



HILLSIDE
CHRISTIAN COLLEGE



STRATEGIC PLAN

2019 - 2021

Positive Transformation In Jesus' Name Through
Quality Christian Education Since 1977



STRATEGIC PLAN OVERVIEW

INTRODUCTION

On behalf of the College Board, it is our pleasure to present the 2019 – 2021 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 four key areas.

These are:

1. **Community:** a community built on Christ's teachings and love;
2. **Future:** a sustainable future;
3. **Excellence:** an excellent teaching and learning programme;
4. **Balance:** healthy and well-balanced individuals.

Integrity to the original vision of the College, while adapting and engaging in a modern context, is the Board's goal. HillSide has an exciting future with many options and alternatives available to it. This document presents a workable framework for the College to achieve its *Vision and Mission*.

The four *Strategic Priorities* guide the College in its general operations and emphases. Achieving the extent of these priorities will be a challenge and privilege, which should give Jesus the glory, as this is His place, and we are His people.

The Board invites you to join the College in developing the culture and environment of HillSide. This Strategic Plan is commended to all members of the HillSide Christian College 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 to provide opportunity for families to learn in a peaceful, Christ-centred environment, where there is meaning and security.

HillSide is a sanctuary where the Holy Spirit is 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 demonstrate good manners and are courteous and compassionate towards all people. They are courageous in their decision making; these decisions may not always be popular, but will be righteous. They are more confident and caring as a result of being active contributors within, and outside of, the HillSide community.

Our students have an understanding of fairness, justice and wisdom, to know right from wrong.

Our College promotes and equips students to become effective life-long learners, with strong resilience, 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
2019 - 2021

1. COMMUNITY

A community built on
Christ's teachings and
love

2. FUTURE

A sustainable future

3. EXCELLENCE

Provide an excellent and
engaging teaching and
learning programme

4. BALANCE

Healthy and well-
balanced individuals

PRIORITY 1: COMMUNITY

A community built on Christ's teachings and love

Building a community where Jesus is at the centre of all we do.

Our goal is to provide an environment where the school community is receptive to Jesus' teaching, and where Christian values and relationships are central to all we do. Students and families should come to a saving knowledge of Jesus Christ and develop Christian character through discipleship and mission.

Strategies

- 1.1 Prioritise Christian Living and inculcate Christian teachings and values into curriculum and culture;
- 1.2 Be known for having a positive school environment;
- 1.3 Show Christ's love and respect for others in our actions;
- 1.4 Champion religious freedom and the value of Christian education;
- 1.5 Work towards greater unity within the school community;
- 1.6 Remain aligned to the College Association's vision and direction;
- 1.7 Ensure Constitution and policy documents are clear and supportive of maintaining Christian distinctives, values and processes to support religious freedom for Christian education.

Actions

- Develop/maintain Christian curriculum K-12;
- Plan activities to engage and connect members of the school community;
- Maintain active Christian Schools Australia (CSA) membership;
- Engage in the political landscape;
- Close liaison and communication with the College Association;
- Undertake surveys of students, parents and staff;
- The Constitution is reviewed.

Outcomes

- Christian education programme understood and supported by the parent body;
- Student biblical literacy improves and students grow in their Christian faith;
- Christian education recognised in student, parent and staff surveys;
- The Board regularly engages with the Association;
- Robust Constitution.



PRIORITY 2: FUTURE

A sustainable future

It is our goal to consolidate over forty years of prayer and hard work to this point, in order 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.

Strategies

- 2.1 Plan and develop grounds and infrastructure in line with the College's Master Plan;
- 2.2 Maintain a sustainable profit to facilitate mission and ensure viability;
- 2.3 Have partnerships, which are mutually beneficial, with strategically aligned ministries and organisations, particularly HillSide Church and the local Christian community;
- 2.4 Effective, advanced communication across the College and the wider community;
- 2.5 Reduce administration/increase efficiency and automation;
- 2.6 Engage positively with the school community;
- 2.7 Compare performance against relevant industry benchmarks.

Actions

- Review and maintain Master Plan with College architect;
- Develop and implement a Marketing Plan;
- Complete annual budget for Board and maintain a five-year financial forecast;
- Promote DGR for scholarships and bursaries;
- Create opportunities for parents and legal carers to partner with the College;
- Build alumni database to offer opportunities for past students, staff and families to engage in current school life;
- Proactively maintain family engagement App. (Skoolbag, etc.) with current and relevant information;
- Engage in Board governance training and review;
- Implement commencement and exit surveys for incoming/outgoing families;
- Annual strategic planning session/s for families.

Outcomes

- Annual sustainable profit (5-10%);
- Annual student growth (5%+);
- Buildings, grounds and other physical assets are well maintained;
- Increasing number of agreements entered into with partners;
- Board has an opportunity for governance training;
- Somerset/ASBA Financial survey available to the Board and reviewed bi-annually.

PRIORITY 3: EXCELLENCE

Provide an excellent and engaging teaching and learning programme

It is our goal to see our teachers operating with great expertise and success, and for 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.

Strategies

- 3.1 Create a positive working environment where the staff is valued and honoured;
- 3.2 Establish a whole school professional learning and leadership development strategy;
- 3.3 Utilise contemporary technologies to enhance teaching, learning, and parental engagement;
- 3.4 Utilise available tools to review and provide feedback on performance;
- 3.5 AITSL standards are implemented and used effectively for teachers and leaders;
- 3.6 Provide DOTT time for teachers reflecting industry best practice.

Actions

- Policies and procedures are reviewed and new material created and published;
- Form strategic groups that operate within the College to improve performance and policy;
- Analyse data and implement effective strategies to improve pedagogy and learning;
- Resource classrooms well, and encourage innovative teaching practice;
- Implement robust management software, including the parent portal;
- Analyse and review best external and internal educational practice;
- Benchmark staffing wages bi-annually comparing to industry standards.

Outcomes

- Engaged, effective, and knowledgeable staff;
- Increased proficiency in the application of modern technologies;
- DOTT aligned to industry benchmarks;
- 360 feedback, or similar, provided to all staff every 24 months;
- Policies remain current (review cycle every three years).



PRIORITY 4: BALANCE

Healthy and well-balanced individuals

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

Strategies

- 4.1 Support families spiritually, pastorally and practically;
- 4.2 Provide support for those with health conditions;
- 4.3 Review and implement behaviour management policies and practice;
- 4.4 Provide education and resources to students and families in relation to cyber safety awareness;
- 4.5 Make effective operation, within the classroom and playground, a feature and 'selling point' of our school.

Actions

- Implement *Protective Behaviours' Curriculum* K-12;
- Proactively maintain and review *Child Protection* policies;
- Continue to build student and family support services, especially through Chaplaincy and pastoral care providers;
- All staff sign, and adhere to, *Code of Conduct*;
- Cyber safety and awareness explicitly taught within the curriculum;
- Access to information and resources for families to develop and grow in all areas of life.

Outcomes

- Annual review of *Child Protection* strategies using DET registration standards;
- Families well supported physically and spiritually;
- Families that are equipped with a good understanding of cyber safety issues;
- High levels of pastoral satisfaction reflected on key survey results;
- 100% staff have signed and are adhering to *Code of Conduct*.

