



EDMUND RICE EDUCATION AUSTRALIA

**FLEXIBLE  
SCHOOLS**

# Strategic Plan

**2025 - 2027**





# **ACKNOWLEDGEMENT** of Country

We acknowledge the Aboriginal and Torres Strait Islander People as the Traditional Owners and Custodians of the lands on which our schools are located. We are inspired and nurtured by their wisdom, spirituality and experiences.

We commit ourselves to actively work alongside Aboriginal and Torres Strait Islander Peoples for reconciliation and justice, and we pay our respects to Elders, past and present. As we take our next step, we remember the first footsteps taken on this sacred land.

# OUR Identity

Edmund Rice Education Australia Flexible Learning Schools Ltd (EREAFLS) believes that a liberating education, based on a Gospel spirituality, within an inclusive community, committed to justice and solidarity, will facilitate the co-creation of a better world for all. EREAFSL schools are guided by the life and ministry of Jesus and the charism of Blessed Edmund Rice.

Our commitment to the four Touchstones of the *Charter for Catholic Schools in the Edmund Rice Tradition* is reflected in how we identify those who need us most; meeting them where they are and understanding their needs; and providing individualised attention within safe and welcoming educational environments. We educate over 2,700 Young People in 21 Flexible Schools (Flexis) across Australia, and two Special Schools in New South Wales.





Our identity and work are also shaped by our commitment to the Mparntwe Declaration,

*“that education should promote excellence and equity and enable all Australians to become confident and creative individuals, successful learners, and active and informed community members.”*

Flexis reach out to and embrace Young People to become part of communities of learning and belonging. Founded on strengths-based, trauma-aware learning, we work on Common Ground where everyone has a voice and agency in decision making. Our core principles of *safe and legal, honesty, participation, and respect* guide our practice.

While Young People in our Special Schools travel a different path, the goal of preserving attachment to appropriate education and successful post-school pathways, remains. These schools offer a unique learning experience that is making a profound impact on Young People and their families.

Empowered by liberating teaching and learning experiences, we support each young person to develop the knowledge, skills and attributes necessary for a full and rewarding life. We believe in the potential of every young person and work tirelessly to enable them to flourish.

# Vision

Walking with those Young People most in need as they become empowered to live full and hope-filled lives.

# Purpose

Through a liberating education and authentic relationships, see all Young People flourish.

# Values

We are committed to strengthening Young People's capacity to discover and realise their potential through the provision of high-quality education.

We prioritise relationships and Common Ground and recognise that these are fundamental to the success of our communities.

Our staff are united in their commitment to supporting Young People to flourish.

Our national identity is underpinned by our recognition and honouring of 65,000 years of First Nations Peoples' ways of knowing, being and doing.

We are inspired by the life of Jesus and the vision of Edmund Rice, whose examples of faith, solidarity, inclusion and respect for the rights and dignity of each person energise us to build a just society.

Respect

Dignity

Common  
Ground

Fair

Safety

Independence

Community

Belonging

Joy

Inclusion

Fun

Honest

Relationships

# Strategic PLAN

## STRATEGIC PRIORITY 1

Courageously respond to the unmet educational needs of Young People and communities.

## STRATEGIC PRIORITY 2

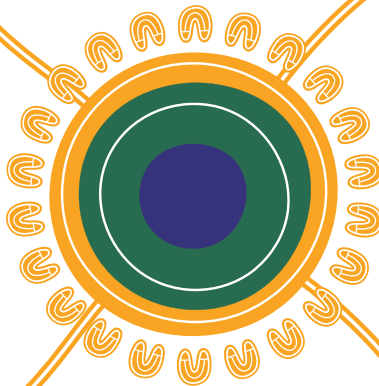
Co-create a national culture and identity, working towards a shared purpose.

## STRATEGIC PRIORITY 4

Build a sustainable organisation that delivers value to Young People and their communities.

## STRATEGIC PRIORITY 3

Engage in partnerships, advocacy and research to support a better future for Young People.





# STRATEGIC PRIORITY 1

Courageously respond to the unmet educational needs of Young People and communities.

## GOALS

- a) Ensure access to and engagement in personalised, responsive and transformative learning experiences based on approved curriculum and accredited learning, to build the skills and capability for positive futures.
- b) Build the confidence, capabilities and agency of Young People to navigate aspirational pathways from a foundation of being valued members of safe and enriching communities of belonging.
- c) Build the capacity of our workforce through access to professional development and training.
- d) Develop partnerships with families and care givers, community, industry and government agencies to increase opportunities for schools to enhance wellbeing and learning outcomes; and post-school pathways for Young People.
- e) Establish new Special and Flexi schools in response to significant community need.




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# STRATEGIC PRIORITY 2

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Co-create a national culture and identity, working towards a shared purpose.

## GOALS

- a) Develop and embed policies, procedures and ways of working which ensure a safe and inclusive environment for all Young People, staff and community members.
  - b) Foster deep fidelity to our unique practice and relational ways of working.
  - c) Build strong cultural competence which ensures that we understand bias, address systemic inequities and promote culturally inclusive practices.
  - d) Develop leadership capacity across the organisation using a shared framework.
  - e) Provide meaningful opportunities for all staff and Young People to deepen their understanding of, and commitment to the *Charter for Catholic Schools in the Edmund Rice Tradition*.
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- A decorative orange line graphic in the bottom right corner, consisting of several overlapping, curved lines that resemble a stylized sun or a series of connected loops.

# STRATEGIC PRIORITY 3

Engage in partnerships, advocacy and research to support a better future for Young People.

## GOALS

- a) Continually evolve our practice and programs through evidence-based research.
- b) Advocate and build systemic partnerships to maximise positive outcomes, minimise barriers to participation and enhance post-school pathways.
- c) Continue meaningful engagement with Church and Catholic education bodies to strengthen our work as ministry.
- d) Ensure representation of flexible and special schooling perspectives to actively influence key discussions and decision-making in sectors relevant to education.
- e) Empower and inspire Young People to advocate for self and others to create a better world for all.




# STRATEGIC PRIORITY 4

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**Build a sustainable organisation that delivers value to  
Young People and their communities.**

## GOALS

- a) Position EREAFSL as an employer of choice that supports an engaged, skilled and resilient workforce.
  - b) Ensure effective internal communication and reporting to enable engagement and informed decision making.
  - c) Develop and implement robust frameworks, systems and processes to strengthen organisational sustainability and operational efficiencies; manage risk; and meet governance, regulatory and legislative obligations.
  - d) Seek efficiency, transparency and innovation through technology and digital solutions.
  - e) Align financial objectives and the responsible stewardship of assets with a courageous organisational vision while maintaining transparency and accountability.
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