



EMMANUEL
ANGLICAN
COLLEGE

Learning ~ Living ~ Leading

Strategic Plan

2017 - 2019



A Pre-school to Year 12 co-educational College providing children with a nurturing and innovative learning environment.



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Christ-likeness Integrity
Excellence
Commitment
Compassion



An Anglican educational community inspiring learning, living and leading.

OUR VALUES

Christ-likeness

God's grace revealed through Jesus Christ being active in moulding our lives.

Ephesians 4:23-24 “..let the spirit renew your thoughts and attitudes. Put on your new nature, created to be like God - truly righteous and holy.”

Excellence

Demand the high expectations of self that are inherent in a culture of achievement.

Philippians 3:13 “I am far from thinking I have won. All I can say is that I forget the past and strain ahead for what is to come; the prize to which God calls us upwards.”

Commitment

Passion for learning, living and leading that embraces a determination to work hard.

Hebrews 12:1 “Therefore, since we are surrounded by such a great cloud of witness, let us throw off everything that hinders and the sin that so easily enstrangles. And let us run with perseverance the race marked out for us.”

Integrity

Acting accordingly to our principles of honesty and consistency.

1 Thessalonians 2:3 “For the appeal we make does not spring from error or impure motives, nor are we trying to trick you.”

Compassion

A genuine understanding, respect and care for others.

2 Corinthians 8:7 “But since you excel in everything - in faith, in speech, in knowledge, in complete earnestness and the love we have kindled in you - see that you also excel in this grace of giving.”



OUR MISSION

As a co-educational College founded in the Anglican tradition, we will:

- Celebrate our Christian faith
- Promote life-long learning
- Encourage excellence
- Engage positively with communities and the environment



1. Faith, Values & Service

To explore, share, celebrate and live out our Christian faith and values.

A. To further develop and enhance the relationship that exists between the College and the Anglican church, with a particular focus on the Parishes of St Mary's and St Bart's:

- Explore 'fresh expressions' of church to meet the needs of families
- Utilise resources available in parishes, including venues and clergy, to provide additional opportunities for students and families

B. Review the Religious and Values Education curriculum to ensure it best meets the needs of the students and explore ways that we can enhance the program:

- Develop a plan for the expansion and professional development of the RAVE teaching team
- Review the K-10 RAVE program and identify ways to develop and improve the program. This would include the mapping of themes and topics across Kindergarten to Year 10
- Explore the viability and suitability of offering Studies of Religion to senior years

C. Investigate ways to further develop the Prayer and Worship practice of the College to provide more opportunities for members of the community to share and celebrate their faith:

- Explore different ways to offer chapel services to the Secondary School
- Explore options and opportunities for staff, students and families to come together for prayer and worship including:
 - All meetings to begin and end with prayer
 - Prayer book for all staff
 - PC prayer each day on daily notices
 - Prayer for world events regularly
- Provide opportunities for students to be involved in Christian based prayer and justice groups

D. Further develop the Reflection Day and Retreat program:

- Develop an overview for a reflection day program for students in Year 5 through to Year 10
- Provide opportunities for staff reflection and retreat
- Develop a stronger, more authentic approach to student retreats

E. Consider needs and identify ways to develop and utilise resources to support the religious and faith life of the College:

- Review the chaplaincy needs of the College and develop a plan for the growth and development of a Chaplaincy Team to best meet the needs of the College
- Investigate ways to utilise the outdoor chapel
- Consider the creation of a RAVE room or separate prayer space



2. Teaching and Learning

To provide learning opportunities that are student centred, highly effective, innovative and engaging; and to promote a positive and supportive culture of learning and achievement.





A. Review, develop and enhance the following Pedagogical priorities:

- Developing a policy and overview for the Enrichment Program
- Complete the processes of K-12 mapping of all key learning areas
- Develop a policy approach to integrating technology into teaching and learning
- Review and enhance the iLearn@EAC program
- Explore ways to further enhance the effective use of technology as a learning tool including options for a implementing a learning management system
- Implement a Thinking Curriculum

B. Further develop Learning Support to cater for students with additional needs:

- Articulate policies and procedures for identifying, documenting, responding to and communicating to relevant stakeholders about, student learning needs
- Explore ways to grow the learning support team based on the learning needs of the students

C. Review the College assessment policies and procedures including exploration of the following:

- Movement towards an approach focusing on assessment for and as learning
- Further enhance practices to optimise the frequency, variety and suitability of assessment
- Improving processes for identifying, recording and reporting reading levels/benchmarking
- Review reporting practices to ensure they best meet the needs of all stakeholders

D. Developing a policy and approach towards the differentiation of learning opportunities to meet students' needs including:

- Exploring and implement ways to expand subject choice/offers to further cater for individual interest and ability
- Provide professional learning and sharing opportunities to develop more effective practice

E. Provide more opportunities for data sharing and analysis in order to inform teacher practice including:

- Develop systems to allow teachers to access the broad range of data we currently have relating to student learning and wellbeing
- Create opportunities for staff to analyse, discuss and respond to data relating to student learning and wellbeing

F. Identify ways to promote and provide opportunities for students to pursue and achieve academic excellence including:

- Exploring approaches to identify students who may be 'coasting' and challenge and engage them to pursue excellence
- Create more opportunities to recognise, award and celebrate excellence



3. Pastoral Care

To create a culture of respect in which each individual is known, valued, nurtured, supported and celebrated.





A. Explore options for providing students, staff and parents access to appropriate counselling services:

- Investigate and cost options for providing services to target groups
- Establish onsite counselling services for students
- Develop policy and procedures integrating the counselling service into the Pastoral Care structure of the College

B. Develop structure, policies and practices that promote consistency in the approach to student welfare:

- Develop a clearly articulated philosophy/policy relating to pastoral care and student welfare
- Enhance processes for communicating with the staff about pastoral and welfare issues
- Continue to refine and improve the Student Award System, promote it within the College community and support staff with its implementation

C. Develop a Kindergarten - Year 12 Pastoral Care Program:

- Review the current program and construct a K-12 overview

- Integrate into the program exploration of the following topics:

- i. Promoting social skills development
- ii. Developing independence and organisation
- iii. Safe Technology Usage
- iv. Supporting students with transition
- v. Developing effective study and research skills

D. Create further student service opportunities:

- Further develop the Lighthouse Program including linking it more directly with the RAVE program via service based units
- Introduce a Year 12 student leadership role to promote and lead the service life of the College
- Explore options for students to serve in the wider community, including holding a school service mission trip

E. Initiate the Duke of Edinburgh program and integrate service outcomes into the Lighthouse Program.



4. College Development and Community Involvement

To continue the growth and development of the physical and human resources of the College; and to enhance and create new opportunities for the College to engage with the broader community.





A. Enhance existing, and develop additional, resources to support student learning opportunities:

- Explore ways to create clusters of specialist learning spaces around the College
- Further develop external play areas for students including:
 - i. Completion of infants playground area
 - ii. Design and installation of a new outdoor play area for the Early Learning Centre
 - iii. Construction of multipurpose hard courts for secondary students
 - iv. Completion of Stage 2 of the primary school development
- Explore design options, cost and construction timeline for a multipurpose centre
- Develop and implement IT Strategic Plan to support the use of technology in teaching and learning and in administration

B. Improve communication frameworks and processes to support the exchange of information to all stakeholders:

- Explore options for more effective use of technology to enhance communication including TASS, website and social media
- Review and improve meeting structure/cycle for staff groups
- Research, select and install of a new phone system
- Develop procedures manuals and create responsibilities list
- Centralising more procedures on TASS including excursion and PD requests
- Review and improve emergency procedures as appropriate

C. Explore and initiate opportunities for growing parent and community involvement:

- Review the current information evenings offered to ensure they are timely, suitable and meeting parent needs
- Identify parents needs and interest in terms of education and information opportunities and develop opportunities that are tailored to suit parent needs
- Explore opportunities to develop Indigenous links

D. Enhance opportunities for professional learning for all staff:

- Create a model of professional learning and sharing based on professional learning communities
- Expand Professional Learning and Development Plan process to non teaching staff
- Ensure Professional Learning and Development Plans are linked to strategic goals

E. Continue to explore opportunities to grow the College enrolment:

- Develop strategies specifically targeting secondary school enrolments
- Review the College's marketing strategy, identify appropriate target markets and develop strategies to maximise the enrolment outcomes from these markets
- Explore ways to further promote our brand, programs and achievements include the use of social media

F. Expand the International Students Program:

- Develop the tour group program to maximise the benefits of the College resources in non-term time
- Expand the number of students involved in the semester and short stay program
- Increase the number of full time international enrolments to 10 students by 2019



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