



Wesley College

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Members appointed by Synod

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I. STRATEGIC PLAN STRUCTURE

Wesley College is a Uniting Church School with a vision to be an innovative learning community in which students are empowered to lead purposeful lives. The College Strategic Plan links three key pillars of Why? What? and How? Wesley lives and demonstrates the College Vision, Mission and Values in action. (See Attachment 1)

Strategic Impact – Why?

Illustrating the long-term transformations for all learners is the College's Strategic Impact and four attributes. They are:

- **STRONG THINKER** - All students can become strong thinkers.
- **PURPOSEFUL DOER** - All students can become purposeful doers, engaged with all aspects of learning.
- **POSITIVE CONNECTOR** - All students can become positive connectors, acting on their values and engaging in the community both locally and globally.
- **POWERFUL SELF-ACTIVATOR** - All students can become powerful self-activators, developing a strong sense of self and becoming self-directed.

Wesley Capabilities – What?

The Strategic Plan identifies and links transferrable skills students require in the 21st century to demonstrate they are becoming strong thinkers, purposeful doers, positive connectors and powerful self-activators. These skills are known as the Wesley Capabilities or 7Cs. The Capabilities describes the 'What?' of the Strategic Impact in action.

Key Result Areas – How?

Five Key Result Areas drive the day-to-day core business of the College and reflect the strategies, targets and actions that are employed to promote student success. The Key Result Areas support the overall direction of the Strategic Plan by ensuring there is connection between both the strategy and the operationalisation of goals and actions.

College Management reviews these actions as part of a strategic retreat each year. This process identifies progress of actions and breaks down remaining actions into three categories: 1. Immediate actions (for completion within 12 months), 2. Ongoing (working towards end of 2020), 3. Long-term (for commencement in final year of plan).



2. MAJOR AREAS OF WORK

In 2019, College Management developed three strategic priority areas: Quality Learning, Quality Relationships, Quality Connections. As such, the College is currently engaged in the following actions aligned with the Strategic Plan:

Quality Learning

- Embed the 7Cs in and out of the classroom to effectively measure our impact
- Develop quality differentiation practices in all classrooms to improve student achievement
- Refine and embed academic engagement model including targeted intervention, extension and documented plans practices
- Develop data and evidence informed practices and more closely monitor high and under-performing students
- Design meaningful professional learning experiences for staff and build capacity to deliver on strategic priorities.

Quality Relationships

- Develop capacity of staff to act in their pastoral and relational roles in support of a high care environment
- Complete review of SEL across the school with a focus on self-management and positive relationships
- Further enhance working relationship between Executive and staff through effective communication and change management processes
- Continue focus on building relationships with potential and future parents, prioritising customer service with a view to maximising conversion of enquires.

Quality Connections

- Promote our vision, values, impact and practices to the whole community which is consistent with the traditions of the Uniting Church
- Refine and clearly articulate our points of difference and value proposition
- Develop outstanding publications that celebrate achievements and that are informative
- Proactively provide academic and pastoral feedback to students and parents
- Proactively provide parents and alumni with opportunities to participate in effective dialogue with the College including Chaplaincy.

3. PROGRESS TO DATE

In 2019, the following actions have been achieved:

- 7Cs framework has been designed and implemented in both curriculum and co-curricular activities
- New Academic Success and Engagement framework has been designed and launched with a focus on quality differentiation and appointment of new Dean of Intervention and Extension
- Introduction of new interim effort grade and data tracking that has resulted in tiered academic coaching for students and pro-active conversations with students and parents
- Further development of aligned professional learning program with strategic priorities including leadership forum, professional learning groups and revised annual planning conversation process
- SEL review and design of new framework underway
- Introduction of staff lunches to promote professional and social networking

- Renewed focus on relationships through active tracking of student pastoral matters using Schoolbox – learning management system
- Renewed Wesley Experience day – Amazing Race, Scholarship Day and interview process to engage prospective parents. Results – increased enrolments and take-up of scholarships for 2020
- Establishment of new centenary committee for 2023
- Establishment of e-books, new website and diverse social media channels to engage stakeholders.
- Launched New monthly Headmaster Review and Headmaster’s Lecture Series
- Extended digital feedback to parents on student learning from PP – Year 12 through Schoolbox.

**Mathew Irving – Director of Strategy
(On behalf of Headmaster and Wesley College Executive)**



OUR STRATEGIC PLAN 2017-2020

By daring & by doing

OUR VISION

Be an innovative learning community in which students are empowered to lead purposeful lives.



OUR MISSION

Be intellectually, physically and artistically engaging. Be vibrant, caring and connected to strive for personal best and pursue excellence. To honour our heritage and Christian foundation.



OUR MOTTO

By daring & by doing.



OUR CORE VALUES

Respect, Integrity, Compassion & Courage.

OUR STRATEGIC IMPACT

Wesley's Strategic Impact exemplifies holistic student success and reflects our long held belief that every student has the capacity to shape their own learning and demonstrate growth over time.

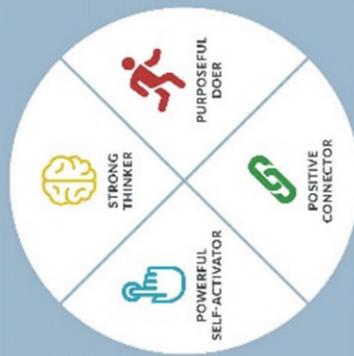
The College's Strategic Impact is divided into four areas, illustrating long term Transformations we wish to see in all learners.

STRONG THINKER All students can become strong thinkers.

PURPOSEFUL DOER All students can become purposeful doers, engaged with all aspects of learning.

POSITIVE CONNECTOR All students can become positive connectors, acting on their values and engaging in the community both locally and globally.

POWERFUL SELF-ACTIVATOR All students can become powerful self-activators, developing a strong sense of self and becoming self-directed.



WESLEY CAPABILITIES THE 7Cs

Flowing from our Strategic Impact are the Wesley Capabilities, or the '7Cs'. These are the transferable skills and behaviours that demonstrate progress and achievement by students towards holistic success. Alongside literacy, numeracy and discipline specific knowledge and skills, students demonstrate their proficiency of the Capabilities in both academic and non-academic contexts. Individual student data of the Capabilities is collected and tracked to demonstrate student growth over time throughout the schooling journey.

CAPABILITY	DESCRIPTION	STRONG THINKER
CRITICAL THINKING	The ability to analyse, evaluate, synthesise and apply information to solve problems and make decisions.	STRONG THINKER
CREATIVITY	The ability to generate and communicate original ideas and solutions.	STRONG THINKER
COMMUNICATION	The ability to communicate effectively through listening and speaking, reading and writing, and using appropriate digital technologies.	STRONG THINKER
CONTRIBUTION	The ability to contribute to the well-being of the community through active participation in local and global issues.	STRONG THINKER
CITIZENSHIP	The ability to participate in the democratic process through active participation in local and global issues.	STRONG THINKER
COMMUNITY RESPONSIBILITY	The ability to participate in the democratic process through active participation in local and global issues.	STRONG THINKER

KEY RESULT AREAS

Underpinning our Strategic Impact are five key result areas that drive the day-to-day core business of the College. These areas reflect the strategies, targets and actions that we employ to promote student success. In addition, we place a strong emphasis on quality staff, infrastructure and governance in order to meet our core objectives.

ACADEMIC SUCCESS Students are supported to achieve their academic personal best through our academic programs.

BEYOND THE CLASSROOM Students' personal growth and achievement are encouraged through Wesley's broad-ranging co-curricular programs.

STRONG CHARACTER Students' social and emotional development and wellbeing are supported on their journey from childhood to adulthood.

ACTIVE CITIZENSHIP We encourage looking outward, listening, serving others and leading as core components of social responsibility and preparing students for a civic life.

CONNECTED COMMUNITY We foster a positive and connected community within Wesley and beyond.

