



MEDIA RELEASE

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A distinctly Catholic vision for leadership

Teachers and staff in Australia's largest Catholic school system are set to receive a major boost to professional development and career progression opportunities following the launch of the Melbourne Archdiocese Catholic Schools (MACS) *Vision for Leadership*.

The Vision sets out clear pathways to leadership for MACS 18,000 teaching and non-teaching staff, preparing them to respond to the complex challenges facing society.

At its heart is the person of Jesus, who overcomes all division so that every person will flourish.

Unveiled on Tuesday 3 March, 2026, in the company of Victorian Deputy Premier and Education Minister, The Hon. Ben Carroll, and Victorian Shadow Education Minister Brad Rowsell, *Vision for Leadership* is designed to unite leaders across nearly 300 MACS schools in a shared commitment to student success.

MACS Executive Director, Dr Edward Simons, says strong, faith-filled leadership has a direct and lasting impact on students' lives.

'In an increasingly complex and uncertain world, our students need leaders who are present, calm and grounded in faith, leaders who recognise the goodness in others, inspire hope and believe in the power of faith-filled education,' he said.

'These values of empathy, compassion and a deep sense of social responsibility are deeply ingrained in the Catholic way of being, and is what sets our leaders apart.'

Shaped by insights from employees and backed by national and international research, MACS *Vision for Leadership* blends deep Catholic wisdom and contemporary evidence to provide a distinctive framework for leadership in its almost 300 schools.

Dr Simons said the *Vision for Leadership* complements MACS' *Vision for Instruction* and *Vision for Engagement*, strengthening a cohesive approach to teaching, learning and school culture across the system. He said that the cohesive approach by MACS reflects the Catholic Church's commitment to an integral human development, endorsed strongly by Pope Francis and now Pope Leo XIV.

MACS Director, People and Culture, Natalie Harper, said the Vision helps translate Catholic mission into daily practice.

'While we each bring our own experiences, the *Vision for Leadership* aligns our aspirations, purpose and mindset. This is supported with practical resources and tools that enable self-reflection, goal setting and continuous learning, to ensure leadership growth directly strengthens outcomes in our schools.

'Looking ahead, the way leaders engage with the Vision, individually and collectively, will strengthen our schools, enrich the student experience, and support MACS's 2030 ambition to be the employer of choice in the Victorian education sector,' she said.

Background

- MACS is the largest Catholic education provider in Australia, educating over 118,000 students across almost 300 schools and employing more than 18,000 teachers and support staff.
- *Vision for Engagement*, launched in June 2025, is MACS' system-wide roadmap to optimising classrooms for learning.

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- *Vision for Instruction*, launched in February 2024, is MACS' system-wide blueprint for teaching and learning excellence and equity.
 - *MACS Forming Hearts: Faith Formation Framework* grounds MACS' schools firmly in their local parish communities and in contemporary best practice for life-long formation.
 - Recent research from the Victorian Catholic Education Authority (VCEA) into *Lifelong benefits of attending a Catholic School* found graduates reported a 90% increase in life satisfaction compared to others, as well as lifelong benefits in employment and general health.

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