

Trinity College School Improvement Plan 2020

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.	1.1.2 Encourage regular engagement at the College Community Mass. 1.1.4 Establish a Spirituality Day and alternate between a Staff Wellness/Staff Service Day as annual Professional Learning. 1.1.7 Promote relevant EREA Formation and CEWA Accreditation programs for all staff.
	1.2 Forge a strong reference to our identity as a Catholic School in the Edmund Rice Tradition.	1.2.1 All College events, publications and communications give 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. 1.2.4 Promote a strong understanding of the new College Mission and our 'Spirit' Ambitions. 1.2.5 Establish a Trinity Commencement Mass to commence our school year. 1.2.7 Give increased prominence to iconography and similar throughout our campus.
Spirit of Excellence	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. 2.1.4 Augment investment in Professional Learning for staff with support for professional partnerships and Teacher growth models. 2.1.5 Provide time and structured opportunities for Teaching Staff to evaluate the effectiveness of their teaching, receiving relevant feedback with a view to implementing positive adjustments to practice. 2.1.6 Develop middle leaders who seek to model, lead and support their colleagues in striving for personal excellence. 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	2.2.5 Review and renew our Inclusive Education structures, programs and infrastructure with a view to best catering for student needs. 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.

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	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: 2.3.2 Implement a Timetable structure that better reflects contemporary curriculum requirements and maximises student success. 2.3.6 Establish an effective Homework Club and Senior Study Tutorial groups.
Spirit of Service	3.1 All staff and students have the opportunity for mission inspired outreach 3.2 Continue to develop leadership capacity within the college community	3.1.1 Maintain a strong service-learning culture and continue to provide Christian Service-Learning opportunities including retreats and outreach. 3.1.3 Establish a planning calendar that clearly outlines and projects future mission/immersion/outreach activities. 3.2.2 Establish a developmental leadership model for students across all year levels. 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. 3.2.5 Augment investment in Leadership Development programs for staff. 3.2.6 Review and renew leadership and professional learning needs and opportunities for the College Support Staff. 3.2.7 Seek opportunities to include staff and 'student voice' in planning and decision-making groups and forums.
Spirit of Community	4.1 Promote a shared responsibility for student wellbeing, formation and learning 4.2 Continue to provide a welcoming and inclusive environment where family/ College relationships are fostered.	4.1.2 Ensure there is regular parental and community awareness and involvement in the learning program and progress of their children. 4.1.4 Commit fully to all aspects of child safety requirements and review pastoral and leadership structures to further strengthen the provision of a safe and caring environment. 4.1.5 Become a community leader in bullying prevention and the promotion of respectful relationships. 4.1.7 Implement specific programs that focus on aspects of positive psychology, resilience and mental health. 4.1.8 Establish a clear structure and shared responsibility regarding behaviour management. 4.1.9 Oversee the welfare and learning progress of students on College Bursaries. 4.2.1 Restructure the College reception and administration as a place of welcome. 4.2.4 Support various parent community groups and respective events. 4.2.5 Seek opportunities to gather community feedback on the College.
Spirit of Stewardship	5.1 Increase accessibility to a Trinity College education with a view to achieving enrolment stability 5.2 Provide sound financial management and business leadership that ensures future sustainability 5.3 Provide contemporary learning spaces that support teaching, learning and an innovative mindset	5.1.1 Establish a sustainable system of parish and community-based College Bursaries across all year levels. 5.1.3 Analyse and effectively utilise survey data from prospective parents. 5.2.1 Establish new College Leadership structure to support strategic ambition. 5.2.3 Identify and implement new revenue streams through corporate and community partnerships and grant allocations. 5.2.5 Review and renew systems to positively and effectively manage debtors. 5.2.7 Explore digital, commercial and network expansion opportunities. 5.2.9 Prioritise within annual budgets and planning, the foci in this Plan. 5.3.5 Support the ongoing initiatives of the Trinity College Environmental Committee (TCEC).