

OUR CORE VALUES



PREFACE

SPIRITUALITY
EXCELLENCE
COMPASSION
JUSTICE
HOSPITALITY
COMMUNITY
SERVICE

**OUR CORE VALUES GUIDE US, PROVIDING
A FRAMEWORK FOR BEHAVIOURS SO THAT
WE ARE UNIFIED IN OUR SHARED PURPOSE.**

They are the foundation upon which we continue to build meaningful relationships and foster a sense of community. Without them, we cannot hope to create and maintain an inviting, supportive and safe learning environment.

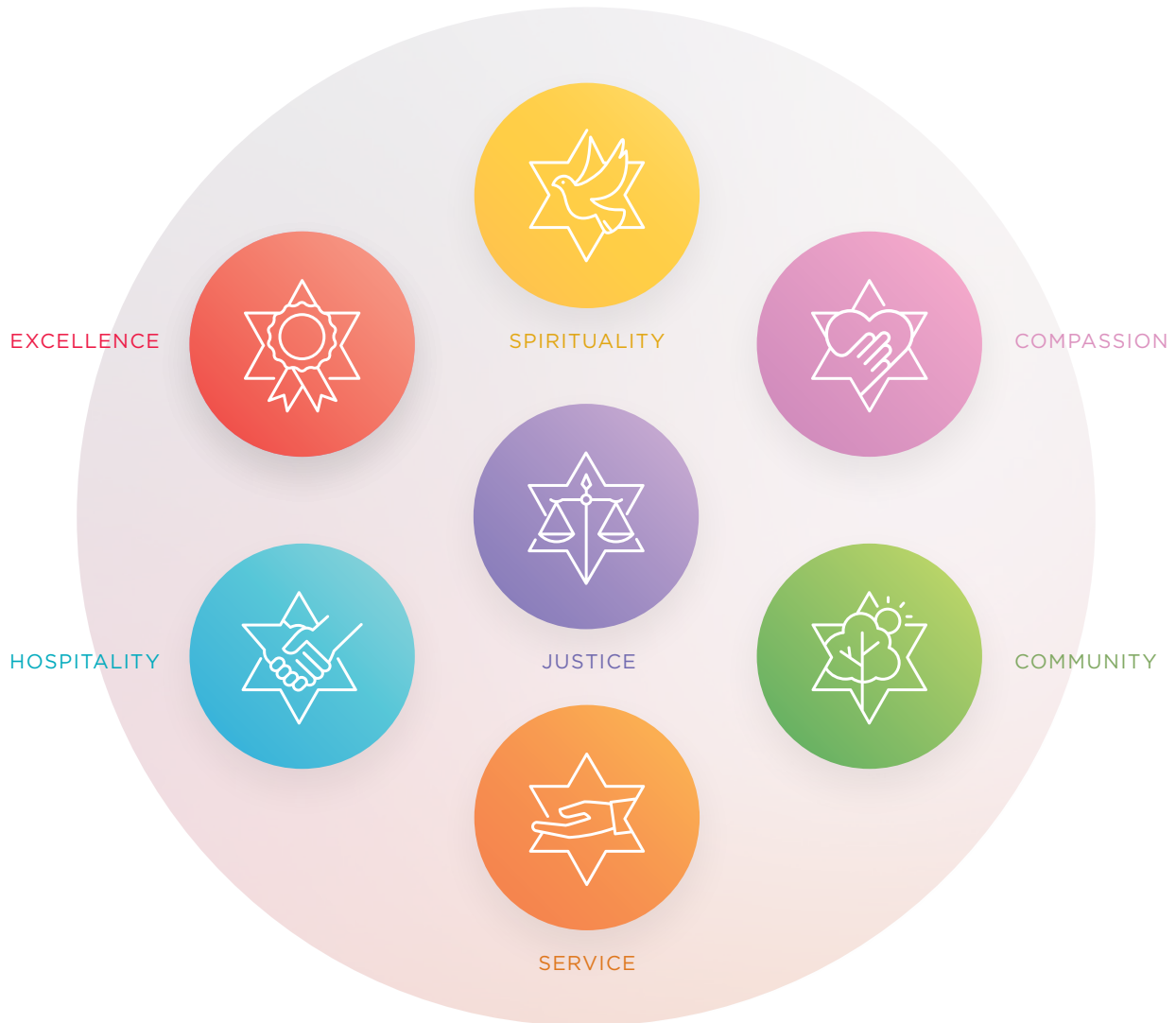
Although each could stand alone, we believe that together the Core Values define something unique to St Joseph's. Like each of us, the individual Values have a part to play in the shared success of St Joseph's.

'The tender Mercy of God
has given us one another.'

CATHERINE MCAULEY

OUR CORE VALUES

At St Joseph's College, we aspire to live by the core values of **Spirituality, Excellence, Compassion, Justice, Hospitality, Community and Service.**



St Joseph's College was founded in the Catholic Mercy Tradition by the Sisters of Mercy in 1906. The foundress of this order, Catherine McAuley, encouraged her congregations to work for all peoples, to educate, to care for the marginalised, and to make a difference for all in their communities.

In the Mercy Tradition, our Catholic College is committed to the development of the whole person. Through this commitment, the students strive for excellence: spiritually, academically, physically, emotionally and socially.

Students also develop a strong sense of community and a proud College spirit in the Mercy Tradition. The College provides opportunities for all students, while preparing them to fully engage in an ever-changing society.

Our commitment to Christ directs all thoughts, actions and will, according to the Gospel, with an emphasis on Christian love, hope, service, justice and forgiveness.

SPIRITUALITY



THE TEACHINGS OF THE BIBLE AND THE SAVIOUR GIVE EACH OF US A CHANCE TO CREATE AND NURTURE A UNIQUE SPIRITUAL CONNECTION WITH GOD.

OUR SPIRITUALITY IS OUR MORAL COMPASS, POINTING US TOWARDS WHAT IS RIGHT AND TRUE. IT ALSO LIFTS US OUT OF OUR DAILY LIFE, SHOWING US THAT THERE IS MORE TO EXISTENCE THAN THE TANGIBLE WORLD AROUND US.

1 >

WHAT ARE THE ASPECTS OF SPIRITUALITY?

- Kindness and love of one's neighbour.
- A personal relationship with God.
- Living and teaching by the word of Jesus. Following in the footsteps of the Sisters of Mercy and Catherine McAuley.
- Help provide a pathway to inner peace and guidance.
- Prayer, Bible reading / study, talking with others about Jesus.
- Reflection on my relationships with God and others.
- The ability to exercise patience, joy, faithfulness and gentleness.
- Respect others and do your best to support them.

2 >

HOW CAN YOU DEMONSTRATE CHRISTIAN SPIRITUALITY?

- Be kind to your neighbour.
- Affirm the teachings of Jesus, through teaching practice, pastoral care and general conversation.
- By teaching how spirituality can be a source of support.
- Complimenting, assuring, encouraging and acknowledging others and their opinions.
- Use positive and sincere language.
- Show respect for each other and our environment.
- Emphasise that all are God's creation.

3 >

SIGNS THAT SPIRITUAL VIRTUES ARE LACKING:

- Gossiping, malicious talk.
- Indifference.
- Cowardice through anonymity.
- Little regard for Religious Education.
- A lack of reflection and growth.
- Depression.
- Immoral behaviour.
- Low self-esteem.
- Anxiety.
- Lack of self respect and respect for others.
- Hypocrisy.
- Intolerance.
- Bullying and aggression.

4 >

HOW DOES SPIRITUALITY MAKE YOU FEEL?

Enriched

Happy

Strong

Enlightened

Peaceful

Reflective

Confident

Receptive

Secure

Compassionate

Loved

Cherished

Positive

Serene

Generous



EXCELLENCE



WE STRIVE TO DO OUR BEST AND BE OUR BEST IN THE CLASSROOM, ON THE SPORTING GROUND AND IN THE COMMUNITY. WE HOLD OURSELVES TO HIGH STANDARDS SO THAT WE CAN ENCOURAGE OTHERS TO DO THE SAME.

STRIVING, THRIVING AND ALWAYS LEARNING, WE WORK TOWARDS PROGRESS AND THE FUTURE WHILST REMAINING GROUNDED IN ST JOSEPH'S VALUES.

1 >

HOW DO YOU DEFINE EXCELLENCE?

- Working to the best of your ability to achieve your excellence.
- Encouraging people to always strive to do their very best.
- Showing that high standards are expected of all students, and encouraging students to expect high standards of themselves.
- Being a role model for other students as well as teachers.
- Providing students with the most up-to-date teaching strategies and information relevant to their subject.
- Ensuring that each concept I teach is done in a comprehensive and exact way.

2 >

HOW DO YOU DEMONSTRATE EXCELLENCE?

- Learn from and admit my mistakes.
- Work hard and strive to improve myself.
- Be there for my students to give them the best chance of success.
- Always look on the positive side even when the chips are down.
- Keep an open mind and convey that message to others.
- I will ask questions and clarify.
- Give creative examples.
- Make connections and engage others in a shared vision and understanding.
- Provide students with strategies to overcome challenges.

3 >

APATHY TOWARDS EXCELLENCE IS:

- Dismissiveness.
- Laziness.
- Falseness.
- Lethargy.
- Mediocrity.
- Complacency.
- Unworthiness.
- A lack of motivation.
- Low expectations.
- No attention to detail.
- Behaving in ways which do not reflect the Mercy Tradition.
- Low self esteem.

4 >

HOW DO YOU FEEL WHEN EXCELLING?

Excited

Professional

Valued

Challenged

Enthusiastic

Proud

Positive

Open-minded

Energetic

Worthy

Confident

Strong

Determined

Optimistic

Focused



COMPASSION



COMPASSIONATE PEOPLE REMEMBER WHAT IT FEELS LIKE TO BE SAD, ANGRY OR UPSET. NATURALLY EMPATHETIC, THEY EASILY IDENTIFY WITH THE STRUGGLES OF OTHERS, GLADLY GIVING THEIR TIME AND ENERGY TO HELP.

COMPASSION ALLOWS US TO CONNECT WITH OUR FELLOW HUMAN BEINGS AND FEEL WHAT THEY FEEL, FROM SADNESS TO JOY AND EVERYTHING IN BETWEEN.

1 >

HOW DO YOU EXPRESS COMPASSION?

- Show empathy to others.
- Listen to what people around me are saying.
- Lend a helping hand.
- Consider others, and show understanding of their situation.
- Be considerate.
- Try to be the best person you can be.
- Assist families who are struggling financially.
- Show genuine concern for the well-being of those you interact with.

2 >

HOW DO YOU SPEAK COMPASSIONATELY?

- You are welcome to see me any time.
- How are you today?
- How are you settling into school this year?
- What can I do to help?
- Are you OK?
- I am listening and what you say is important to me.
- How can I support you?
- I understand that it must be difficult?
- Together we can do this.
- I am sorry you are feeling this way.

3 >

A LACK OF COMPASSION IS:

- A failure to respect others.
- The holding of grudges.
- Rudeness.
- Apathy.
- Purposely excluding someone.
- An aloof attitude.
- Putting undue stress or pressure on others.
- Bullying.
- Low morale.
- Belittling language and behaviour.
- Indifference.
- Unwillingness to forgive.

4 >

HOW DO YOU FEEL WHEN BEING COMPASSIONATE?

Supportive

Kind

Considerate

Open-hearted

Empathic

Fortunate

Caring

Sympathetic

Helpful

Selfless

Warm

Rewarded

Optimistic

Involved

Patient



JUSTICE



WE BELIEVE IN FAIRNESS AND DOING WHAT IS RIGHT. IT TAKES STRENGTH OF CONVICTION TO ENFORCE AND MAINTAIN A LEVEL PLAYING FIELD WHILST PROTECTING THE RIGHTS OF ALL UNDER OUR CARE.

DEMONSTRATING FAIRNESS AND EQUALITY AS WE EDUCATE WILL HELP TO BUILD A FOUNDATION FOR A MORE JUST FUTURE AND A FAIR GO FOR ALL.

1 >

HOW DO YOU DEFINE JUSTICE?

- Being fair and just to all.
- Governing with kind leadership.
- Ensuring all are treated equally.
- Being cooperative and helpful.
- Help resolve problems.
- Demonstrating fairness.
- Giving someone the opportunity to speak freely.
- Demonstrating fairness in my teaching practice.
- Resolve incidents of injustice with great teaching.
- Treat others fairly and without prejudice.
- Having conviction.
- Doing the right thing.

2 >

HOW CAN YOU DEMONSTRATE THAT YOU VALUE JUSTICE?

- Apply rules to everyone equally.
- Speak with clarity.
- Treat everyone equally.
- Realise that everyone makes mistakes.
- Exercise compassion; don't jump to conclusions.
- Give everyone a fair go and their fair say.
- Take the time to see things from a different point of view.
- Advocate for those without privilege.
- Behave in an honest and transparent manner.

3 >

THE VALUES OF JUSTICE ARE NEEDED WHEN:

- We feel vulnerable.
- We feel less than equal or on the 'back foot'.
- Someone is frustrated or angry about a situation.
- Someone acts in a way inconsistent with her/his character.
- We feel taken for granted or rejected.
- We don't feel trusted or respected.
- People feel powerless and intimidated.
- We feel anxious and insecure in situations concerning our work or studies.
- Morale is low.

4 >

HOW DO YOU FEEL WHEN JUSTICE IS DONE?

Fair	Involved	Motivated
Empowered	Secure	Confident
Positive	Trusted	Respected
Safe	Strong	Intelligent
Brave	Courageous	Equal



HOSPITALITY



HOSPITALITY BEGINS WITH A SMILE AND AN OPEN-ARMED WELCOME. THE WELFARE OF OTHERS AND THEIR SELF ESTEEM MATTERS, AND GOING THE EXTRA MILE TO SHOW THAT MATTERS JUST AS MUCH.

A KIND AND GENEROUS HEART IS AN OPEN DOOR TO A FUTURE FULL OF RESPECT, ACCEPTANCE AND INCLUSION.

1 >

HOW DO YOU DEFINE HOSPITALITY?

- Welcoming to students, parents, colleagues and guests of the College. Doing your best to ensure that they're comfortable and feel welcome.
- Greeting people at the start of the day.
- Spending quality time with people rather than being rushed.
- Recognise when someone is having difficulties.
- Making the learning environment a comfortable place.
- Demonstrate an openness to assisting and accepting people.
- Sharing your knowledge.
- Open to catching up or sharing with staff members.

2 >

HOW CAN YOU SPEAK IN A HOSPITABLE WAY?

- Welcome.
- I accept you.
- How's everything going?
- I have learnt something that will be of great value to your class.
- Is there anything you need?
- Asking if a person needs help.
- Is there anything I can do to help you?
- Let me introduce you.
- Make yourself comfortable.
- How is your day?
- Please enjoy the food that I have brought to share.
- I'll take the time to listen.

3 >

A LACK OF HOSPITALITY IS:

- Exclusion.
- Aloofness.
- Loneliness.
- A lack of generosity.
- Disharmony.
- A lack of community spirit.
- An unwelcoming environment.
- Negativity.
- Feeling ostracised by one's peers.
- Secretive behaviour.
- Intimidation.
- Hostility.
- Distrust.
- Need.

4 >

HOW DO YOU FEEL WHEN OFFERING HOSPITALITY?

Supportive
Caring
Motivated
Happy
Courteous

Grounded
Genuine
Respectful
Helpful
Trustworthy

Generous
Valued
Satisfied
Needed
Gracious



COMMUNITY



OUR COMMUNITY TRANSCENDS THE THINGS THAT WE CAN SEE AND TOUCH. THE TIES THAT BIND US IN BELONGING ALSO COMMIT US TO SUPPORT AND RESPECT THOSE AROUND US.

WE ARE PART OF A UNIFIED WHOLE, EACH OF US WITH AN IMPORTANT PART TO PLAY IN THE LIFE AND GROWTH OF OUR COMMUNITY.

1 >

HOW DO YOU CREATE A COMMUNITY?

- Speak with people, establish connections.
- Look after the welfare of fellow staff and students.
- Educate and nurture students in all areas academic and spiritual.
- Stand in support of the Mercy Tradition and St Joseph's values.
- Make sure new students and staff feel included.
- Take time to acknowledge others.
- Participate in College activities.
- Treat everyone as equals.
- Give without expecting a reward.
- Represent the College in a professional manner when attending events.

2 >

HOW DO YOU SUPPORT THE COMMUNITY?

- Value fellow staff, students, families and members of the Sunraysia area.
- Make meaningful contact with parents with positive feedback.
- Acknowledge students who are having a difficult day.
- Encourage those who are having a good day.
- Offer constructive ideas rather than criticism.
- Help students find activities to belong to.
- Take a genuine interest in what staff and students are doing.
- Celebrate others' achievements.

3 >

WE NEED TO FOCUS ON COMMUNITY WHEN:

- There is a lack of cohesion within the College.
- We see that someone may be isolated.
- We suspect discrimination.
- We hear negative sentiments or criticism.
- We meet new people.
- The workload is great.
- We see others who might need support.
- We observe anti-social behaviour.
- There is little support of College initiatives and activities.

4 >

HOW DO YOU FEEL BEING PART OF OUR COMMUNITY?

Worthy

Involved

Proud

Respected

Generous

Responsible

Positive

Enriched

Enthusiastic

Connected

Committed

Accepted

Willing

Forgiving

Selfless



SERVICE



THE BIBLE SAYS THAT 'IT IS MORE BLESSED TO GIVE THAN TO RECEIVE.' ACTS 20:35
WE BELIEVE THAT THE BEST WAY TO GIVE IS TO GIVE OF OURSELVES.

BEING OF SERVICE MIGHT MEAN LISTENING, LENDING A HAND OR JUST BEING THERE FOR OTHERS. BY SERVING THE STUDENTS AND THE COLLEGE, WE SERVE THE GREATER COMMUNITY AND GOD.

1 >

HOW DO YOU DEFINE SERVICE?

- Smiling, helpful, polite and assisting with enquiries.
- Listening and offering advice.
- Assisting students and teachers.
- Donating money / goods / time.
- Displaying altruism.
- Lending a hand.
- Being there for others.
- Helping the community by helping people with certain tasks.
- Tending to peoples needs.
- Doing the work I have been given to the best of my ability.
- Offering a range of skills.

2 >

HOW CAN YOU OFFER OR BE OF SERVICE?

- How may I help you?
- I understand.
- Thank you for bringing this to my attention.
- Can I assist you with something? Or do you have any other requirements?
- Would you like me to do that for you?
- I can do that, it's no trouble.
- What are some ways I could assist with that?
- How can we help people? What can we do for them?
- How can I improve my work at the school?

3 >

WE ARE CALLED TO SERVE WHEN:

- Encountering negative behaviour.
- We see that help is needed but not offered.
- We need to clarify and explain.
- People feel alone.
- We sense resentment.
- Cohesion is lacking.
- When people behave apathetically.
- We forget to be kind.
- We get frustrated with others.
- We're too lazy to help.
- There is discord.
- We need to offer support.

4 >

HOW DO YOU FEEL WHEN BEING OF SERVICE?

Esteemed
Smart
Important
Useful
Worthy

Modest
Fulfilled
Upbeat
Appreciated
Needed

Helpful
Approachable
Skilled
Talented
Honoured



CREATING THIS BOOKLET

St Joseph's College is a Christ-centred learning community founded in the Mercy tradition. The word 'Catholic' means universal, open to all. To be a Catholic school is to welcome everyone. It is to view the world through a 'Catholic lens', where love, compassion, justice and mercy are paramount; a world where the dignity of each person is deeply held and the common good is placed above individual desires.

This booklet was created with information compiled from a February 2017 St Joseph's College staff survey concerning the ways we all embrace our Mercy Values. Together we have created a great source of reference for all staff.



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