



## STRATEGIC PLAN

### AUSTIN COVE BAPTIST COLLEGE Policy Management

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**Adopted by:** Principals                      **Review date:** March 2022

#### Revision History

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2 March 2021	Principal Secondary
2 November 2020	Principal Secondary
9 June 2015	Chief Executive Officer
3 March 2015	Principal Primary Principal Secondary
2012	Principal

# Strategic Plan 2019 – 2024

## Our Mission

**The Mission** of Austin Cove Baptist College is to provide an excellent, quality education for every student, using the Western Australian Curriculum Framework, within a Christian environment that exemplifies the College motto: "Run with Endurance".

*"And let us run with perseverance the race marked out for us, <sup>2</sup> fixing our eyes on Jesus, the pioneer and perfecter of faith." Hebrews 12:1 - 2*

## Our Vision

**The Vision** of Austin Cove Baptist College is to increase the qualitative educational experience that Austin Cove Baptist College students have, so that each student is not only assured of an excellent education that meets their academic potential, but that they also have every opportunity through each Learning Area to see the fruit of their teachers' Christian lives and live the College motto as a daily expression.

## Our Aim

**The Aim** of Austin Cove Baptist College is to encourage students to develop a love for learning, initiative and personal discipline, social responsibility, a secure sense of self-worth, and a personal awareness of God.

## KEY AREAS

### **STAFF AND SCHOOL LEADERSHIP**

Christian Teachers - Christian Context for Community  
Excellence – Develop Excellence in Staff

### **TEACHING AND LEARNING**

Curriculum – Develop Curriculum to an excellent standard  
Teaching – Improve Teaching Methodology to an excellent standard  
Learning – Motivate students learning  
Bridge the gap between teaching and learning

### **PHYSICAL FACILITIES AND RESOURCES**

IT  
Buildings  
Green space/Play areas  
Maintenance

### **ADMINISTRATION AND GOVERNANCE**

Transparency and accountability  
Policies and Procedures  
Community Communication

## KEY RESULT AREA 1: STAFF AND SCHOOL LEADERSHIP

### **A pervasive Christian Context for our school community**

To employ qualified Christian staff who will uphold, communicate and represent Christian values and beliefs to students, families and community  
Supporting staff's Christian beliefs through regularly meeting together

### **Develop staff to excellence**

#### Retain Staff

*Create a working environment of professionalism and enjoyment.*

*Allow staff to create cultures and programs suited to their gifts and abilities*

*Multiply options for staff gatherings*

*Encourage professional satisfaction*

#### Provide Training for Staff

*Strategic training for staff in key areas of improvement for the College and their own professional development*

#### Create Effective Communication

*Develop consistent staff appraisal procedures for all staff*

*Develop the Student Management System*

#### Set an Excellent Standard

*Leaders model professionalism*

*Mentor young teachers*

*Provide teachers with ongoing detailed feedback regarding their classroom practice*

## KEY RESULT AREA 2: TEACHING AND LEARNING

### **Develop the curriculum to an excellent standard**

Progressively introduce the Western Australian Curriculum as each secondary school year level is added

Evaluate Curriculum

*All aspects of the curriculum are monitored and evaluated for effectiveness*

Enhance Curriculum

*Find areas of weakness and provide training and staff development*

### **Improve teaching methodology toward excellence**

Teachers committed to continuously improve their own teaching

*Use the AITSL professional standards for teachers and leaders*

*Develop an understanding of and implement the General Capabilities (GC) of the Western Australian Curriculum*

*Deliver differentiation in teaching programs*

Teachers seek ways to use creativity and innovation in the classroom

*Construct learning experiences that are consistently engaging and challenging for all students including those with particular needs*

### **Encourage students to be learners**

Students learn through participation, achievement, approval and positive reinforcement

Students learn through Student Management and Pastoral Care

*School Wide Student Management System K-12*

Students learn through Opportunities

*Increased use of ICT in all classrooms and throughout the curriculum*

*Differentiation in learning opportunities*

**Encourage learning through bridging the Gap between Teaching and Learning**

Improve communication between teachers, students and parents

*Using SMS*

*Initial contact calls from Year coordinators of new students*

Improve format of reporting and communicating feedback to and from parents

## KEY RESULT AREA 3: PHYSICAL FACILITIES AND RESOURCES

### **Improve the role that IT plays in the College**

Bringing IT into the Classroom

*32 Laptops per classroom*

*Online Learning Portals – Jacaranda, SMS, Mathspace, Mathletics*

*Parent Portals*

### **Buildings for the Future**

Building purpose built buildings to increase the opportunities for students in the College

*Relocate Primary and Secondary to permanent site*

*Build a new Early Learning Centre*

*Build a four court basketball gymnasium*

*Build a 50m 8 lane pool on site*

*Build an auditorium*

### **Investing in learning resources to aid outdoor learning**

Create outdoor learning spaces on the College Campus

*Nature play area*

*Outdoor Beach Volleyball courts*

### **Maintaining quality infrastructure**

Up keep schools existing infrastructure

Beautify existing grounds

## KEY RESULT AREA 4: ADMINISTRATION AND GOVERNANCE

### **Work towards transparency and accountability**

Economise running costs of the College

*Set fee structure that provides no barriers to private school education*

Developed administration team including Coordinators and Principals for Primary and Secondary

Clear Communication between Board and College staff

*Inviting the Board into the College*

*Professionalism in electronic communication*

### **Update, simplify and make accessible all policy and procedures**

Create and refine existing College policies

Improve communication of policies to staff, students, parents and community

*Staff handbook*

*Student Management Policy*

*Develop Website*

*Comprehensive Induction process*

*Policies in Diary*

### **Increase the level of communication between the College and the local Community**

Increase advertising presence in the community

*School Radio Station and Local Radio Stations*

*Social Media presence and Electronic notice Board*

*Community events*

*Local newspapers*

*Community friendly Gymnasium*

Develop links with community organisations