HILLSIDE
CHRISTIAN COLLEGE

Strategic plan
2016 - 2018

Positive Transformation in Jesus' Name Through
Quality Christian Education

Strategic Plan Overview

INTRODUCTION

On behalf of the College Board, it is our pleasure to present the 2016 – 2018 Strategic Plan.

This plan is the definitive Board document, which articulates HillSide's *Vision, Mission and Strategic Priorities*. The College undertakes to direct its core emphases to five key areas. These are:

- A culture of continuous school improvement;
- A community built on Christ's teachings and love;
- A sustainable future for the College;
- An excellent teaching and learning programme;
- Healthy and well-balanced individuals.

It is the Board's desire to see the original vision of Pastor Fred Anderson and HillSide Christian College met, and that this intent is realized in a modern context, which is relevant, innovative and holy. Every child, family, and staff member should experience the love of Jesus in this place. The Board wants to see lives positively impacted through an encounter with Jesus.

Our Strategic Priorities guide the College in its general operations and direction. The priorities do not fully encapsulate the whole fabric and practice of the College, rather they form a three year "injection" of energy in order to grow and shape the College.

The Board invites you on a journey into the future, which is based on doing the best in our present, and aspiring to improvement in key areas of school life. We present this Strategic Plan to all members of the HillSide school community.

Yours in Christ,

Mr Stephen Lamont
Principal

Mr Devon Wynne
Chairman

VISION

To positively transform lives, in our school, in Jesus' name.

TRANSFORMATION

To bring abundant life in Jesus' name to every student and family in our care.

"Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect." Romans 12:2

EDUCATION

Effectively educating and supporting the students and families in our care, by applying successful professional educational and spiritual frameworks.

"Train up a child in the way he should go and when he is older he will not depart from it." Proverbs 22:6

STRONG FOUNDATION

To lay the foundation for a successful life in the gospel, work, and relationships. We want to see our students become respectful citizens and eager contributors in the context of a diverse modern world.

"All your child be taught by the LORD, and great will be their peace." Isaiah 54:13

Mission

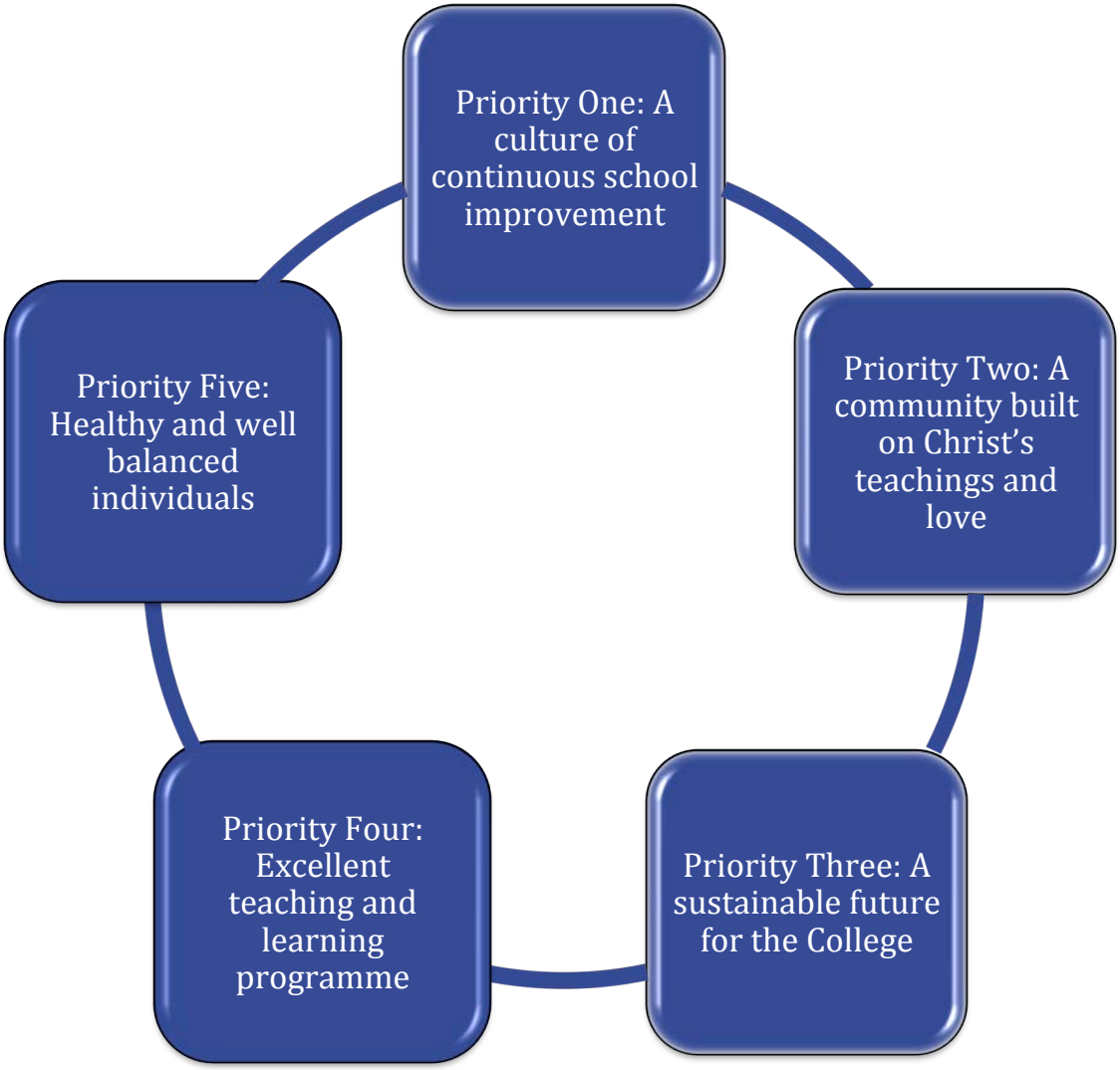
HillSide's purpose is to provide high quality, affordable Christian education for K-12 students in the local community and providing opportunity for families to learn in a peaceful, Christ-centred environment, where there is a sense of meaning and security.

HillSide is a sanctuary where the Holy Spirit will be able to minister to all members of the school community. Our central focus is to educate students who will be able to demonstrate and enjoy respect. This respect will be threefold: respect for God; respect for others; respect for self.

Our students should demonstrate good manners, be courteous and have the courage to make decisions, which are not necessarily popular, but moreover righteous. They should be more confident and caring as a result of being active contributors within the HillSide community. Our students will have sense of fairness and justice. HillSide equips students to become effective life-long learners, with strong resiliency, flexibility and problem-solving ability.

"He has shown you, O man, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God." Micah 6:8

Strategic Priorities 2016 - 2018



Priority One: A culture of continuous school improvement.

It is our goal to improve all aspects of practice and ensure that HillSide is able to meet challenges ahead of it. HillSide will look to embrace change and to move forward with flexibility.

We will:

Implement the *School Improvement Plan* to achieve this priority. An outline of our approach is shown in summary below:

School Improvement Plan Outline:

Focus Area ONE	• Christian mission, education and discipleship
Focus Area TWO	• Quality learning
Focus Area THREE	• Quality teaching
Focus Area FOUR	• Empowered leadership
Focus Area FIVE	• Transparency and accountability
Focus Area SIX	• Meeting student need

Priority Two: A community built on Christ's teachings and love.

Our goal is to provide a school environment where the school community is receptive to Jesus' teaching and where Christian values and relationships are central to operations. More students and families should come to a saving knowledge of Jesus Christ and develop Christian maturity. The school aims to build its two-fold model: mission and discipleship.

We will:

- Prioritise Christian Living as a core subject which is taught K-12;
- Inculcate Christian teachings and values into all curriculum perspectives, and specifically develop, implement and evaluate the Christian Living curriculum;
- HillSide is known in the community as being a good, positive school environment;
- Survey the school community about aspects of school/community relationship and implement associated reviews and recommendations;
- Show inclusion and respect for others through initiatives, events, classroom practice and opportunities for students, staff and community members that encourages others to join and integrate into our school;
- Build the school Alumni database and offer opportunities for past students, staff and families to engage in the current school life at HillSide;
- Implement a marketing plan for the school;
- Encourage parent partnerships with the school;
- Improve communication across the school and to the wider community.

Priority Three: A sustainable future for the College.

It is our goal to consolidate forty years of hard work to this point, to effectively manage current circumstances, and continue to develop a strong culture of stewardship. The College needs robust financial, physical, human and educational resources, which are professionally managed over the course of the next ten years and beyond.

We will:

- Plan and develop grounds, buildings and physical infrastructure in line with the College's Master Plan which has been developed by the College architect;
- Reduce liabilities and review further building in light of the College's present debt level and profit/loss situation;
- Present, review and approve budget, through the College Board, which reflects strategic priorities;
- Develop 5 and 10 year financial plans, which includes budget projections, loan schedules, income and expenditure estimates, cash flows, and projected and actual capital tracking;
- Ensure staff wages and benefits and administration expenses are managed to budgeted targets;
- Set up new DGR for scholarships and bursaries, and administer and promote the current school building fund;
- Maintain and develop attractive school grounds, and set this into the annual budget;
- Analyse and plan for financial risk, including scenario planning for serious financial circumstances;
- Engage in governance training and review at Board level.

Priority Four: An excellent teaching and learning programme.

It is our goal to see our teachers operating with great expertise and success, and for our students to be engaged in all aspects of learning. We want to see academic, moral and social standards set high, and key measures and responses taken to achieve these standards.

We will:

- Ensure all policies and procedures are regularly reviewed, and new material is created and published;
- Strategic groups will be formed and operated within the school to improve performance and policy;
- Attract and retain staff through support from Executive, Board and School Community to create a positive working environment;
- Analyse data and implement effective strategies to improve pedagogy and learning;
- Resource classrooms well and encourage innovative teaching practice;
- Analyse and review best external and internal best educational practice and this will drive effective changes to school structure, pedagogy and student management.

Priority Five: Healthy and well-balanced individuals.

It is our goal to encourage all students to approach life with high levels of maturity, confidence and balance. We aim to train and support each student to make successful choices, which will positively contribute to their well-being. A range of learning activities, focusing on the key domains of the physical, spiritual, emotional and social development, will be incorporated into our teaching and learning programme. Partnering with parents and care-givers is a key element of our work.

We will:

- Educate staff, parents and students in aspects of mental health awareness and treatment, and provide support for those with mental health issues;
- Implement Protective Behaviours Curriculum and achieve "Child Safe" school status;
- Continue to build student and family support services, especially through Chaplaincy and pastoral care providers;
- Provide regular opportunities for staff, parents and students to discuss progress, issues and points of need;
- Develop the most positive Pastoral Care model available, which is based on best Christian and professional practice;
- Review and develop Behaviour Management policies and practice, and make effective operation of the classroom and playground a feature and "selling point" of our School;
- Take opportunities to support families spiritually, pastorally and practically.