



the next chapter

Strategic Plan 2021-2025



norwest
CHRISTIAN COLLEGE
STRENGTH OF PURPOSE

THE NEXT chapter

Norwest Christian College is 40 years young. In that time it has come through challenging times. Now, it is at the threshold of a new chapter that spans the next five years.

So, under God's strength and leadership, what does the next chapter at Norwest look like?

This document captures how we see Norwest Christian College engaged in the communities around us from now up until 2025, the impact we want to make, and our plan for how to get there.

Each aspect of this Strategic Plan is grounded in the work that has already been established and endorsed, including the vision and mission of the College, our values, and the Building Purposeful Lives (BPL) framework. Accordingly it is grounded in our faith in God and His will for us.

The COVID-19 virus pandemic has exacerbated what is already a world of increasing uncertainty and complexity. Amidst this, we know that having purpose in God, and through God, matters now more than ever. It's what will help students thrive, teachers lead, and the College's community to rally together.

We are excited for the future. We see great opportunities ahead to develop the College's role in helping students excel, and to cultivate their sense of purpose, now and into the future.

...we know that having purpose in God, and through God, matters now more than ever.



celebrating





OUR story

The Birth of a Vision (1979-1980)

Joan and Laurie Rothwell, members of Riverstone Baptist Church, were key visionaries for providing an avenue for Christian Education. Under the leadership of Rev Ralph Parnwell, Riverstone Christian Community Primary School was opened on the 4 February 1980, with Mr Michael Carman as the Founding Principal and 21 students were enrolled from Kindergarten to Year 6.

The Pioneering Stage (1980-1989)

In 1986, five acres at the corner of Regent and McCulloch Streets were purchased and building commenced on the new school site. Students moved to the new site in 1987 and by 1989 the school had grown to 227 students in total.

A Time of Development (1990-1999)

In 1990 the name of the school was changed to Coverdale Christian School, after Mr Miles Coverdale, Bishop of Exeter. The school grew consistently over the next few years and by 1999 750 students were enrolled.

A Time of Renewal (2000-2014)

From 2000-2004 the school upgraded resources and buildings and in 2005, the school celebrated its 25th anniversary. In 2006, during a challenging time for the school, the school was renamed Norwest Christian College and Mr Ian Maynard, the Head of Secondary, became Principal.

Growing from strength to strength (2015-2019)

In 2016, the College launched 'Building Purposeful lives' (BPL). This learning and life framework is built on three core statements: Love God, Pursue Purpose and Build Capacity, and sits at the centre of all that we do. In 2019 the College welcomed its 6th Principal, Mrs Felicity Marlow. Under her leadership the College has continued to grow with almost 900 students currently enrolled.

A vision for the future (2020)

As it looks towards the future, Norwest Christian College is focused on continuing to realise its vision of a Christ-centred learning community that inspires and equips students to build purposeful lives. The College is very excited about its future and what the next 40 years may hold.

WHERE we are today

Norwest Christian College currently employs 117 educators and staff and offers unparalleled Christ-centred education to nearly 900 students.

Our student catchment extends from Kurrajong Heights, to Castlereagh, Auburn, Berowra and out to Wilberforce, with our largest concentration of students coming from Riverstone, Schofields, Quakers Hill, Marsden Park, The Ponds, Stanhope Gardens, Kellyville, Rouse Hill and Box Hill.



*It's time to bridge
the academic and
pastoral divide*

Community



OUR strategic view

It's time to bridge the academic/pastoral divide

Although the College is well known for its pastoral care and innovative academic program, there's general community perception that no school does both well, and that parents have to choose between the two. We believe that no parent should have to make that choice. The spirit and structure of the Building Purposeful Lives framework has great potential to bridge this divide, and integrate academic excellence and pastoral care.

It's time to grow up and think like a 'big school'

Norwest Christian College has come through some challenging times and is now well positioned for growth in enrolments, buildings and facilities, and in its presence in the community.

We have the opportunity to intentionally inoculate the College against negative impacts of growth, by using the BPL framework as an internal decision-making instrument, as well as a unique differentiator to attract more students and families.

That said, we will not try to be all things to all people. We will focus on maintaining our caring culture, and our strength of purpose, codified through the BPL framework. We will choose to invest in opportunities that strengthen this position. We will not pursue growth for its own sake, but we have faith that growth will happen as a positive by-product of the way we execute well on this strategy.



focus

It's time to focus on the 'main thing'

As Stephen Covey said, "The main thing is to keep the main thing the main thing". By crystallising 'the main thing', the Board and Executive have an opportunity to map a set of outcomes, to see more clearly which investments and commitments will have greater return. The BPL framework has great potential to not only be a practical faith-based North Star for everyone to orient their focus, but also a way to measure success.



Vision

A Christ centred learning community that inspires and equips students to build purposeful lives.

Mission

We inspire and equip students to build purposeful lives in three ways; to love God, to pursue purpose and to build capacity.



OUR values

Values



Engage
with an authentic faith

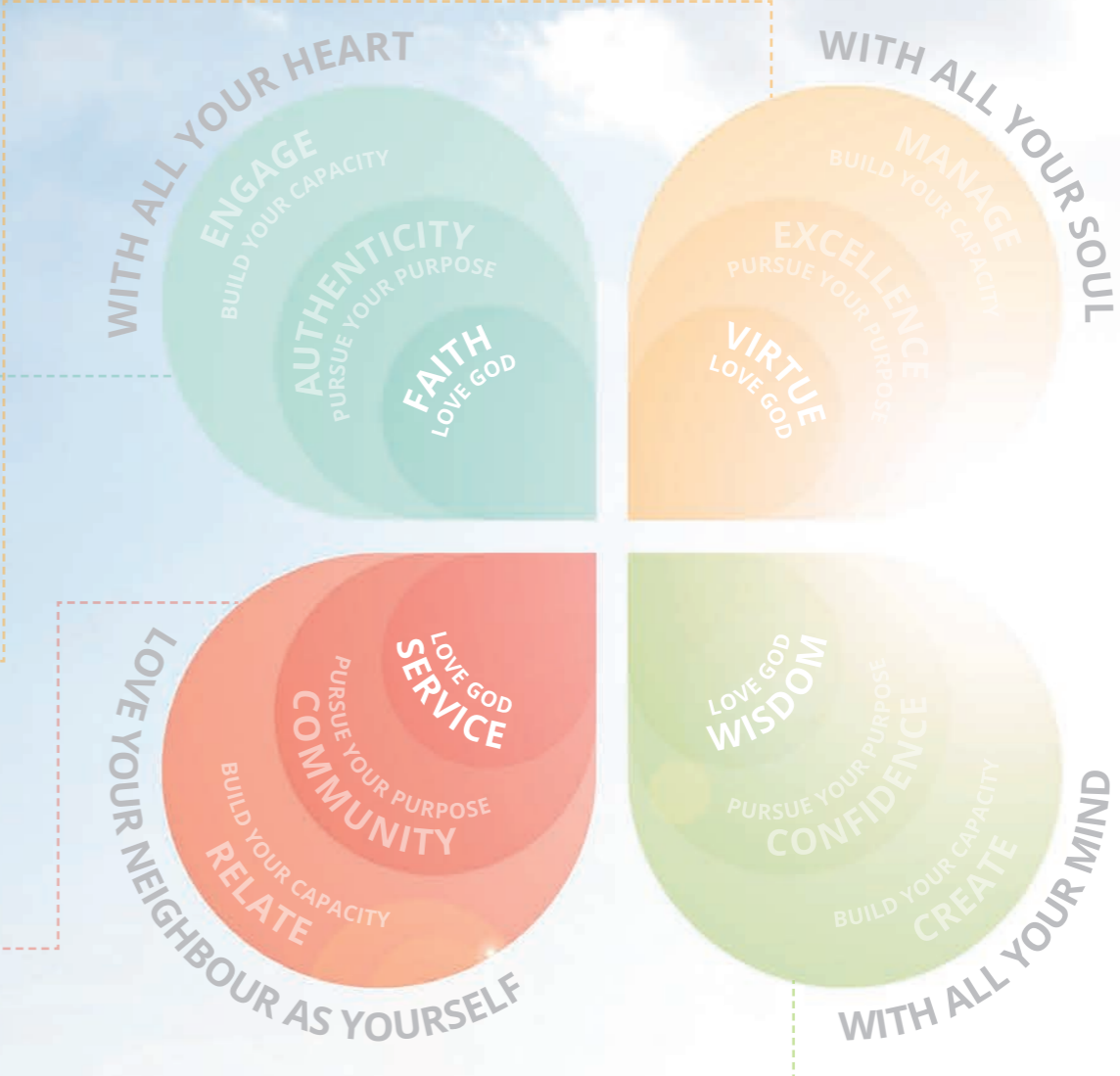
Manage
with virtue and excellence



Relate
through service in community



Create
from wisdom and confidence



He answered, "Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind"; and, 'Love your neighbour as yourself.'" Luke 10:27

OUR strategic heart

There was a resounding recurrent theme in the preparation of this strategic plan: Imago Dei, or: we are made in the image of God. This simple but profound idea is at the very core of who we are, and is the main driver behind Norwest Christian College's ethos and motto: strength of purpose. It is also the main driver behind the College's vision: A Christ-centred learning community that inspires and equips students to build purposeful lives. This vision is realised in the Building Purposeful Lives (BPL) framework, and speaks to the College's unique differentiator in the community: growing the whole student (not just growing grades) to reach their potential as a well-rounded confident, capable, compassionate, lifelong learner.

Imago Dei



For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

EPHESIANS 2:10

Dei
So God created man in his own image, in the image of God he created him; male and female he created them.
GENESIS 1:27



OUR strategic objectives

what happens within this community matters to so many people - students, parents, staff, alumni and the wider community. Therefore identifying and understanding our priorities is an important exercise.

Our Strategic Objectives describe how we will realise our vision across the next 5 years. Three goals have been identified that distill what we see as most important for the future of the College community. These three objectives, described in more detail on the following pages, will keep us focused on achieving our vision.



Objective 1 Prioritise excellence

Integrate BPL

Reframe student performance and progress, and strike a balance — not a trade-off — between pastoral and academic attention. Use a broader set of data, based on our holistic understanding of excellence, to tell a story of the development of the whole child. Foster innovation across students and staff.

OUTCOMES: *Greater academic achievement • Higher teaching and learning standards • Culture of continuous improvement • Spaces optimised to add value to learning • Fruitful parental engagement.*

Objective 2 Empower lifelong learners

Demonstrate BPL

Equip students to be pilots of their own learning, and instil greater responsibility, and confidence in their own identity, abilities, culture and potential. Show our honouring of God through welcoming a diversity of students and staff of all abilities, postcodes and backgrounds.

OUTCOMES: *Facilities for greater inclusion • An authentic collaborative learning approach • Greater appreciation of enrichment through diversity • Seeing purpose extend beyond Year 12.*

Objective 3 Expand presence

Scale BPL

Make BPL available more broadly, to bless others. Increase our physical and digital facilities and learning environments for greater community reach. Develop an integrated learning ecosystem based on the BPL framework.

OUTCOMES: *Reframing student experience • Extending learning to more environments • Greater influence by leading in pedagogy*

OUR strategic initiatives

Purpose-led induction program

Setting everyone up for success, with a shared clear understanding of standards, expectations, purpose, and how everyone fits into the learning community

Flexible facilities and support

Flexible, inclusive, modern learning spaces and support, that encourage innovation

Imago Dei: Diversity and inclusion

Taking active steps to ensure a more diverse and inclusive student community, grounded in our individual and collective identity in Christ

Reporting and progression reimagined

Getting more effective, meaningful, purpose-led reporting in place, available in various formats for all groups

Passengers to pilots

Getting students more engaged, by helping them take more responsibility for their own learning

Powerful learning communities

Forging strong mutually-beneficial relationships with like-minded schools, through sharing BPL-based assets, and creating forums for sharing results

Flexible adaptive learning ecosystem

A greater variety of subjects taught and assessed in a more holistic, open, flexible, accessible way

Creating slack for excellence

Finding efficiencies, and freeing up time for teaching improvement, collaboration, and innovation

Purpose full life

Fostering a greater awareness and appreciation of God-given gifts, validated through students inspiring and motivating each other

Sporting opportunity

Increased participation in sport and reputation for excellence in sport

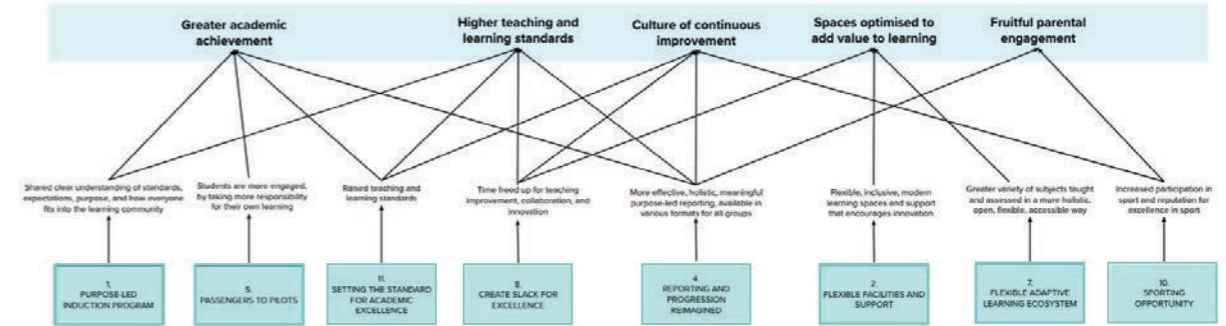
Setting the standard for academic excellence

Tracking and holding ourselves more accountable to higher teaching and learning standards

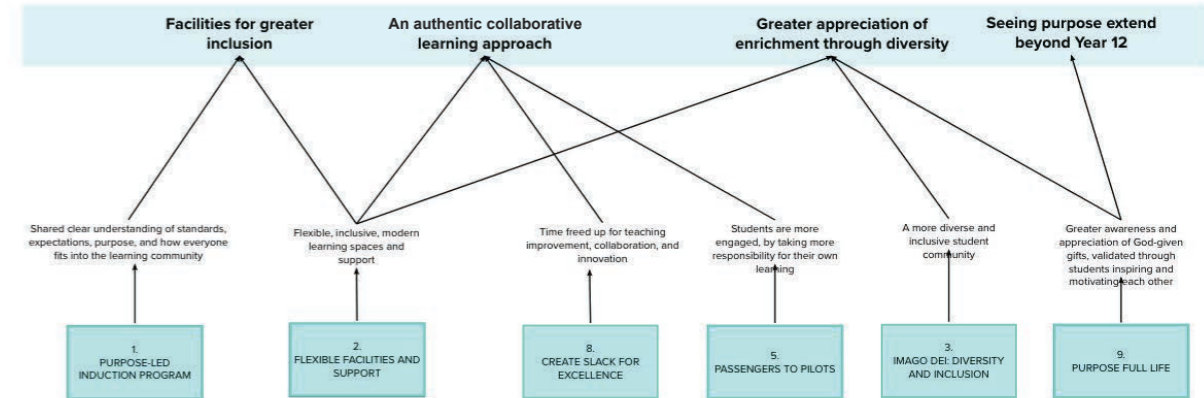
OUR ROAD MAP TO SUCCESS

Success

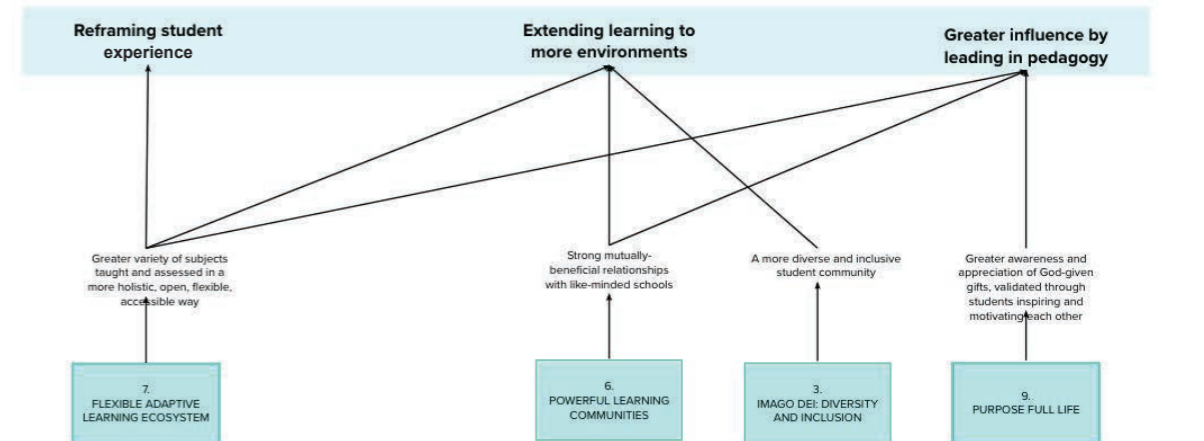
Prioritise excellence



Empower lifelong learners



Expand presence





norWEST
CHRISTIAN COLLEGE

STRENGTH OF PURPOSE