



FAITHFULNESS IN SERVICE

BDC
BISHOP DRUTT COLLEGE
COFFS HARBOUR

2018 - 2025

STRATEGIC PLAN

Ngaalgan



“I AM WORLD
PREPARED”



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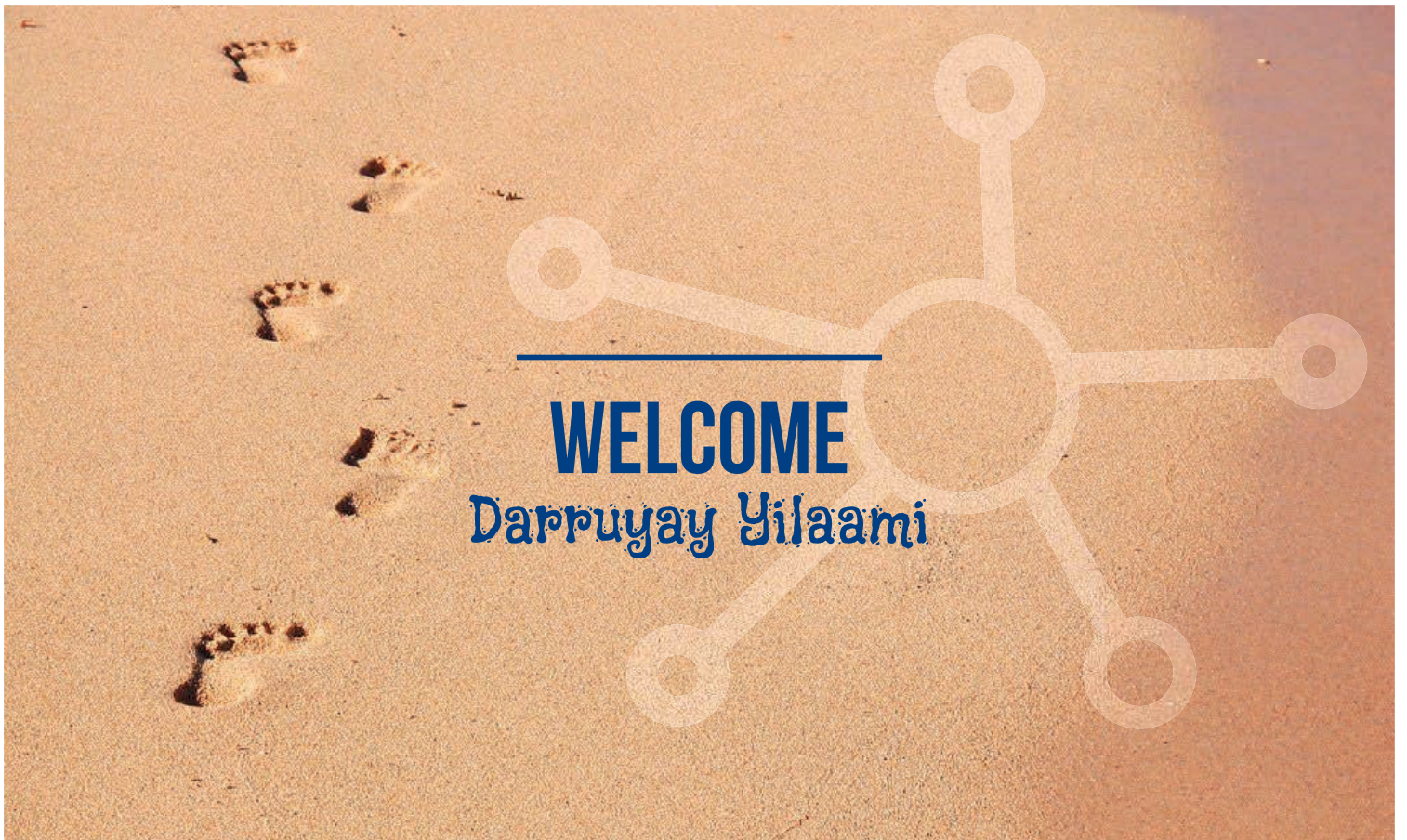
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FAITHFULNESS IN SERVICE



WELCOME

Darruyay Yilaami

Giinagay ngujawiny

It is with great pleasure that we present the Bishop Druitt College Strategic Plan.

Bishop Druitt College is an independent K-12 learning community founded on strong Anglican traditions and values. Over recent times an ambitious capital works program has delivered first-class learning facilities to accommodate our growing college. We acknowledge and thank the hard work and generosity of our community and, as a result, we have programs and facilities which are unsurpassed in our region.

In 2018, we celebrate our 25th year of service to the Coffs Coast community. The College has developed an enviable reputation over this time and is looking forward to the coming years with great excitement. This document builds on previous strategic plans to ensure relevance and continuity. There has been a careful analysis of educational research with a focus on local and global trends in education. The College Council has sought feedback from the wider college community using a co-design philosophy that featured significant input from our key educational stakeholders including staff, students, parents and alumni. This co-design process incorporated surveys, interviews, focus groups, workshops, a parent drop-in centre and planning retreats that occurred over a seven month period.

The Bishop Druitt College Council wishes to thank all parties for their inspiration.

We are delighted to introduce significant new initiatives that will position the college well for the future. The plan is supported by clear and measurable goals, and the College Leadership Team and College Council will monitor progress against these goals. Through the provision of visionary leadership and sustainable financial governance, the College Council is ensuring the long-term success of Bishop Druitt College.

On behalf of the College Council, we commend to you the Bishop Druitt College Strategic Plan 2018 - 2025.

David Ford
Chair of College Council

Nick Johnstone
Principal



David Ford



Nick Johnstone







VISION

Ganggurriny

Bishop Druitt College was founded on the pursuit of excellence, with the vision of creating a premium K-12 independent educational experience for the children of the Mid North Coast of New South Wales.

At Bishop Druitt College we see the balance between an outstanding academic environment and a safe and caring pastoral community as being the key to producing world prepared citizens.



FAITHFULNESS IN SERVICE



VALUES

Garla-ngarraynggi

**Our Anglican foundations at Bishop
Druitt College are embedded in our
community and guide The
Bishop Druitt Way.**

**The Bishop Druitt Way nurtures
character and community to transform
children into world prepared citizens
who are empowered for life,
embrace diversity, prioritise wellbeing,
pursue excellence and serve our
community.**

**The foundations of these qualities are
built around mutual respect, service,
inclusivity, integrity, courage, justice and
generosity of spirit.**



FAITHFULNESS IN SERVICE

STRATEGIC INTENTS

Ngaalgan



FAITHFULNESS IN SERVICE



STRATEGIC INTENT

01

Promote and Enhance Student Wellbeing

Buurrgi bangarr-bangarr

The Anglican tradition underpins the educational mission of the college. The Bishop Druitt Way implements the Positive Education and Rites of Passage programs that provide opportunities for students to develop their best self. As a result, our students aspire to be mutually respectful, resilient, entrepreneurial, curious, adaptable, insightful, empathetic and compassionate.

- 1.1** Recognise the value of student voice by providing opportunities for autonomy, peer support, intergenerational mentoring and leadership.

- 1.2** Create an inclusive environment by encouraging spirituality and accepting diversity of culture and faith through relationships and service learning.

- 1.3** Nurture our students' physical and mental wellbeing.

- 1.4** Live our college life through positive education values that enrich our students, our community and our college culture.



STRATEGIC INTENT

02

Learner at the Centre

Miindalaga!

The Bishop Drutt Way, as the future of next-generation learning, holds a world of opportunities and expectations. Students at Bishop Drutt College aspire to be both independent and collaborative, as well as flexible and critical learners, who graduate world prepared. We provide a pathway where each individual's strengths are identified, nurtured and celebrated.

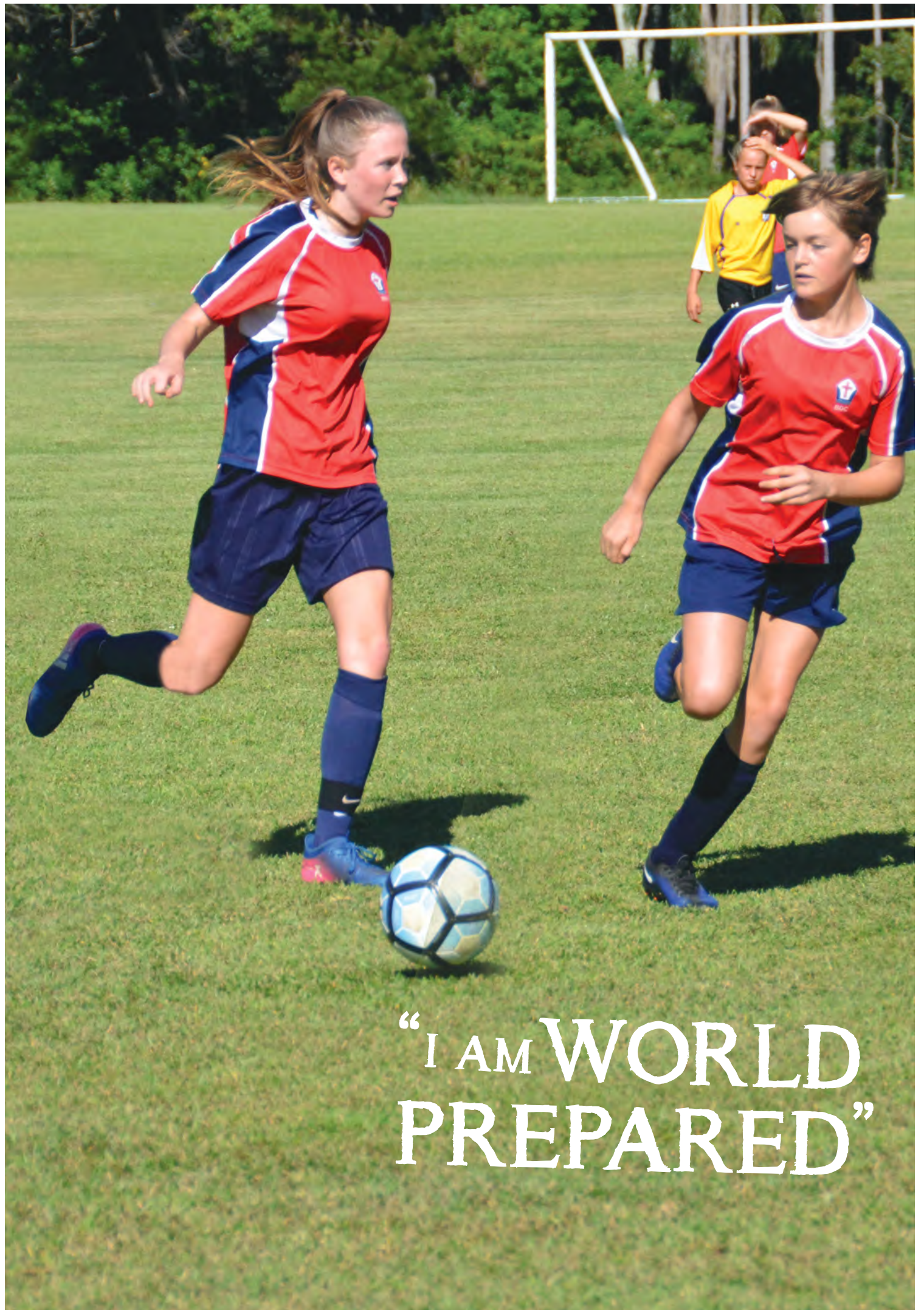
- 2.1** Strive for excellence by continuing to identify, nurture and build on each learner's diverse range of strengths, encouraging the concept of best self.

- 2.2** Nurture world prepared learners with cultural knowledge and understanding.

- 2.3** Celebrate our unique K-12 campus environment, ensuring the continual development and progression of teaching and learning.

- 2.4** Recognise that each student has unique needs. Our college endeavours to transform lives through educational growth in a supportive environment.

- 2.5** Harness next-generation people, spaces and practices, utilising future-minded, innovative learning and teaching.



“I AM WORLD
PREPARED”



STRATEGIC INTENT

03

Enhancing Beyond the Classroom

Miindalaygam guunuwaygam

The Bishop Druitt Way affirms the college's place on the Mid North Coast as a centre of excellence and opportunity in a range of endeavours. We strive to be an inclusive and caring community embracing our traditions, engaging in service with the wider community and ensuring our students are world prepared.

3.1

Develop Mid North Coast signature facilities and opportunities in sporting, recreational and performing arts endeavours to become the centre of excellence.

3.2

Promote a diverse range of opportunities for personal growth beyond the classroom.

3.3

Have the courage and conviction to stand up for our values in the spirit of servant leadership.

3.4

Affirm our sense of community, acknowledging that we are strong in our diversity and our unity.



STRATEGIC INTENT

04 Inspiring Professionals Ngaalgaan-bawgaygal

The Bishop Druitt Way strives to employ and develop inspiring and engaged staff through ensuring best practices in our recruitment, selection, development and retention of personnel.

- 4.1** As an employer of first choice we support and develop a workplace culture centred on wellbeing.

- 4.2** Provide an exemplary staff annual review process to reflect the Australian Institute for Teaching and School Leadership standards for our professionals.

- 4.3** Develop a culture of reflective practice and feedback, whereby staff assist each other to improve and engage in professional learning that reflects the needs of our college, and personalises professional growth.

- 4.4** Encourage and promote career development and leadership opportunities for our staff.



STRATEGIC INTENT

05 Sustainability, Renewal and Growth

Barr waya

The Bishop Drutt Way fosters best practice governance, sustainability and stewardship, ensuring confidence and trust in decision making.

- 5.1** Ensure the financial stability of the college is maintained to meet current and future directions.

- 5.2** Drive best practice in governance and stewardship.

- 5.3** Refresh, renew and maintain college infrastructure to meet the educational needs of our world prepared, next-generation learners.

- 5.4** Enhance our environment through sustainable practices and stewardship.

- 5.5** Develop a master plan for the future development of the campus facilities and grounds.





THE BISHOP DRUITT WAY

Junga-warluuny

Bishop Druitt College sets its standards very high across all aspects of our daily college life. This high expectation is referred to as “The Bishop Druitt Way”. The Bishop Druitt Way nurtures a child’s character, builds community and aims to transform children into world prepared citizens.

The Bishop Druitt Way has five tenets:

*Prioritise wellbeing
Empower for life
Embrace diversity
Pursue excellence
Serve our community*

These tenets are core to upholding the Bishop Druitt College vision. The Bishop Druitt Way is supported by our college values of mutual respect, integrity, inclusivity, courage, justice and generosity of spirit.

Through the teaching and practice of said tenets and values, students will develop valuable qualities that they can use once they leave Bishop Druitt College. Our world prepared graduates will have self-discipline, resilience, self-reliance, resourcefulness, adaptability, creativity, honesty, courtesy, empathy, compassion and a sense of adventure.

The aim is to use these qualities for the good of the college and the community. Bishop Druitt College promotes all-round

excellence in academic, sporting, service and performing arts pursuits, encouraging each young person to recognise and develop their individual potential and gain pride and satisfaction through setting and striving to meet demanding personal goals. The Bishop Druitt Way encourages the development of the whole child to transform them into world prepared agents of change.

The Bishop Druitt Way builds upon the traditions of the college using active themes that combine our pastoral care programs, outdoor experiences, leadership and mentoring models and our service learning opportunities with our unique rites of passage.

The Bishop Druitt Way themes are:

Pre-Kindy - School readiness
Kindergarten - New friends
Year 1 - Independence at college
Year 2 - Being part of a group
Year 3 - Growing up
Year 4 - Belonging
Year 5 - Discovery
Year 6 - The gathering
Year 7 - Challenge and change
Year 8 - Empowerment
Year 9 - Body esteem and life skills
Year 10 - Leadership and legacy
Year 11 - Social conscience
Year 12 - I am world prepared

‘The Bishop Druitt Way builds and supports the entire school community, making positive and enduring connections between its members. It encompasses all aspects of college life through a combination of structured activities and personal relationships. The Bishop Druitt Way is concerned with the total wellbeing of individuals within the college community and with the development of the whole person.’

- Nick Johnstone, Principal





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The purpose of the **Yarning Circle (Gayirraygam)** is to empower the group. It gives all a voice.

This process involves and develops deep listening, sharing of knowledge, the development of critical thinking skills and establishing rules of respect. The use of the Yarning Circle is an important part of Aboriginal and Torres Strait Islander culture.