



HILLSIDE
CHRISTIAN COLLEGE

Strategic Plan 2022 - 2027

To knowledge, add wisdom



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STRATEGIC PLAN OVERVIEW

INTRODUCTION

On behalf of the College Board, it is our pleasure to present the Strategic Plan for 2022-2027.

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 effect school improvement in line with the Christian Schools Australia's (CSA) *School Improvement Architecture*. An outcomes-focused approach is applied to address and achieve the priorities.

The College will proactively focus on the following six key *priorities*:

1. **Culture**: a Christ-centred learning culture;
2. **Community**: a community built on Christ;
3. **Formation**: an outworking of the gospel;
4. **Pedagogy**: quality teaching and learning;
5. **Leadership**: excellence in leadership;
6. **Curriculum**: curriculum with a Christian worldview.

Integrity to the original vision of the College, while adapting and engaging in a modern context, is the Board's goal. The Strategic Plan "dovetails" with CSA's architecture to ensure robust educational merit. This document presents a workable framework for the College to achieve its *Vision* and *Mission*.

The six *Strategic Priorities* guide the College in its general operations, accountability and resourcing. Successfully achieving these priorities will be our focus, so that Jesus is worshipped and glorified through all dimensions of College life.

This Strategic Plan is commended to all members of the HillSide Christian College community.

Yours in Christ,

Mr. Stephen Lamont
Principal

Mr. Devon Wynne
Board Chair

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

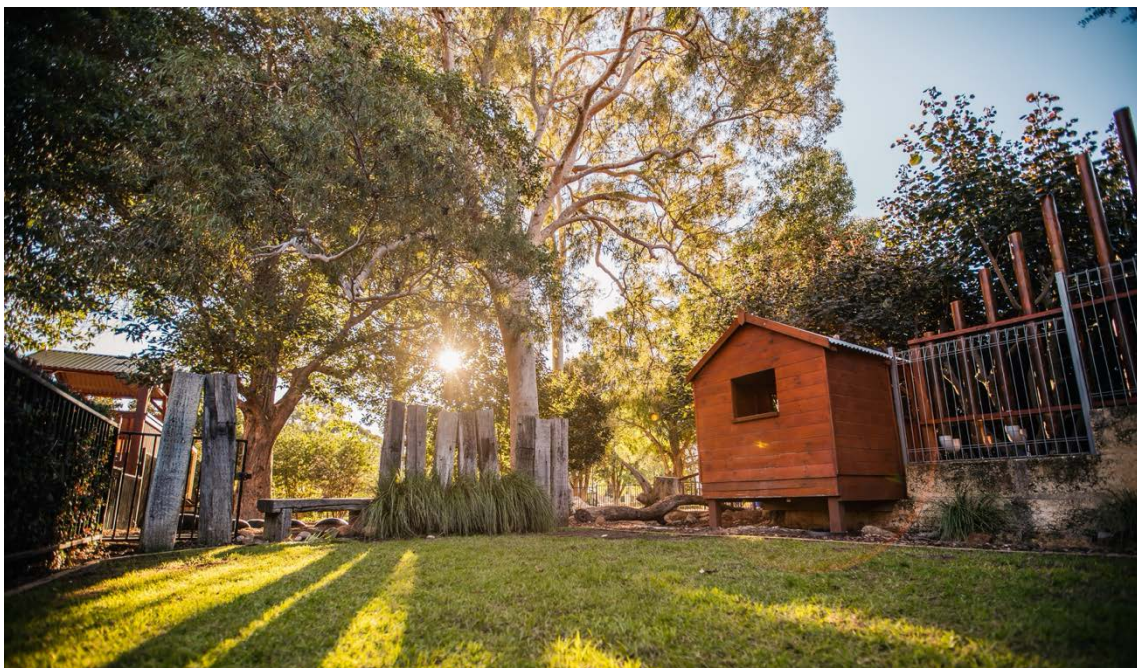
Effectively educating and supporting the students and families in our care, by applying successful professional, educational and spiritual frameworks.

"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 children will 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 can 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, and 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

| | |
|------------|------------|
| CULTURE | COMMUNITY |
| FORMATION | PEDAGOGY |
| LEADERSHIP | CURRICULUM |

CORE VALUES

Our motto:
To knowledge, add wisdom

The Board has prayed, examined the Scriptures and worked together to articulate these core shared values. These values represent the cultural and practical emphases that we seek to live out.

Love of God in Christ Jesus through the Power of the Holy Spirit

1 John 4:9 - In this the love of God was made manifest among us, that God sent his only Son into the world, so that we might live through him.

Romans 5:5 - God's love has been abundantly poured out within our hearts through the Holy Spirit who was given to us.

Galatians 2:20 - The life I now live in the body, I live by faith in the Son of God, who loved me and gave Himself for me.

Love for one another

John 3:23 - And this is his commandment, that we believe in the name of his Son Jesus Christ and love one another, just as he has commanded us.

John 13:34-35 - A new command I give you; love one another as I have loved you, so you must love one another.

Daily active pursuit of Christ

1 Thessalonians 5:16-18 - Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you.

1 John 1:7 - But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus his Son cleanses us from all sin.

Living by the Spirit which produces good fruit

Galatians 5:22-23 - But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law.

1 Corinthians 2:12-13 - Now we have received not the spirit of the world, but the Spirit who is from God, that we might understand the things freely given us by God. And we impart this in words not taught by human wisdom but taught by the Spirit, interpreting spiritual truths to those who are spiritual.

God's Word as truth and as our foundation

Psalms 86:11 - Teach me your way, O LORD, that I may walk in your truth; unite my heart to fear your name.

1 Corinthians 3:11 - For no one can lay a foundation other than that which is laid, which is Jesus Christ.

Peace, hope and unity

Colossians 3:15 - And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful.

Romans 15:13 - May the God of hope fill you with all joy and peace in believing, so that by the power of the Holy Spirit you may abound in hope.

1 Corinthians 1:10 - I appeal to you, brothers, by the name of our Lord Jesus Christ, that all of you agree, and that there be no divisions among you, but that you be united in the same mind and the same judgement.

Authentic Christian Education

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

Proverbs 4:4 - He taught me and said to me, "Let your heart hold fast my words; keep my commandments, and live".

PRIORITY 1: CULTURE

A Christ-centred learning culture

Organisational culture and climate are integral to the success of an organisation. HillSide will continue to build its culture, which is Christ-centred. This will be evident because our fundamental beliefs and values will align and the patterns and behaviours in the school community will be distinctly Christian. We aim to be a community that is open to learning, receptive to Jesus' teaching, and shares Christian values. We desire to see students come to a saving knowledge of Jesus Christ and develop Christian character through discipleship and mission. Parents should feel supported, valued, and partner with the school in supporting their child's education. Staff members are selected on the basis of a firm faith in Christ, professional merit and personal character.

Distinctives

1. We continue to build a culture of service to God and others.
2. We enjoy a passion for learning.
3. We desire to see students and whole families giving their lives fully to Jesus.
4. We believe that this school community is built and reliant on prayer.
5. We maintain unity within the body of Christ.
6. We hold to love and grace.
7. We strive to be faithful and humble.
8. We trust in God's promises and recognise His blessings.
9. We desire that everyone understands their God given gifts and uses these to bless others.

PRIORITY 2: COMMUNITY

A community built on Christ

Our goal is to provide a positive school environment where the community is receptive to Jesus' teachings, and where Christian values and relationships are central to all we do. We have a desire to see students and families come to a saving knowledge of Jesus Christ and develop Christian character through discipleship and mission. Parents and stakeholders will be supportive of the learning process, partnering with staff in leading their child's education. Staff view parents as integral to the education of each child, and will be collaborative in providing opportunities for parental engagement. Students should feel included and actively participate in their own education. Together, though many parts, we are one body.

Distinctives

1. We show compassion and have a genuine desire to serve others.
2. We create and maintain a peaceful learning environment.
3. We are blessed by an effective pastoral team who inspire and promote ministry and mission.
4. We are a generous and authentic, faith-based community.
5. We are members of the body of Christ, working together in unity.
6. We exhibit high levels of care for all stakeholders (parents, students, staff, families).
7. Each member of the school community is respected, loved and recognised as important.

PRIORITY 3: FORMATION

An outworking of the Gospel

We see our students being “salt and light” in their communities. Christians have a timeless message and mission; to share Jesus with the world and walk in communion with Him. We want our students, staff and community to experience Jesus in His fullness. We have a desire to see students develop a love of Scripture and its application to life. We explicitly teach the gospel, and encourage spiritual maturity. Through discipleship, students will be prepared for the cultural challenges they will face. We will seek truth, wisdom and knowledge. We value the inerrancy and infallibility of Scripture, recognising the Bible’s power and authority. Our students will be taught with a Christian worldview.

Distinctives

1. We prioritise a vibrant Biblical, Christian curriculum, which is a core subject.
2. We teach and promote a Christian worldview, which permeates curriculum and practice.
3. We pray and hope that students, staff, and families give their lives fully to Jesus.
4. We see staff growing in their commitment and spiritual maturity in Christ.
5. We commit to foster spiritual development and opportunities.
6. We will continue to build a culture of discipleship.
7. We put our faith into action. What we learn, we endeavour to action.

PRIORITY 4: PEDAGOGY

Quality teaching and learning

Quality teaching and learning is our core business. We seek the best educational outcomes for each student, knowing that their lives have a God given purpose. We will teach through the prism of a Biblical worldview. Curriculum and assessment will be planned systematically, ensuring effective delivery and sequential breadth and depth. We will provide our staff with excellent resources and training, so that our students can learn successfully. Every student will be supported to achieve their personal best and to develop their own gifts and talents. Positive relationships are integral to our success. Positive partnerships between parents, students and staff will be prioritised and expected as part of this learning community.

Distinctives

1. We believe that Christ-centred education is transformational.
2. We value high quality teaching and learning.
3. Good teachers are good learners.
4. We highly value quality teaching as a Christian distinctive.
5. We use professional expertise to improve learning.
6. We exercise a team approach to learning, working together for the child’s benefit.
7. We accurately report educational progress to parents, carers and students.

PRIORITY 5: LEADERSHIP

Excellence in leadership

We acknowledge that God is our ultimate authority and leader. We see a united leadership team, including the Board, executive team and staff, working collaboratively towards improvement, as integral to the success of the College. All resources will be used to glorify God, therefore prudent and strategic deployment of staff, physical elements and finances will be exercised. The leadership team will inspire the organisation and its stakeholders to strive for excellence in all we do. We recognise that leadership is multi-level and includes non-executive staff, parents and students. We will encourage talent and utilise the gifts and abilities in the school community to improve the organisation and build a sustainable and successful future.

Distinctives

1. We implement a model of continuous improvement.
2. We commit to excellence in all domains of learning and life. We do our best.
3. All staff work in unity to support students, families and stakeholders in their educational and spiritual journeys.
4. We have a united and positive leadership team committed to seeing Jesus glorified in every area of life.
5. We effectively manage building and finances using a sustainable and wise approach.
6. We provide quality infrastructure to create and support an excellent learning environment.
7. We are optimistic about our future and believe God will supply all our needs.
8. We put the right people, in the right place, at the right time.

PRIORITY 6: CURRICULUM

Curriculum with a Christian worldview

School curriculum encapsulates the values and important elements of education. We believe the end goal of Christian education is to lead a person to an eternal life in Christ. A systematic K-12 curriculum will be taught which incorporates SCSA syllabuses, interpreted using a Christian worldview. At the school level curriculum will be developed, documented, reviewed, modified and evaluated in terms of the College's Vision, Mission and mandated curriculum standards and outcomes. Christian curriculum is integral and embedded within the school timetable. Students will engage in meaningful learning experiences that are planned and taught effectively. We will apply ourselves to providing a curriculum that is rigorous and interesting.

Distinctives

1. We deliver and plan lessons from a Christian world view – God's Big Story.
2. We focus on Kingdom Education, which is a life long, Bible based, Christ centred way of learning and maturing in the Christian faith.
3. We plan and deliver an effective and systematic K-12 curriculum in line with SCSA guidelines.
4. We want our students to understand what they are learning and why.
5. We provide an environment where teachers work together to refine and improve curriculum.
6. We see a school that has interesting and relevant lessons involving conceptual rigour and developmental appropriateness.

PERFORMANCE MEASURES

The College will measure its success using the Christian Schools Australia (CSA) *School Improvement Tool*.

HillSide's *Strategic Plan 2022-2027* has aligned its priorities with those of the CSA in order to facilitate effective measures of success, reflection and improvement. Key data will be collected to report on each priority in relation to the Vision and Mission of the College.

The main elements to drive and demonstrate improvement will be:

- Developing a *School Improvement Plan* to complement and address the aspirations and implementation of the College's *Strategic Plan*;
- Undertaking a review process of current practice with an external CSA audit team in order to gather and analyse data for improvement opportunity;
- Systematically collect data using the CSA's recommended data collection and evidence sets, and any other measures which will be outlined in the *School Improvement Plan*;
- Checking, reviewing and monitoring progress in a cyclic manner;
- The College Executive will prepare the *School Improvement Plan* aligning measures with the priorities of the *Strategic Plan*. A variety of measures and an effective timeline will be incorporated into the Plan.





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