Arndell
Anglican College

Love | Faith | Hope

STRATEGIC PLAN | 2021-2025

Our Guiding Principles

Provide quality and affordable Christian education that is comprehensive, inclusive and conducive to rich, lifelong learning while maintaining the primacy of mission, care and community in our College.

Develop our sense of honoured heritage and celebrate achievement within our shared culture while also building a habit of continuous improvement that is enhanced by greater expertise in the use of goal setting, measurement of data and critical reflection.

Position our College to serve the growth of the Hawkesbury and the greater Hills region while developing our capacity to respond with flexibility and resilience to external educational, technological, financial and socio imperatives.

Configure our physical dimensions and facilities optimally to balance present needs and future contingency so that we grow naturally according to demand and within the boundaries of reasonable and available resources.

Our Purpose
Arndell Anglican College is a vibrant, P-12 Christ-centred learning community, through which Jesus is made known.

Our Values

- Our shared Christian faith
- A culture of lifelong learning
- An open and respectful community
- Our connectedness to the Hawkesbury region and beyond

Our Vision

We aspire that our students will graduate with...

- A knowledge of the Christian faith
- A developed understanding of who they are and what they believe
- Pathways to success in their lives and the contemporary world
- A desire to contribute to the life of their community

Strategic Pillars

Arndell Anglican College is committed to…

LEARNING
A learning culture which is reflective, promotes deep thinking and prepares learners to contribute positively to their world.

MISSION
Sharing and promoting the good news of Jesus in our service to Him.

WELLBEING
A culture which promotes belonging, resilience and adaptability in a safe and supported environment where each individual is valued.

ENVIRONMENT
A sustainable and enhanced physical environment that supports our learning community through faithful stewardship of resources and governance best practice.

COMMUNITY
A connected community, actively engaged in service for our College and beyond.

LEADING
A leadership culture which develops the capacity of each individual to lead self and others.

Learning

GOAL Developing a learning culture which is reflective, promoting deep thinking, preparing learners to contribute to their world by producing ideas and works that express creativity, value and meaning.

OBJECTIVES	MEASURES
Learning Journey Framework fully embedded.	• Teaching and learning programs, lesson design/practice and RPG plans evidence the implementation of the Learning Journey Framework. • Common logos, schema and charts are displayed throughout the College. • Evaluate the impact of the Learning Journey Framework on student outcomes through assessment for/of/as deeper understanding and application. • Learning Journey course for all new staff. • Create learning continuums for accessible characteristics of the Learning Journey Framework to support student growth.
Support quality teaching and learning through the development of a collaborative and purposeful professional learning program.	• Tracking teacher involvement and collaborative practices in teaching and learning communities which align with the College strategic initiatives. • Staff feedback surveys on impact on the quality of professional learning programs. • Professional learning programs are aligned to the NESA standards. • Provide a platform for professional learning to be shared across the College.

OBJECTIVES	MEASURES
Promote a reflective culture of learning for staff and students.	• Ongoing evidence of participation in the RPG process. • Implementation of a variety of pedagogical practices that encourage student reflection within learning programs.
Use technology to enhance the quality of student engagement and learning outcomes.	• Provide ongoing training in LMS with a specific focus on CANVAS, Seesaw, Edumate. • Teaching programs provide evidence of effective use of digital learning to enhance student learning. • Use data to measure student engagement.
Use data to inform pedagogical practices that drive improvement in literacy and numeracy.	• Collect and effectively interpret data to inform pedagogical practice. • Improved literacy and numeracy achievement across the College.
Encourage meaningful, individual growth for all students by providing rich, differentiated learning opportunities and experiences.	• Documented evidence that data has led to adjustment of the curriculum and that students are taught at their individual point of need. • Adjustment of the curriculum is clearly articulated in learning programs.

Mission ✝

GOAL Sharing and promoting the good news of
Jesus in our service to Him.

OBJECTIVES	MEASURES
To complete and embed the Christian Thinking Framework.	• Christian Thinking Framework is complete and ratified by Council. • Christian Thinking Framework is communicated to College community. • Christian thinking Framework is implemented across the College.
Initiate public events sharing the good news of Jesus.	• Annual calendar of events created and communicated to the community. • Establish an annual Mission Week for gospel proclamation to students. • Successful Mission Week.
Facilitate opportunities for staff to engage in professional learning in theology and ministry.	• Clearly identified opportunities for staff engagement in theological/ministry learning in the wider community.
Provide opportunities for staff to explore the Christian message.	• Identified opportunities for staff to explore Christianity. • Increased number of staff involved in courses exploring Christianity. • Number of staff members involved in further theological study.

OBJECTIVES	MEASURES
Strengthen partnerships with local Anglican churches.	• Increased number of local ministers engaged with the activities at the College. • Review the youth worker partnership with local churches.
Student camps to include Christian development as a core component.	• Review of the camp program to ensure Christian development is a core component.
Promote Christian leadership development programs for students.	• Access or create a Christian leadership program for students. • Number of students engaged in ministry at the College.

Wellbeing

GOAL A culture which promotes belonging, resilience and adaptability in a safe and supported environment where each individual is valued.

OBJECTIVES	MEASURES
Embed the Pastoral Care Framework P-12.	• Common logos, schema and charts are displayed throughout the College. • Provide staff training. • Pastoral Care Framework has been communicated to the College community.
Enrich wellbeing programs and initiatives to support resilience and respectful relationships.	• Current anti-bullying program is reviewed and updated. • Wellbeing programs have high level of interactions between students of different year groups. • Wellbeing programs have high level of interactions within year groups. • Staff and student voice are gathered and used to inform programs and initiatives.
Provide a healthy work environment and improve the quality of work lives for all staff.	• Wellbeing plan is developed and implemented.
Equip staff to support student programs and initiatives.	• Provide professional learning for staff.

OBJECTIVES	MEASURES
Promote positive partnerships with parents.	• Parent information sessions on wellbeing. • Parent engagement with wellbeing sessions. • Creation of parent/community hub.
Each individual is acknowledged by the community for their contributions and achievements.	• Review and implement updated student awards program. • Review and implement updated presentation and awards events.
Director of Wellbeing and Community Service executive role.	• Director of Wellbeing and Community Service role is implemented 2021.

Environment

GOAL Committed to a sustainable and enhanced physical environment that supports our learning community through faithful stewardship of resource and governance best practice.

OBJECTIVES	MEASURES
Strategic plan 2021-2025.	• Strategic plan is articulated and reported on annually.
Succession plan for College Council and executive.	• Identified successors or process for executive appointments. • Council membership is full.
Policy framework is articulated and accessible.	• *Ask Thomas* is implemented. • Review and refresh College website. • Risk management processes are annually reviewed. • Non-compliance matters are reported and rectified.
Masterplan is articulated for the continued expansion of the College.	• Masterplan reflects the learning facility needs for a College of 1500+ students.
To be stewards of current and future resources.	• Maintain level 1 budget status. • To build out of cash reserves. • Maintain debt/student ratio.

" Committed to a sustainable & enhanced physical environment

Community

GOAL A connected community, actively engaged in service for our College and the local community.

OBJECTIVES	MEASURES
Identify and establish opportunities for students and staff to be engaged in activities that serve the College and wider community.	• College service program created and implemented. • Level of engagement by students in compulsory service activities. • Number of students engaged in voluntary service activities • Identify and establish partnerships with local community organisations that provide service opportunities.
Embed service opportunities within the College's wellbeing and learning programs.	• Identify and implement opportunities to serve within the wellbeing and learning programs.
Expand the number of events that involve parents in the life of the College in a meaningful way.	• Review current events for parent engagement within the College. • Create a calendar of events for parent involvement within the College. • Feedback from parents regarding level of engagement and benefit of College community events.

" An actively engaged, connected community.

Leading

GOAL A leadership culture which develops the capacity of each individual to lead self and others.

OBJECTIVES	MEASURES
Articulate and promote the Arndell leadership attributes.	• Leadership attributes are defined and communicated for all staff position levels. • Leadership attributes are incorporated into the RPG, Professional Learning programs and all position descriptions.
Establish leadership programs that promote the development and understanding of the leadership attributes in self leadership, team leadership and executive leadership.	• Programs evidence personal professional attributes; leadership of team attributes and/or development of executive leadership attributes.
Enrich the professional learning leadership continuum by implementing leadership attribute focussed programs.	• Leadership programs implemented are in line with Arndell's articulated leadership attributes.
Our leaders are empowered to improve teaching quality and lead the development of curriculum and assessment.	• Improvement in student engagement and learning outcomes are evidenced through the use of student surveys, data analysis (internal and external) and classroom observations.

OBJECTIVES	MEASURES
Develop our leaders to coach and mentor others including students.	• Implement coaching and mentoring methodologies.
Articulate and promote the Arndell student leadership attributes.	• Student leadership attributes are defined and communicated to all staff and students. • Student leadership attributes are incorporated into the leadership selection process and role expectations.

Learning through Christ

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Anglican College