STATEGIC PLAN 2015–18

“Guided by our past, confidently advancing into the future.”

JULY 2015
Photographers know the joy of using a wide-angle lens to capture a panorama and then zooming in to focus on a special object within the larger scene. This Strategic Plan has something of the same feel. That wide-angle view of the purpose of our College is the sub-title of this booklet, “Guided by our past, confidently advancing into the future”.

The strategic thrust behind our thinking was to build the future of the college to ensure that we serve the community of NSW into the next 100 years.

The plan presented here is the result of hundreds of hours of work and was developed in early 2015 through a process of consultation facilitated by Mark Vincent and Insight Plus. (view insightplus.com.au) Consultations were wide and input was gained from representatives from every part of the College community including members of Council, staff, parents, students, alumni and other interest groups.

While it is not possible for the College to address everything at once, this plan formulates seven strategic priorities all formulated by the College community. Each of these has specific objectives and planned outcomes – most over the next three years – but clearly others have a longer time-frame. We are working towards the completion of 31 identifiable projects over the next 3 years.

I and the College Council are excited about the breadth of the plan for it encompasses so many aspects of the life of the College; and the depth of the plan because it advances identifiable projects and goals that will improve our College and community. The Council is committed to this Strategic Plan and will be giving practical support to its implementation in the coming years.

Ian Palmer
BISHOP OF BATHURST
All Saints’ College, Bathurst is a Christian co-educational day and boarding school established in the Anglican tradition for students from Pre-Kindergarten to Year 12.

The Mission of the College community is to:

• Foster academic excellence, an excitement for learning, creativity and the fulfilment of individual potential
• Nurture Christian principles welcoming people of all faiths and cultures
• Develop confidence, integrity and respect for oneself and others
• Encourage independence, responsibility and self-motivation
• Prepare students to become articulate and valued citizens.
The key points of difference which contribute to the uniqueness of the College are:

- The academic performance of the College relative to comparable schools
- The range of opportunities available to every student
- The deep tradition and heritage of the College
- A genuinely student-centred approach to teaching and learning
The collective ambition of the College is to achieve:

- Financial security
- Capacity enrolments
- Contemporary learning and teaching practices
In planning the future of the College to serve the community of NSW into the next 100 years, the following priorities have been identified:

A  **STUDENT-CENTRED TEACHING AND LEARNING**
   inspiring and equipping our students to embrace their opportunities

B  **STAFF PROFESSIONAL LEARNING**
   building a culture of professionalism which embraces contemporary teaching practices

C  **AN ANGLICAN SCHOOL**
   developing an understanding of what it means to be an Anglican school

D  **COLLEGE COMMUNITY BUILDING**
   fostering deeper relationships across the College community

E  **OPTIMAL SCHOOL SIZE AND STRUCTURE**
   achieving capacity student numbers for the infrastructure

F  **GOVERNANCE AND SUSTAINABILITY**
   inspiring leadership which provides confidence in the future of the College

G  **INFRASTRUCTURE AND AMENITIES**
   providing contemporary facilities which complement well-maintained historic buildings
A  STUDENT-CENTRED TEACHING AND LEARNING

Inspiring and equipping our students to embrace their opportunities:

Critical Outcomes & Objectives

- Improved student academic performance
- Development of student confidence, integrity and respect for others
- Providing students will the skills, conversations and experiences at school to identify their goals and how best to achieve these
- Ensuring students are self-motivated adopting intrinsic self-discipline

B  STAFF PROFESSIONAL LEARNING

Building a culture of professionalism which embraces contemporary teaching practices:

Critical Outcomes & Objectives

- Encouraging effective teaching practices which address each students’ academic, emotional and social needs
- Providing opportunities for professional staff experiences beyond All Saints’ College
- Implementing ’Appretio’ as a means of documenting and shaping staff professional learning
- Conducting formal and informal evaluation of teaching practices by staff
C ANGKLICAN SCHOOL
Developing an understanding of what it means to be an Anglican school:

**Critical Outcomes & Objectives**

- Developing a better understanding of what it means to be an Anglican School
- Communicating to our community what it means to be an Anglican school
- Living out Anglicanism through rituals and actions and in the way we treat all members of the school community
- Being vigilant that our actions are consistent with the All Saints’ Mission Statement

D COLLEGE COMMUNITY BUILDING
Fostering deeper relationships across the College community:

**Critical Outcomes & Objectives**

- Fostering a strong presence of the College within Bathurst and the Central West
- Encouraging meaningful parent involvement in the life of the school
- Developing improved contacts with College alumni
- Building an improved profile of the College Foundation within the school community
- Creating increased networks with the wider community
E  OPTIMAL SCHOOL SIZE AND STRUCTURE

Achieving capacity student numbers for the infrastructure:

**Critical Outcomes & Objectives:**

- Achieving a total school enrolment of 560 students over the next three years
- Maintaining the focus on increasing enrolments from Bathurst, regional NSW, Sydney/Canberra and international markets

F  GOVERNANCE AND SUSTAINABILITY

Inspiring leadership which provides confidence in the future of the College:

**Critical Outcomes & Objectives**

- Striving for financial sustainability
- Providing strong, clear governance
- Encouraging increased breadth of skills and experience amongst the members of the College Council
G INFRASTRUCTURE AND FACILITIES

Providing contemporary facilities which complement well-maintained historic buildings:

Critical Outcomes & Objectives

• Providing well maintained historical and contemporary facilities
• Upgrading boarding and classroom facilities
• Developing consensus on the coming Sesquicentenary Year project (Advanced Learning Centre is a proposal)
Educating the whole person for the challenges of a changing world

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