Emmanuel
COLLEGE

TO KNOW ◆ TO SERVE

2022-25

Strategic Plan

Introduction

Dan Brown,
Principal

I commend to you our *2022-2025 Strategic Plan*, with our new vision and purpose statements that capture the heart of Emmanuel College as a provider of Christian education of the highest quality.

This plan is the result of a collaborative and highly rewarding process involving our board, company members, students, parents and staff. As we look to the future of the College, it is critical that the voices of these key stakeholders are heard in shaping that future and I thank those who contributed their perspectives and expertise. What we have created together will influence the decisions, conversations and investments we make in this next season of Emmanuel College.

What has not changed is our motto and core values. Our motto,"To Know, To Serve", and the *Emmanuel Compass*, with its eight key character traits, remain at the heart of this new strategic plan as they do each day in all College endeavours. Building on the strong foundation of our *Compass values*, our *2022-2025 Strategic Plan* reiterates our unwavering desire to see each child achieve his or her fullest potential. Whether that be excellence in academic, sporting, creative arts, or in our broad offering of extra-curricular activities, we believe that each child deserves the opportunity to become their best self, and to experience joy along the journey.

At Emmanuel, becoming your best self is more than just an individual pursuit. As a caring Christian community, we are shaping people of good character who go out to engage intelligently with the world, pursuing truth and inspiring positive change. The world needs these types of people.

Dan Brown, Principal

Tracey Hickey
Board Chair

Our *2022-2025 Strategic Plan* provides a strong framework for continuous improvement through to 2025 with its key pillars of *Faith & Culture, People & Practice, Learning, Teaching & Caring,* and *Product & Place,* underpinned by our caring Christian community.

These pillars and strategic imperatives will guide our dedicated staff as they innovate, adapt and reinvent to deliver the very best outcomes for our students and our community. While the plan sets out important goals, remaining nimble and responsive is critical in this ever-changing educational environment. We must pivot and adjust when necessary and the *2022-2025 Strategic Plan* provides us with a clear direction around which to do so. We know where we are headed, and we will keep moving forward. Supported by highly-qualified staff and a vibrant Christian community, I am confident a bright future is ahead of us.

Tracey Hickey, Board Chair

Strategic Plan Overview

VISION	*A caring Christian community inspiring intelligent, hopeful engagement with our world*
PURPOSE	Because the world needs people of good character who pursue truth

STRATEGIC PILLARS	STRATEGIC IMPERATIVES
Faith & Culture	– Equip staff to deliver best practice Christian education – Embed the College Compass across both schools
People & Places	– Deepen, strengthen, and connect our community – Refine human resources practices – Enhance staff wellbeing – Coach staff towards professional excellence and/or leadership
Learning, Teaching & Caring	– Develop a 'whole school' framework for learning, teaching and caring – Maximise student academic outcomes – Develop a Student Futures Framework
Product & Place	– Develop a College Master Plan – Build foundations for a sustainable future – Establish a quality assurance framework

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Our Vision:

A caring Christian community inspiring intelligent, hopeful engagement with our world

Strategic Pillar:

Faith & Culture

01

Strategic Imperative:

Equip staff to deliver best practice Christian education

Key Goals:

Develop programs that grow professional capacity, enhance biblical wisdom, and promote a Christian world view.

Grow leaders who will impact Christian education now and into the future.

02

Strategic Imperative:

Embed the College Compass across both schools

Key Goals:

To produce young people of strong Christian character who will positively impact their world.

To embed the Compass as a lived set of character traits that are visible and measurable.

Strategic Pillar:

People & Practices

03

Strategic Imperative:

Deepen, strengthen, and connect our community

Key Goals:

To provide authentic opportunities for all community stakeholders to contribute an active voice and engage on a range of levels.

To explore external partnerships that will bring value to the Emmanuel and Josiah communities.

04

Strategic Imperative:

Refine human resources practices

Key Goal:

To ensure there are contemporary attraction, acquisition, and retainment strategies for all staffing needs of the colleges.

05

Strategic Imperative:

Enhance staff wellbeing

Key Goal:

To develop a strategy around staff wellbeing that addresses the needs of all staff.

06

Strategic Imperative:

Coach staff towards professional excellence and/or leadership

Key Goal:

To foster a culture of excellence that enhances the 'whole school' teaching, learning and caring framework.

Strategic Pillar:

Learning, Teaching & Caring

07 Strategic Imperative:

Develop a 'whole school' learning, teaching and caring framework

Key Goal:

To provide a cohesive and seamless pedagogical framework across the whole school.

08 Strategic Imperative:

To maximise student academic outcomes

Key Goal:

To ensure that the College recognises each student as having potential to academically succeed in a wide range of endeavours.

09 Strategic Imperative:

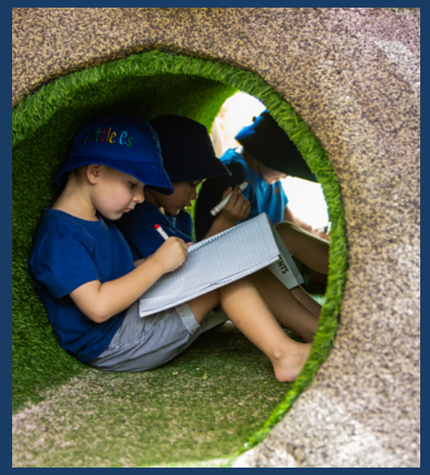
Develop Student Futures Framework

Key Goal:

To collaborate with students in developing a range of pathways and career opportunities post secondary schooling.

Strategic Pillar:

Product & Place



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Strategic Imperative:

Develop a College Master Plan

Key Goal:

To ensure the resources, infrastructure and learning environments support the `whole school' teaching, learning and caring framework.

11

Strategic Imperative:

Build foundations for a sustainable future

Key Goals:

To optimise enrolments across both Emmanuel College and Josiah College.

Define what it means to be an economically, socially and environmentally sustainable school and develop a plan to achieve this.

12

Strategic Imperative:

Establish a quality assurance framework

Key Goals:

Ensure our policies, practices and service consistently set and achieve a high standard.

Develop an approach to monitoring and measuring non-financial practices.

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