

STRATEGIC SNAPSHOT 2022-2024

WILLIAM CLARKE
PART OF A
CHRIST-CENTRED
COMMUNITY



WILLIAM CLARKE
COLLEGE
CHRIST OUR WISDOM



William Clarke College is a Christ-centred community
that seeks to develop extraordinary learners
with a passion to serve others.

William Clarke College's Purpose Statement



FROM THE COLLEGE COUNCIL

“Whilst this Strategic Plan maintains the essence of William Clarke College – ‘A Christ-centred community that seeks to develop extraordinary learners with a passion to serve others’, we have sought to expand and build upon our culture. That is, our desire for Authenticity, our Relational approach and our Transformative purposes.”

It is with some excitement on behalf of the College Council and Executive we present the Strategic Plan for the period 2022-2024 which we believe furthers our vision for the development of William Clarke College.

Together with the Executive and members of staff, the College Council has developed this Strategic Plan by both continuing and extending the previous plan.

Whilst this Strategic Plan maintains the essence of William Clarke College – ‘A Christ-centred community that seeks to develop extraordinary learners with a passion to serve others’, we have sought to expand and build upon our culture. That is, our desire for Authenticity, our Relational approach and our Transformative purposes.

We believe that the initiatives identified within this Strategic Plan enhance the College’s ability to capture and

track a student’s academic progress. These initiatives also support richer partnerships with parents so that student learning can be enhanced. Importantly, within this plan, the College is again committing to strengthening our service program, thereby further extending our relationships locally, nationally and globally.

Transforming young lives is our desire and we believe that the involvement of all students in co-curricular activities outside the classroom will further develop their understanding of their place in this ever-changing environment.

We commend the Strategic Plan to you and encourage you to join with the William Clarke College community in ensuring the College is a place of positive learning where students and staff have a growing relationship with Christ.

FROM THE COLLEGE EXECUTIVE

*“A Strategic Plan is akin to Google Maps.
It recognises your present location and
sets your future destination.”*

We are thankful for William Clarke College's current point of departure. We are thankful for our unified staff, our reputation reflected in strong enrolments interest, our students' competitive academic performance, and our teachers' focus on enabling learner progress.

This Strategic Plan will have the College journey towards a position described by 8 Vision for the Future Statements. These Vision Statements are an outworking of the College's Purpose Statement to be a Christ-centred community that develops extraordinary learners with a passion to serve others.

As a Christ-centred community, William Clarke College is committed to being Authentic, Relational and Transformative (A.R.T). These three

organisational values capture our Christian foundation and have been utilised in this Strategic Plan to shape our strategic initiatives. Importantly, in pursuing these values, the College ultimately seeks to enable young people to find their freedom in Christ so they can do good in God's world.

As an Executive Team, we are excited about this Strategic Plan and what it will provide for our students and community. This plan continues our direction to provide an education that positions our students for success beyond their success at school. Importantly, this plan is faithful to our Christian purpose and in this way, seeks to authentically uphold our desire to place 'Christ our Wisdom' at the centre of all we do.



OUR PURPOSE



A CHRIST-CENTRED COMMUNITY

We are created as social, community-seeking beings by a relational God. God has called us to live Christ-centred lives individually and to be part of a Christ-centred community together.

The foundation for a Christ-centred community is love of others in the community. Christ said that love which seeks the good of others is the hallmark of Christ-centred living: “This is how everyone will recognise that you are my disciples — when they see the love you have for each other.” (John 13:35)

We believe a Christ-centred community offers hope that humanity is not alone in the cosmos, facilitates and strengthens faith in Christ, provides incentive for each individual to be an extraordinary learner, and enables passionate service.

We seek to draw all people into an enduring, life-giving faith in Christ in a safe and supportive environment where reflection and discussion are expected. We integrate a thoughtful and reflective Bible-based perspective in all aspects of College life.

We acknowledge varying degrees of commitment to Christ and provide opportunity for all members of our community to consider Christ’s claims. We endeavour to engage those who are skeptical, to encourage those who are seeking, and to equip those with a desire to shape their life around Christ.

With intellectual rigour and relational integrity, we challenge existing narratives. We highlight how Christ’s finished work on the cross and his resurrection fulfils the deepest human need for acceptance and belonging.

“We will teach the wisdom of Christ. Knowledge of Jesus’ work provides the foundation for day-to-day living and the channel for how learners can be extraordinary.”

DEVELOPING EXTRAORDINARY LEARNERS

The world is changing at an accelerating rate. The skills and knowledge that students once required to succeed in a relatively predictable working environment have changed. We seek to develop extraordinary learners with a passion to serve others, equipping students to thrive in turbulent, complex, and unpredictable times.

We achieve this through a future-focused curriculum that equips students with a strong sense of agency. Our approach to learning empowers students to be owners and directors of their own learning journey.

Extraordinary learners pursue growth in three key areas:

- **Christ-like character:** commitment to a life of virtue that allows one to bring hope to others by showing compassion, courage, hope, integrity and humility.
- **Academic mastery:** proficiency in literacy, numeracy and the big ideas that matter.
- **Enterprise skills:** key competencies that describe the skills and attributes for learners to flourish as citizens of the modern world: the 5 Cs of collaboration, critical thinking, communication, creativity and citizenship.

Extraordinary learners also pursue progress. They develop a character that follows after feedback, sees mistakes as pathways and embraces the hard work required to learn deeply.

The College culture is one of collective and individual care. We explicitly teach the development of character and support students to push beyond perceived boundaries.

To demonstrate deep understanding, extraordinary learners participate in an ongoing process to refine and remodel products of their learning. These products are works of excellence, a service that extraordinary learners offer as a contribution to their community.

As a College, we methodically invest in empowering teachers with pedagogies that cause substantial progress in student learning. Our learning spaces are flexible and facilitate delivery of a curriculum that promotes success beyond success at school.

We prepare students to confidently navigate pathways such as NAPLAN and the HSC. Concurrently, students are engaged in collaborative projects where the learning outcomes are enjoyed by a broad audience.

We teach the wisdom of Christ. Knowledge of Jesus’ life and work provides the foundation for day-to-day living and the channel for how learners can be extraordinary.

WITH A PASSION TO SERVE OTHERS

In response to God’s grace and the example of Christ, we are a community that values and demonstrates service to others. We do not live in isolation. This compels us to be passionate about service that benefits community and relationships. The College virtues are lived out when we seek opportunities to serve others.

With our foundation in Christ, we are a servant-hearted community that seeks to know and respond appropriately to the needs of others. We do this by using our strengths and gifts with wisdom, building relationships and a sense of community, and role-modelling service with passion and generosity.

As a community, we know that each of us should use whatever gift we “have received to serve others, as faithful stewards of God’s grace in its various forms” (1 Peter 4:10). As such, we reinforce a community culture that seeks to look outwards, a culture that recognises our responsibility to share God’s blessings on our community, with others.

Opportunities for service are embedded in our curriculum and House program. Importantly, service represents a component of many College events including camps and tours. In seeking to authentically acknowledge God’s goodness to our community, we desire to be a community that is ambitious in our goals to genuinely care for others.

OUR CULTURAL FRAMEWORK

THE A.R.T OF FREEDOM

The A.R.T of Freedom Cultural Framework brings together three core, overarching values for our community. That is, as an organisation, William Clarke College is committed to being Authentic, Relational and Transformative.

In building a culture that is Authentic, Relational and Transformative, our goal is to enable individuals to know, understand and embrace the true freedom that comes from knowing Christ. Our community are encouraged to consider and embed the following aspects of ART in the ways they work and interact with others.

With Christ our Wisdom we are free to be Authentic, Relational and Transformative.

Authentic

We champion integrity and wholehearted endeavour.

1. How does this reflect truth and align with what we say?
2. How does this mirror the work of experts?
3. How does this represent our very best?

Relational

We foster trust and collaboration in a community where each individual belongs and is known.

1. How does this encourage transparency and genuine dialogue?
2. How does this promote unity and meaningful connections in our community?
3. How does this ensure people are valued and included?

Transformative

We pursue substantial growth and embrace Christ's 'upside down' wisdom in all we do.

1. How does this enable God's work to be done?
2. How does this accelerate progress?
3. How does this empower individuals?



OUR VISION FOR THE FUTURE

1. We provide leadership in education as a response to God's love and sacrifice.

The College will pursue a wholehearted response to the work of Christ on the cross. We will be innovative in our approaches to education and business. We will implement a sustainable and efficient operation; one that is attractive to prospective employees and supportive of future growth. Our leadership will afford service to others and will physically manifest in a school to be built in the Solomon Islands.

2. Our students experience a curriculum and a campus that prepares them for success beyond their success at school.

The College's new curriculum framework will be implemented. We will focus on developing students' enterprise skills, such as critical thinking and collaboration, and engaging them in projects that shift learning into industry and the local community. The masterplan's next development will be the 100-metre-long campus heart building that will reflect the design principles of The Branwhite Centre. We will establish an alternate school structure in parallel to our current learning pathways, to challenge the boundaries of Australian schooling, and allow unfettered practice of a future-focused education.

3. Our students and staff are known for their warmth of welcome, inclusiveness, and spirit of service.

The College's character education program will launch in fullness in 2023. It will create opportunities for service, alongside those that will arise from project-based classroom work. The College will continue to action recommendations from the 2020 review of Learning Support practices conducted by the Association of Independent Schools. We will offer an accessible and inclusive educational experience for students with identified needs and requirements.

4. Our academic performance against like schools demonstrates a competitive edge.

Our new curriculum will enable deep learning that will undergird improvements in academic performance. Specifically, the College will bolster literacy achievement with a Prep to Year 12 learning framework for reading, writing, spelling, speaking, viewing and listening. Our students will be clear, coherent and persuasive communicators.

5. Our teachers regularly collaborate to determine how to enhance their impact in the classroom.

The College will preserve time for teachers to collaborate over student data and to problem-solve strategies to accelerate learning. We will increase investment for instructional coaches, expert teachers who can support greater teacher impact at the classroom level.

6. We make visible individual care and individual progress.

We will leverage digital dashboards to capture learner progress across multiple domains. These dashboards will channel data to teachers, parents and students to create points for collaboration and dialogue between these groups.

7. We partner with our parents and the broader community, reaching out to others to make learning happen.

The College's parent community is a storehouse of expertise and a highway to learning opportunities for students. We will find new ways to connect as a community where such expertise can be shared. We will be stronger together, for our students and for their learning.

8. We offer our students meaningful opportunities to wrestle with the consequences of the gospel.

We will introduce greater choice and personalised experience on matters of faith and gospel for students as they progress through the Secondary School. Christian Studies electives will be offered to students in Year 9 and Year 10 and retreat days will shape space for reflection on matters of God and life. We will deepen the theological understanding of Primary School staff teaching the Bible by partnering with Moore Theological College.



OUR STRATEGIC INITIATIVES



AUTHENTIC

1. Establish a P-12 literacy framework that targets student progression in reading, writing, spelling, speaking, viewing and listening.
2. Develop a dashboard that captures holistic student progress.
3. Implement a strategy to improve support for the increasingly diverse range of student needs and requirements.
4. Measure the effectiveness of College initiatives in advancing independent, self-directed learners.
5. Improve the efficiency (cost, dependability, flexibility, quality and/or speed) of five key operational activities through leveraging appropriate technologies.

RELATIONAL

1. Establish a P-12 program for the development of student character.
2. Establish a sustainable and integrated, College-wide service program.
3. Expand and improve relationships within and beyond the College community.
4. Establish professional learning practices that result in substantial gains in student progress and support operational priorities.
5. Establish new opportunities to build organisational culture.

TRANSFORMATIVE

1. Implement the College's new curriculum framework and investigate models that are beyond the bounds of today's approaches.
2. Develop engaging approaches that deepen students' understanding of the Bible.
3. Establish a school in the Solomon Islands.
4. Ensure our financial modelling, systems and processes, buildings and infrastructure support the College's strategic direction.
5. Establish a K-12 co-curricular program where all students are involved in at least one activity.



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