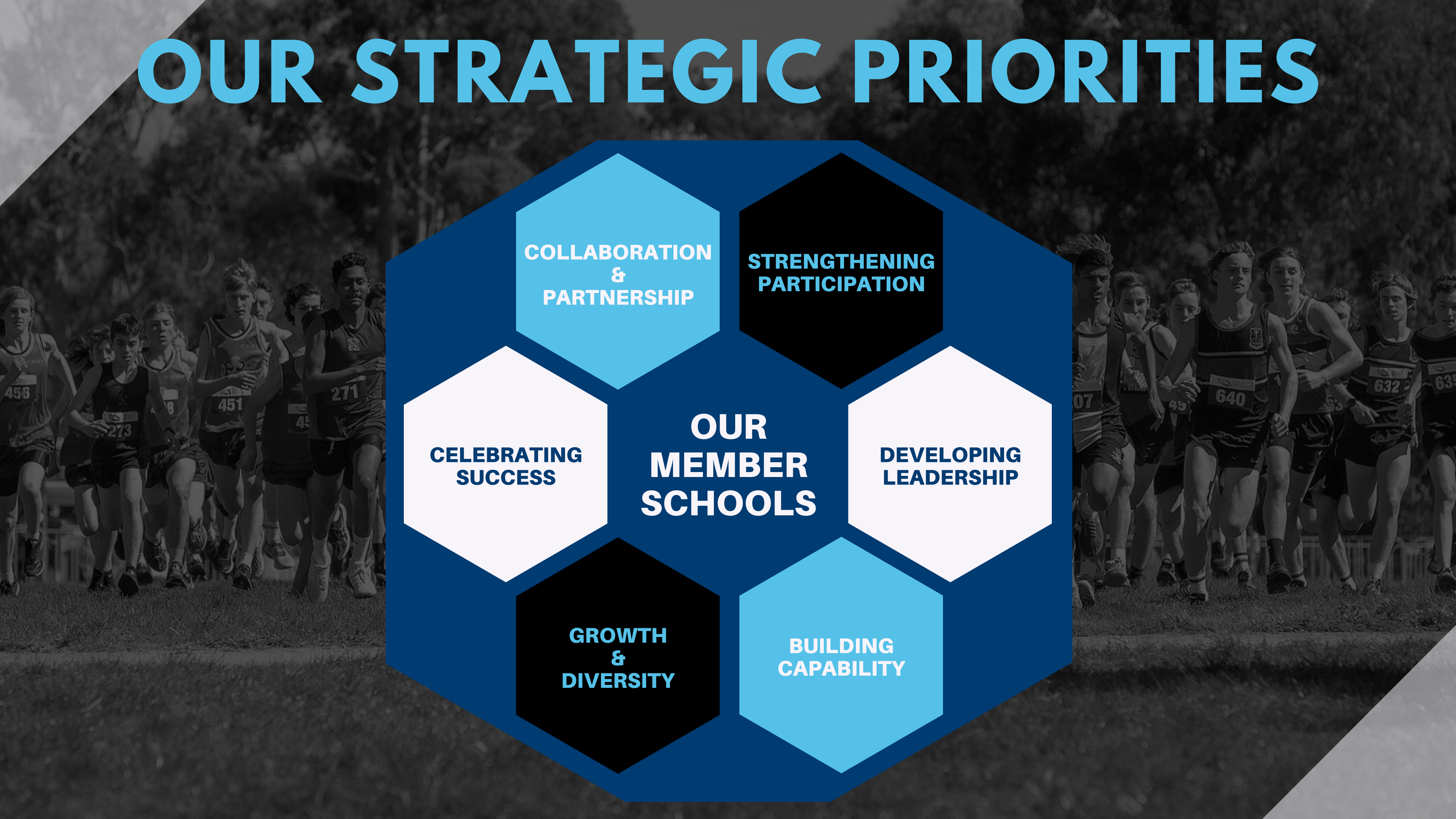
OUR GUIDING PRINCIPLES

EXCELLENCE

HONOUR

FAIRNESS

OUR STRATEGIC PRIORITIES



OUR STRATEGIC GOALS

STRENGTHENING PARTICIPATION

Increasing student participation in ACC activities and enhancing their ACC experience

DEVELOPING LEADERSHIP

Fostering a leadership culture to champion positive change

BUILDING CAPABILITY

Increasing the efficiency and sustainability of our service provision to member schools

GROWTH & DIVERSITY

Continued growth of the Association and its diverse program of events and activities

CELEBRATING SUCCESS

Creating a practice of acknowledging and rewarding success to enhance the experience of our students

COLLABORATION & PARTNERSHIP

Working with others to help meet the aims of the Association and enhance the delivery of our programs



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STRATEGIC PRIORITY ONE

STRENGTHENING PARTICIPATION

INCREASING STUDENT PARTICIPATION IN ACC ACTIVITIES AND ENHANCING THEIR ACC EXPERIENCE

EXCELLENCE:

1. Identify and share best practice for increasing participation;
2. Liaise regularly with various ACC committees and identify participation trends in Sport, Music, the Arts and other cultural activities;
3. Develop a participation register to accurately track student involvement each year.

HONOUR:

1. Celebrate participation in ACC activities through ACC communication platforms - website, social media, videography and photography;
2. Recognise the importance of students representing their school - on the sporting field and through involvement in all non-sporting activities;
3. Demand exemplary behaviour from all ACC community members at our sporting competitions and cultural events.

FAIRNESS:

1. Review rules and by-laws to ensure alignment with community sport competitions where appropriate;
2. Develop and promote female participation initiatives to support St Mary's College (formerly CBC St Kilda) in their early years as a co-educational school.

MEASURING SUCCESS:

- Track participation rates and report back to relevant committees;
- Increase in quality and quantity of online content;
- Seek participant feedback in activities and events;
- User experience surveys for ACC communication platforms;
- Increase in cross promotion activities between ACC and member schools, particularly around celebrating student success stories;
- Seek feedback on the behaviour of our community members and track the number and type of incidents each year;
- Strong uptake in female participation at St Mary's from 2021 onwards.



STRATEGIC PRIORITY TWO

DEVELOPING

LEADERSHIP



FOSTERING A LEADERSHIP CULTURE TO CHAMPION POSITIVE CHANGE

EXCELLENCE:

1. Consolidate the great work undertaken each year in the Sports Leadership Workshop;
2. Promote the Annual Leadership Launch and the selection of student leadership teams within our member schools;
3. Empower a leadership culture amongst key staff from our member schools.

HONOUR:

1. Celebrate the appointment of student leaders within member schools through the sharing of social media posts;
2. Recognise the senior sport captain from each school, highlighting the reasons behind their appointment by their respective schools.

FAIRNESS:

1. Promote the "School Sports Association of Victoria" (SSAV) Sportsmanship Award and develop a weekly award nomination process;
2. Ensure that the leaders from each school are promoted equally within the ACC community.

MEASURING SUCCESS:

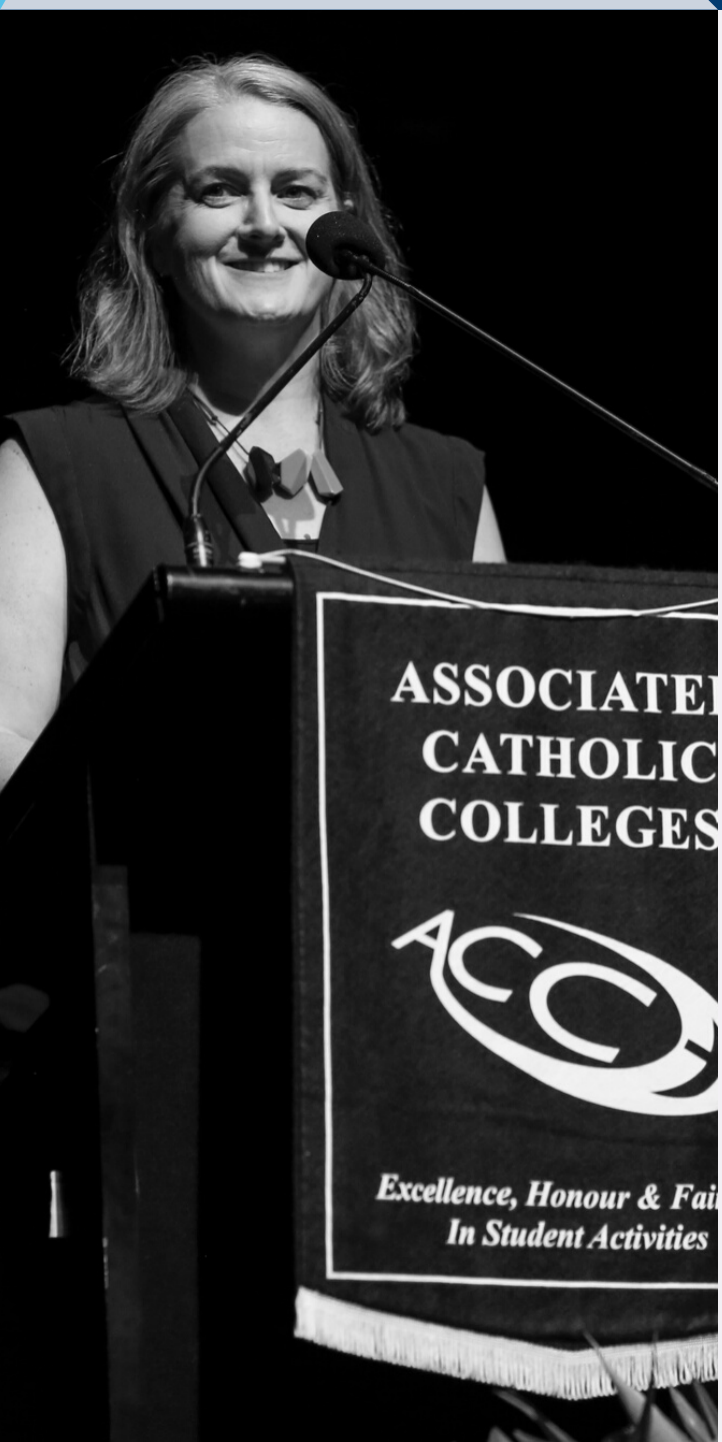
- Online engagement through social media posts;
- Participant feedback from leadership events;
- Assessing student leadership capabilities as part of event reviews;
- Communications celebrating leadership appointments - website, social media platforms, email;
- Weekly award process established and promoted;
- Increased participant awareness of the the focus on fair play and sportsmanship in ACC Sport;
- Track promotions and online content to ensure equal coverage of member schools.



STRATEGIC PRIORITY THREE

BUILDING

CAPABILITY



INCREASING THE EFFICIENCY AND SUSTAINABILITY OF OUR SERVICE PROVISION TO MEMBER SCHOOLS

EXCELLENCE:

1. Streamline and improve the operational efficiency of the ACC administration;
2. Implement ongoing training and development within our organisation;
3. Enhance the capability of the personnel within our member schools, providing development opportunities for staff members involved in Sport, Music and The Arts.

HONOUR:

1. Acknowledge the work and achievements of staff members from the ACC office and our member schools;
2. Promote the ACC Service Awards through our website and social media platforms;
3. Implement a new set of awards for sporting coaches - "Junior, Intermediate & Senior Coach of the Year" for outstanding coaching and exceptional sports leadership.

FAIRNESS:

1. Liaise with all member schools to ensure opportunities exist for staff development within ACC programs.

MEASURING SUCCESS:

- Integration of new software when available to enhance program delivery;
- Seek regular and structured feedback on program efficiency and effectiveness;
- Professional development opportunities available for staff;
- Recognise outstanding staff contributions in ACC events and activities;
- Celebrate and promote Service Awards through online communication platforms;
- Implement new staff awards and promote within the ACC community.



STRATEGIC PRIORITY FOUR

GROWTH & DIVERSITY

CONTINUED GROWTH OF THE ASSOCIATION AND ITS DIVERSE PROGRAM OF EVENTS AND ACTIVITIES

EXCELLENCE:

1. Enable our schools to thrive in their ACC participation, whilst keeping an open mind to new programs, initiatives and welcoming new member schools;
2. Develop an agile mindset and respond positively to new challenges;
3. Consciously observe and connect to all levels within our Association to identify new trends and develop subsequent initiatives;
4. Remain at the forefront of digital and technology enhancements in the delivery of ACC programs.

HONOUR:

1. Recognise and celebrate the joy and excitement of students representing their school in ACC sports and events;
2. Celebrate the achievements of students with a disability.

FAIRNESS:

1. Initiate and grow female participation in various ACC programs;
2. Encourage the involvement all-ability participants to ensure equal opportunity for both able-bodied students and those with a disability;
3. Celebrate the diverse multicultural community within our member schools and their valuable contribution to the ACC program.

MEASURING SUCCESS:

- Progressive program development and flexible implementation;
- Recognise and celebrate new organisational achievements and program enhancements;
- Expansion of the ACC program of events and activities to cater for a wider range of students;
- Expand the "good news stories" of Association life to incorporate a more diverse field (not just sporting success or leadership appointments);
- Successful implementation of female participation in ACC sports and events;
- Expansion of the all-abilities program to encourage greater participation by students with a disability;
- Recognition of the diverse multicultural demographic evident within our schools.



STRATEGIC PRIORITY FIVE

CELEBRATING

SUCCESS

CREATING A PRACTICE OF ACKNOWLEDGING AND REWARDING SUCCESS TO ENHANCE THE EXPERIENCE OF OUR STUDENTS

EXCELLENCE:

1. Ensure that premier teams and champion teams are recognised appropriately at events and in follow up promotions and social media activity;
2. Develop a new series of awards recognising student excellence within the ACC programs, including the "Sportsperson of the Year" and "Most Outstanding Performer" awards;
3. Explore and develop a senior representative program for selected ACC sports, with selection based on school performance, dedication to the team and personal conduct.

HONOUR:

1. Celebrate the involvement of all participants in ACC events, highlighting the importance of representing your school with pride;
2. Recognise the outstanding achievements of current and former students through our communication platforms;
3. Develop a comprehensive digital archive for the Association, highlighting the growth and development of the ACC and its member schools over their history.

FAIRNESS:

1. Promote success by teams in all divisions across all year levels throughout the broad range of ACC sports and events;
2. Recognise the time and effort of the member school staff in their critical role in the successful delivery of the ACC program.

MEASURING SUCCESS:

- Social media content distributed following key sporting events throughout the year, ensuring coverage of all member schools as fairly as possible;
- New awards implemented and promoted through our communication channels;
- Senior representative program established in selected sports;
- Social media promotions celebrating the sporting success of member school alumni;
- Digital archive established and promoted;
- Recognition of staff involvement in team success.



STRATEGIC PRIORITY SIX

COLLABORATION & PARTNERSHIP

WORKING WITH OTHERS TO HELP MEET THE AIMS OF THE ASSOCIATION AND ENHANCE THE DELIVERY OF OUR PROGRAMS

EXCELLENCE:

1. Build and consolidate partnerships with event and program suppliers to improve, grow and develop our program of sports and events;
2. Develop and implement the ACC Partnership Program to strengthen the relationship of business suppliers and our member schools;
3. Consolidate existing partnerships with school sport organisations and state sporting bodies.
4. Celebrate the 75th anniversary of the ACC in 2023 through collaborative activities and events that recognise the unity and strength of our Association.

HONOUR:

1. Foster a significant school and interschool culture within the organisation;
2. Celebrate the cohesiveness of our organisation and the goodwill between member schools.

FAIRNESS:

1. Collaborate with member school staff and students to help drive improvement in the ACC program;
2. Provide advocacy and guidance to key stakeholders and decision makers.

MEASURING SUCCESS:

- Partnership program initiated successfully, with consolidation and growth from year to year;
- Positive working relationships with like organisations, enhancing shared learning opportunities and cross promotional activities where appropriate;
- Seek feedback through both informal and structured review processes to ensure continual improvement and positive collaboration;
- Promote the Association and its member schools through interactions with external bodies;
- Collaborate with like organisations on mutually beneficial projects and strategies;
- Provide a structured series of events and activities in 2023 to recognise and celebrate the 75th anniversary of the ACC;
- Provide strong leadership of the Association, setting and achieving strategic objectives and operational targets.



NEW INITIATIVES

2021-2023

SCHOOL SPORTS ASSOCIATIONS OF VICTORIA

Weekly nomination for Sportsmanship Award

- Recognising fair play and sportsmanship in ACC sport;
- Promoting the positive aspects of participation;
- Directors of Sport nominate students to receive the award based on set criteria;
- Successful nominees are presented with an SSAV badge at an appropriate time within their school setting;
- Award recipients recognised on the ACC website and via social media platforms.



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SPORTSMANSHIP AWARD



ACC COACH OF THE YEAR AWARDS

Annual Award for Junior, Intermediate & Senior ACC Coaches

- Recognising outstanding contribution to coaching in ACC sport;
- Directors of Sport nominate coaches to receive the award based on set criteria - leadership, commitment, communication and positive role modelling;
- Successful nominees (one in each category) are presented with their Award at the annual ACC Service Awards function;
- Award recipients recognised on the ACC website and via social media platforms.



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ACC COACHING AWARDS



MOST OUTSTANDING PERFORMER AWARD

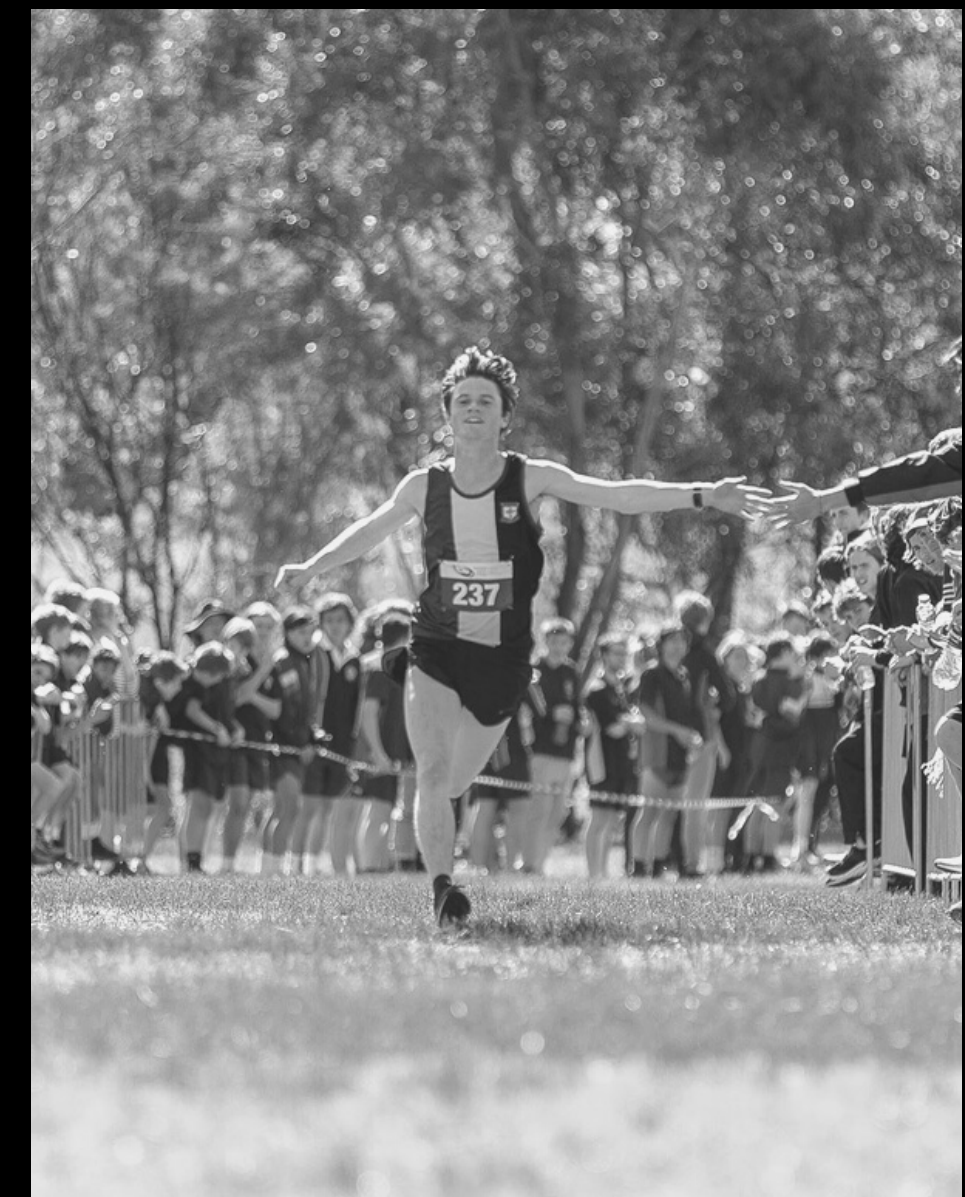
Award for the most outstanding performer in each senior sport

- Recognising outstanding sporting performance in ACC sport at Senior level;
- Directors of Sport nominate senior students based on their on-field performance during the ACC season, in addition to their dedication, conduct and leadership;
- Successful nominees (one for each of the eight weekly sports) are presented with their Award at an appropriate time within their school setting;
- Award recipients recognised on the ACC website and via social media platforms.



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SENIOR SPORT AWARDS



SPORTSPERSON OF THE YEAR AWARDS

Award for outstanding performance across a number of sports

- Recognising outstanding sporting performance across a range of ACC sporting pursuits - Championships, Weekly Sports and Tournaments;
- Directors of Sport nominate students based on their on-field performance during the ACC season, in addition to their dedication, conduct and leadership;
- Successful nominees (one for Junior, Intermediate & Senior) are presented with their Award at an appropriate time within their school setting;
- Award recipients recognised on the ACC website and via social media platforms.



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SPORTSPERSON OF THE YEAR AWARDS



SENIOR REPRESENTATIVE SPORT

Feedback from stakeholders indicates that there is significant interest in exploring representative sport at senior level.

Combined ACC member school sporting teams would:

- strengthen the connection between members;
- enhance the engagement of students with the ACC;
- provide an opportunity for our elite sportsmen to compete in a high quality sporting environment building upon their school representation.

Options might include competition within Victoria, or with a number of like associations from interstate. A selected number of sports would be preferable, with competition to be held mid year.



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ACC 2021 - 2023



EXCELLENCE



HONOUR



FAIRNESS

STRATEGIC PLAN TIMELINE

IMPLEMENTATION

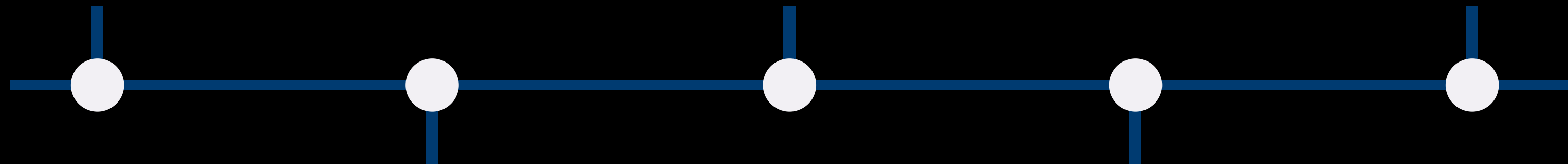
INTERIM REVIEW

FULL REVIEW &
FUTURE PLANNING

JANUARY 2021

NOVEMBER 2022

JUNE 2023



INTERIM REVIEW

INTERIM REVIEW

NOVEMBER 2021

JUNE 2023

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