

Trinity College School Improvement Plan 2021

OUR VISION: To be the leader of boys' education and in the formation of young men for others

OUR MISSION: To offer innovative learning opportunities in a safe and nurturing environment which empowers our young men to realise their potential.

SPIRIT AMBITION	STRATEGIC PLAN GOAL	STRATEGIC PLAN ACTIONS
Spirit of Faith	1.1 Provide opportunities for students and staff to further their personal faith journey.	1.1.1 Review and enact the College Evangelisation Plan. 1.1.3 Establish prayer and reflection (guided prayer, liturgy, Mass etc.) as part of all Camps, Tours and Immersions.
	1.2 Forge a strong reference to our identity as a Catholic School in the Edmund Rice Tradition.	1.2.3 Provide an effective induction program for new staff and students that emphasizes the College history, our identity and mission, the Edmund Rice Tradition and our core values. 1.2.6 Seek to establish a religious/ theological based Immersion or Tour. 1.2.7 Give increased prominence to iconography and similar throughout our campus.
	2.1 An expert teaching team is attracted, retained and developed	2.1.1 Review our recruitment practices and incentives to ensure we attract future employees and balance cost efficiency and staff wellbeing. 2.1.2 Enhance our Professional Learning program to ensure that it supports the developmental needs and aspirations of all staff. 2.1.3 Enable and support increased and targeted opportunities for the professional growth of all staff. 2.1.8 Establish clear and consistent practices with respect to staff wellbeing and HR matters for all staff.
	2.2 Provide stimulating, engaging and innovative learning environments that are underpinned by high expectations and quality teaching practices	2.2.3 Expand project-based learning and the implementation of Virtual Reality across a variety of learning areas and year levels. 2.2.7 Seek to expand effective and meaningful collaboration with other educational institutions, particularly with Mercedes College. 2.2.9 Review and renew the structure for College Student Awards.
2.3 Establish a culture of academic rigor, innovation and challenge	2.3.1 Review the College calendar and the timetable to prioritise learning and the pursuit of excellence. This could include: 2.3.1.1 Ensuring a balance between Academic & Sport commitments. 2.3.1.2 Maximising the time available for teaching. 2.3.1.3 Establish a priority scale for respective excursions/ tours/camps etc. 2.3.1.4 Increasing academic contact time in Year 10-12. 2.3.1.5 Expanding the effective analysis of data in each Learning Area to continually update and inform teaching focus. 2.3.2 Implement a Timetable structure that better reflects contemporary curriculum requirements and maximises student success.	

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		<p>2.3.5 Utilise data to set realistic and aspirational pre-requisite markers that predict excellence and success in senior course work.</p> <p>2.3.7 Utilise data to set aspirational achievement goals for measures such as NAPLAN, OLNA and WACE.</p>
Spirit of Service	<p>3.1 All staff and students have the opportunity for mission inspired outreach</p>	<p>3.1.1 Maintain a strong service-learning culture and continue to provide Christian Service-Learning opportunities including retreats and outreach.</p> <p>3.1.3 Establish a planning calendar that clearly outlines and projects future mission/immersion/outreach activities.</p> <p>3.1.4 Enhance specific outreach and service opportunities in partnership with Aboriginal and Torres Strait Islander peoples.</p>
	<p>3.2 Continue to develop leadership capacity within the college community</p>	<p>3.2.1 Encourage and assist the Parent Council to identify and lead specific parent forums and development opportunities linked to the needs and interests of parents.</p> <p>3.2.2 Establish a developmental leadership model for students across all year levels.</p> <p>3.2.3 Review and renew the process for student development and selection for roles such as Prefects and Ministers: for opportunities on immersions/tours/camps etc.</p> <p>3.2.6 Review and renew leadership and professional learning needs and opportunities for the College Support Staff.</p>
Spirit of Community	<p>4.1 Promote a shared responsibility for student wellbeing, formation and learning</p>	<p>4.1.3 Increase access to dedicated and qualified personnel in the student wellbeing team with a particular focus on men's health issues.</p> <p>4.1.5 Become a community leader in bullying prevention and the promotion of respectful relationships.</p> <p>4.1.9 Oversee the welfare and learning progress of students on College Bursaries.</p>
	<p>4.2 Continue to provide a welcoming and inclusive environment where family/ College relationships are fostered.</p>	<p>4.2.2 Foster and celebrate the generosity of the various parent community groups that support the College.</p> <p>4.2.3 Establish an agreed approach amongst the various parent community groups that promotes the notion of 'one College – one Spirit'.</p> <p>4.2.6 Link immediate past students (alumni) to service and leadership opportunities for tutoring, coaching, mentoring, etc.</p>
Spirit of Stewardship	<p>5.1 Increase accessibility to a Trinity College education with a view to achieving enrolment stability</p>	<p>5.1.1 Establish a sustainable system of parish and community-based College Bursaries across all year levels.</p> <p>5.1.2 Renew engagement and establish relationships with surrounding parishes and feeder schools.</p> <p>5.1.6 Establish a Marketing Committee to develop a contemporary and agile marketing approach/plan with a view to increasing enrolment applications.</p> <p>5.1.7 Focus on promoting the strengths of the College as a school of choice for boys' education.</p> <p>5.1.8 Review and renew our identity and brand in the wider community and various media.</p>
	<p>5.2 Provide sound financial management and business leadership that ensures future sustainability</p>	<p>5.2.4 Review and renew ongoing relationships with major creditors.</p> <p>5.2.5 Review and renew systems to positively and effectively manage debtors.</p> <p>5.2.6 Review the enrolment data collected from families to best position the College for future grant provisions.</p> <p>5.2.7 Explore digital, commercial and network expansion opportunities.</p>
	<p>5.3 Provide contemporary learning spaces that support teaching, learning and an innovative mindset</p>	<p>5.3.3 Investigate contemporary, innovative and suitable building methods that suit our context and site.</p> <p>5.3.5 Support the ongoing initiatives of the Trinity College Environmental Committee (TCEC).</p>