



# Growing Together

NOWRA ANGLICAN COLLEGE  
**STRATEGIC PLAN** 2017–2022

Whole Child • Whole School • Whole Community

## FROM THE EXECUTIVE PRINCIPAL

# We are a growing and maturing learning community

To be effective, it is important to ensure that growth is intentional, planned and well managed. I am delighted to present to you our strategic plan for the next five years.

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This whole school strategy will develop the whole child. We will nurture each child at the College to be creative, resilient learners and leaders. Our students will become resourceful young adults, well-prepared for their journey beyond school as compassionate contributors to their community.

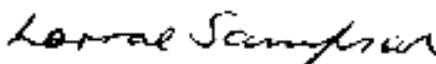
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This strategic plan was developed in consultation with students, staff, community members and parents. We have also undertaken extensive research into what is current and successful in education and what the future of schooling might look like, both generally and specifically for Nowra Anglican College. This plan undergirds what we are implementing today, guides the transformational strategies that we are planning for tomorrow and creates a map for where we want to be in the future.

In developing our strategic plan, we have adopted new values, a fresh vision and revitalised our mission statement. The well-being and success of all students is central to our vision and mission. This plan ensures that we will develop a school that provides each student with opportunities that proactively promote learning, relationships, community connection and personal development.

Measurable goals, action points and performance indicators for assessing progress and outcomes support this plan. This allows us to review and track our success in achieving this plan and as relevant make adjustments to ensure our strategic plan is a living document that informs the development of every child in the College.

The Christian Faith is our sure foundation and is reflected in our vision, mission and values. These will guide us as we realise the potential in every child in our College.



**Mrs Lorrae Sampson**  
Executive Principal  
Nowra Anglican College



He will be the sure foundation  
for your times, a rich store of  
salvation and wisdom and  
knowledge; the fear of the  
Lord is the key to this treasure.

**Isaiah 33:6**

### **FROM OUR CHAIR**

I want to particularly acknowledge and thank Mrs Sampson and the College Executive for developing, in conjunction with the Council, this strategic plan. There was also a significant input of ideas from staff, parents, and students, all of whom I thank for their contributions.

Clear and measurable goals, action points and performance indicators for assessing progress and outcomes support this plan. The document will be reviewed regularly by the College Executive and Council, with modifications made in the light of new imperatives or changes in circumstances, enabling it to be a dynamic instrument for our planning the future development of the College.

I commend to you Nowra Anglican College's Strategic Plan for 2017–2022.

**Mr Bill Shields**

Chair of Council  
Nowra Anglican College



## Vision

**TO BE A COMMUNITY OF LEARNERS  
LIVING AND SERVING IN CHRIST'S WORLD**

## Mission

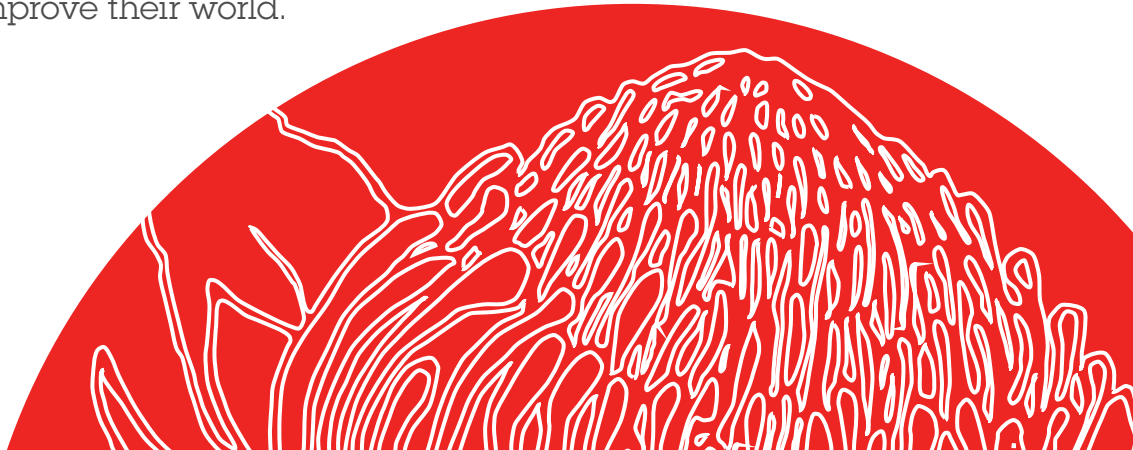
To provide a high quality Christian education within a welcoming community where all individuals are valued and belong.


As a community of learners we strive for excellence, unlocking the potential of each individual, developing confident, active learners who improve their world.

## Values

**RESPECT  
COMPASSION  
WISDOM**

We are a respectful community grounded in Christ's compassion, learning to live with wisdom.





"Knowing your values is not soft, it is when things are hardest that you will go to your values for guidance."

**Dr Megan Clark, CSIRO**



## Our Approach

**FIVE FOCUS AREAS** ensure every student in the College flourishes in all aspects of their development, in line with the College mission.

1

**INSPIRE** confident, creative and active learners

2

**STRENGTHEN** our holistic approach to Christian Education

3

**GROW** healthy relationships to engage our community

4

**CULTIVATE** sustainable practices to secure long-term futures

5

**TAILOR** co-curricular opportunities to develop the whole child

**FOUR CHANNELS** have been identified that we will invest in to enact these focus areas:


**PEOPLE** Our students, families and the broader community; this is our first priority.

**PLACE** The College facilities, grounds and the broader global community to which we belong.

**PEDAGOGY** Seeking and implementing the best teaching and learning practices.

**PROCESS** Efficient processes that support people and relationships.

Through research, creativity and innovation, our strategies will establish us as a school with a reputation for inspiring young people to be critical engaged learners. This leads to quality educational outcomes that are achievable for every child.





## 1

# Inspire confident, creative and active learners

Our core purpose is learning. We want learning at NAC to be effective, inspirational and valued by all members in our community.

## PEOPLE

- Foster a culture of learning which engages our learning community collaboratively.
- Celebrate learning in all areas! Focus on learning as a vehicle for effective performance and achievement.
- Attract, develop and retain passionate, inspirational staff.
- Invest in leadership at all levels in our community.
- Enable HSC success by actively seeking to ensure that our Year 11 and 12 students are prepared for success in their final years of study and beyond, with a whole school approach to learning.

## PLACE

- Apply research to create effective learning environments that inspire collaboration and include the latest technologies.
- Strengthen the library to be a learning hub of innovation and excitement for our whole community.

## PEDAGOGY

- Focus on learning for all members of our community by implementing the research supported program Building Learning Power as a major cultural teaching and learning framework to influence educational outcomes across the College.
- Expand the EDGE Centre to ensure that the individual learning needs of every student at Nowra Anglican College are met.

## PROCESS

- Apply rigorous assessment and evaluation to measure the effectiveness of pedagogical practice within the College.
- Deploy specialist administrative support for growth learning areas.



# Strengthen our holistic approach to Christian Education

2

With the Christian faith core to our learning community the implementation of a holistic approach to Christian Education, seeks to positively influence all areas of student wellbeing and learning. We will provide opportunities for staff and students to appreciate Biblical teaching and the impact this can have on their lives.

## PEOPLE

- Over the next five years, we will expand our chaplaincy and Christian Studies team.

## PLACE

- Create a designated chaplaincy 'home', and further integrate the bush chapel into the day-to-day operations of the College.

## PEDAGOGY

- Foster student development of a Christian worldview, via P-12 programs.
- Establish a cohesive and sequential P-12 pastoral care framework that reflects Christian values.

## PROCESS

- Incorporate regular chaplaincy events and messages into College communications.













## 3

# Grow healthy relationships to engage our learning community

NAC recognises positive community engagement is essential to grow a learning community. NAC will engage with all stakeholders to ensure trust, open communication and a healthy exchange of ideas.

We particularly acknowledge the need for cross-cultural engagement in a spirit of reconciliation with First Nation people, and the benefits this brings to students.

## PEOPLE

- Create opportunities to influence learning beyond our staff and students and into the community.
- Connect with local community groups, churches and professional organisations, including the Defence community, for mutual support and real-world engagement for our students.
- Grow and promote cross-cultural engagement by connecting with our local

Indigenous elders and increasing the Aboriginal Education Mentor staffing.

- Stay connected through implementing an alumni network.

## PLACE

- Connect with our aboriginal heritage through a Koori walk and more yarning circles throughout the College.
- Ensure the College is intentional in developing a welcoming and culturally appropriate environment.
- Encourage the use of our facilities to support the broader Shoalhaven community's learning.

## PEDAGOGY

- Embed connection with community groups into our teaching and learning practice.

## PROCESS

- Create vibrant connections and effective communications with families and the wider Shoalhaven community using a range of channels and strategies.



# Cultivate sustainable practices to secure long-term futures

4

We recognise the gift of excellent resources – people, knowledge, equipment and facilities. We commit to operating the school in a sustainable way, valuing our opportunities and operating effectively to minimise waste. We will also reduce our carbon footprint, seeking to be leaders in our local community and actively involving our students in respect to environmental stewardship.

## PEOPLE

- Maintain staffing levels and skills to provide excellent programs and opportunities effectively and efficiently.
- Pursue environmental sustainability across all facets of operation, involving every member of our community.

## PLACE

- Maintain an innovative Master Plan that encompasses best practice to meet the growing needs of our learning community.
- Ensure all future infrastructure is financially and environmentally sustainable. Where possible, implement new practices and technologies to reimagine existing infrastructure.

## PEDAGOGY

- Integrate environmentally sustainable practices into our learning environments and lessons.

## PROCESS

- Grow enrolments to a financially sustainable size that allows for increased opportunities while still being intimate enough for every child to be known.









## 5

# Tailor co-curricular opportunities to develop the whole child

Research indicates that students who participate in co-curricular activities develop higher academic results, better relationships at school, and are more likely to lead healthy, active lifestyles after school. Additionally there are links to higher self-esteem and an increased sense of belonging when students participate in sport, clubs and performing arts. We will improve the quality of activities on offer that support the academic program at Nowra Anglican College.

## PEOPLE

- Increase staffing levels to assist in operational logistics for sport and the performing arts.
- Create and implement an integrated cohesive service and leadership program for all students.

- Source qualified and passionate staff and students to provide leadership and coaching to expand the NAC Sports Academy.
- Better resource staff to facilitate co-curricular activities in a broad range of areas.

## PLACE

- Plan and commence building works on a sporting precinct.
- Invest in performance venues and entertainment equipment that encourages the performing arts.

## PEDAGOGY

- Inspire passion and development of Science, Technology, Engineering, Art and Mathematics through STEAM inside and outside the classroom.

## PROCESS

- Implement processes for more effective administration, promotion and communication that support participation in co-curricular activities and events.

# & Now

Four major initiatives will happen between 2017 and 2022 that will assist us in the implementation of this strategic plan.

## Building Learning Power

**A new program preparing students 'not for a life of tests but for the tests of life'.**

Building Learning Power is a proven approach to help students become better learners, to face difficulties and uncertainty calmly, confidently and creatively. Nowra Anglican College will adopt the Building Learning Power approach to ensure our students learn to be resourceful, imaginative, self-disciplined and collaborative; all important attributes for success in our modern world.





## The EDGE Centre

**Every learner is unique. In any classroom, there are a diverse range of learning styles, rates and interests.**

The EDGE (Enrichment, Differentiation, Gifted Education) Centre, through innovative, research based programs, supports differentiation across the College to meet the needs of all students. Students who require a specialised learning program in either learning support or extension in gifted education will be encouraged or extended through our EDGE Centre. This is an important area of growth to ensure the College is at the forefront of education in the Shoalhaven.



# Major Facilities Development

**Nowra Anglican College has strong momentum in enrolments, which has placed pressure on its facilities.**

We have a comprehensive plan to expand our College with flexible learning spaces that comfortably accommodate our re-envisioned learning and teaching framework. The building work to extend our Junior School precinct will be completed in 2018, encompassing five new classrooms. We will also be investing in state-of-the-art technology rooms, allowing us to reimagine and repurpose the current technology rooms. The traffic management plan will also be implemented.






## Preschool Expansion

**The new Banksia Room will increase the opportunity for more pre-schoolers to access our innovative and holistic early education.**

The College has purchased a property adjacent to the school campus, on West Bunberra Street, to develop a third preschool room – Banksia as part of Bomaderry Community Preschool (BCPS). BCPS is a leader in the provision of innovative and holistic early education.

We recognise and value each child as competent, capable individuals who are active participants in the learning process. Children are immersed in a beautiful, nurturing and stimulating environment where exploration, discovery, collaboration and play provide a platform for children to become successful learners and confident, creative individuals.





**JOIN US** on our journey toward excellence in  
education at Nowra Anglican College.



**Nowra Anglican College**

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