



Strategic Plan 2014-2019

Yesterday, Today and Tomorrow

Yesterday, we began with a founding vision from a group of hard-working Christian parents who had the mission of establishing a Christian school in the Hawkesbury. From the initial purchase and establishment of the College's current physical site and facilities, we evolved and became established under the Sydney Anglican Schools Corporation.

Today is an exciting time. The original Christian vision for the College has been honoured in our offering of a diverse curriculum that meets the needs of our P-12 students. This learning environment promotes optimism, respect and ownership within and for our culture. Positive change has brought us a period of stability and expansion through which we seek to maintain and build upon our Christian faith. As we go about our work, we are mindful of a number of strategic issues. These include how we:

- Provide quality and affordable Christian education that is comprehensive, inclusive and conducive of 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 region and beyond while developing our capacity to respond with flexibility and resilience to external educational, technological and financial 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

The call of the future for us is to stay true to the College's original founding vision of establishing a vibrant Christ-centred learning community through which Jesus is made known. Future planning and confident growth supported by the appropriate technology will enable this vision to flourish in a College where our students are well prepared for their futures in an ever-changing world.

Our Ethos and Vision

Our Purpose	Learning through Christ
Our College	The P-12 school of choice in the Hawkesbury region, serving God, our students, families and staff in a caring Christian learning community that provides a high quality and affordable education
Our Students	Students of Arndell Anglican College graduate with: <ul style="list-style-type: none"> • 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 positively to the life of their community
We Value	<ul style="list-style-type: none"> • Our shared Christian faith • A culture of lifelong learning • An inclusive and respectful community • Our connectedness to the Hawkesbury region and beyond
Our Vision	<ul style="list-style-type: none"> • An authentic Christian educational community • A rigorous, well-balanced and comprehensive education • Genuine care for our students • A committed College within the Sydney Anglican Schools Corporation

The Arndell Way 2014-2019

The Arndell Way prepares our students to understand the world and God's created order, to know Jesus and to learn for life. As a community, we share an understanding and experience of how we strive to achieve and reinforce our vision and culture.

Our Goal	To embed The Arndell Way		
Our Strategic Focus	Aim	Means	Desired Ends
Education	<ul style="list-style-type: none"> To create an engaged Christ-centred learning community that enables each student to become the best they can possibly be 	<ul style="list-style-type: none"> Provide guidance, challenges and opportunities for students to grow and become responsible learners Provide a rigorous and differentiated curriculum that develops critical and creative thinkers Employ pedagogies that use adaptive, courageous and innovative strategies that prepare learners for their global context 	<ul style="list-style-type: none"> We deliver a high quality education shaped by the Bible within a community of life long adaptive learners who are confident, optimistic and resilient with a strong hope for the future We align our curriculum and co-curriculum to the ethos and vision of the College for Christian excellence We achieve our educational targets by producing consistently strong value-added results for our students
Evangelism and Discipleship	<ul style="list-style-type: none"> To engage our College community in the Christian faith so that everyone has the opportunity to come to God and continually grow in Christ 	<ul style="list-style-type: none"> Present Christ at every opportunity and provide opportunities for each person to make an informed choice to follow Christ Model Christ's life through personal witness, school curriculum and practice Establish links with local churches and Christian groups 	<ul style="list-style-type: none"> We communicate the Gospel consistently in a Christ-centered community We thoroughly integrate our Mission focus into the daily life and routines of the College We encourage our community members to grow into the full stature of maturity in Christ
Financial	<ul style="list-style-type: none"> To set and maintain high standards of affordability and sustainability 	<ul style="list-style-type: none"> Demonstrate sound financial management Manage competing financial priorities Set appropriate budget and other financial targets, including SASC Level 1 status 	<ul style="list-style-type: none"> We demonstrate successful stewardship of resources We eliminate financial impediments to the College's mission We meet or exceed our financial targets
Leadership	<ul style="list-style-type: none"> To equip staff and student leaders at all levels of the College with a vision for Christian service 	<ul style="list-style-type: none"> Proclaim and enact the vision Use our influence in a positive way to challenge and empower others to become servants of our community Develop and implement devolved and integrated programs and structures for leadership with a Christian worldview 	<ul style="list-style-type: none"> We are effectively and safely led by Christian leaders managing the present and leading into the future Our students and staff can articulate our shared vision and understanding of learning through Christ and they demonstrate this through their actions We measure what we do, evaluate our progress and set goals to go further

Our Strategic Focus	Aim	Means	Desired Ends
Relationships	<ul style="list-style-type: none"> To build a community based on positive, healthy relationships modelled on Jesus' love for us 	<ul style="list-style-type: none"> Treat people with dignity, fairness and respect Teach values of Christian understanding, compassion and love Foster and model positive Christian relationships in our interaction with staff, students and family 	<ul style="list-style-type: none"> We are a community with a strong sense of belonging We demonstrate respect for each other We receive consistently affirming student, parent and staff feedback about the integrity and consistency of our culture
Reputation	<ul style="list-style-type: none"> To remain the school of choice in the Hawkesbury region 	<ul style="list-style-type: none"> Offer an affordable and high quality Christian education Demonstrate excellence in all aspects of College life through our student representatives in the community Build a strong alumni community 	<ul style="list-style-type: none"> The community affirms the quality and affordability of an Arndell Anglican College education We continue to achieve the premier Higher School Certificate results in our region We meet or exceed our enrolment, alumni and growth targets
Staff	<ul style="list-style-type: none"> To attract and retain quality Christian staff 	<ul style="list-style-type: none"> Provide ongoing professional training and development in a collegial, supportive environment Provide opportunities for Christian spiritual growth Identify and strengthen potential of key individuals 	<ul style="list-style-type: none"> We have excellent Christian staff who use their God-given gifts to promote the learning outcomes of our students We feel valued, committed and connected to each other with appropriate levels of staff succession and job satisfaction We are supported by positive team dynamics and collaborative professional learning

Our Strategic Initiatives 2014-2019

			Education	Evangelism & Discipleship	Financial	Leadership	Relationships	Reputation	Staffing
Who	Timing	Strategic Initiative							
CC & CE	2014	Create Policy Framework				●			
CC & CE	2014	Clarify Strategic Debt Approach			●	●		●	
CC & CE	2014	Establish Critical Incident Plan & Facilities			●	●		●	
CE	2014-15	Support OAGS	●			●	●	●	●
PC, JS & SS	2014-15	Create and Implement P-12 Pastoral Care Framework	●	●		●	●	●	●
CC & CE	2014-15	Establish Succession Planning	●	●	●	●	●	●	●
CM	2014-16	Strengthen Christian Mission	●	●	●	●	●	●	●
CE	2014-19	Conduct Leadership Development			●	●	●	●	●
CM	2015-19	Enhance Christian Curriculum and Thinking	●	●		●	●		●
CE	2015	Confirm ICT Investment	●		●	●			
CE	2015	Establish Middle School	●	●	●	●	●	●	●
CE	2015	Establish College Heritage Plan and Alumni Association		●			●	●	
CC & CE	2015	Create and Implement Data and Evaluation Framework	●			●			●
CC & CE	2016	Confirm Growth Plan	●		●	●			●
JS & SS	2016-19	Create and Implement P-12 Pedagogy Framework	●			●		●	●
SS	2016-17	Create and Implement Trade-based Learning Program	●	●	●	●	●	●	●
CC & CE	2017	Create 10 Year Facilities Masterplan*	●	●	●	●	●	●	●
CC & CE	2019	Identify and Partner with Corporate Benefactors			●	●	●	●	
CC & CE	2019	Establish Strategic Asset Reserve / Foundation			●	●		●	

(* Includes: Expand Prep; Strategic Learning Centre; Canteen; Grounds; P&F Storeroom; Car park; Staff offices and Common room; Gym; AG Plot; Theatre; Admin Block; New Property; TAS; Ablutions)

Our College Teams: College Council (CC), College Executive (CE), Senior School (SS), Junior School (JS), Pastoral Care (PC), Christian Mission (CM)