



ST JOHN'S
Anglican College

The Journey So Far
STRATEGIC DIRECTION
2020 and BEYOND

The page features a dark blue background with traditional Aboriginal-style patterns. In the top-left corner, there are brown and dark blue wavy lines with small circles. In the bottom-right corner, there are yellow and orange wavy lines with small circles. The main text is centered in the middle of the page.

ACKNOWLEDGEMENT OF COUNTRY

St John's Anglican College acknowledges the Traditional First Nation Custodians of the land on which we gather: the Yuggera (Jagera) people. We recognise their continuing cultural and spiritual connection to the land, water and community. We pay respect to their Elders past, present and emerging. We are grateful for the diverse cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples, their contributions, wisdom and memories.



“St John’s Anglican College is more than an educational institution. We are driven to nurture good humans, offering learning opportunities centred around global best practice, engaging the whole community and encouraging and inspiring lifelong learning throughout the circle of life.

St John’s strategic direction is focused on building our reputation as a global learning institute through a unique and transformational global educational platform shaped by the notion it takes a village to raise a child and a global community to develop a student.”

Mrs Maria McIvor
Principal





ST JOHN'S VALUES

Our values are at the heart of everything we do here at St John's Anglican College. They guide our actions, shape our community, and inspire our students to strive to reach their full potential. We are committed to fostering an environment of integrity, respect, compassion, and inclusivity, ensuring that every member of our community feels valued and supported.



FAITH

We are guided by faith in God, our community and our self.



HOPE

We believe in the power of mindset and attitude. We foster a positive, safe, optimistic and empowering environment.



LOVE

We flourish by demonstrating cooperation, encouragement, compassion and joy.



COURAGE

We grow by being brave, confident, determined, resilient and putting in the effort.



COMMUNITY

We are service-led and do so with respect by nurturing and celebrating relationships and traditions.



JUSTICE

We stand for inclusivity, equity, acceptance of diversity and are stewards of the environment.

ST JOHN'S VISION

Every learner is **empowered** to **excel** and **equipped** to **embrace** the challenge of any future.

“ *developing people of good character* ”



ST JOHN'S MISSION

St John's **inspires** lifelong learning by living faith with the **courage** to **lead** self and **serve** others.

where learning comes alive ”

ST JOHN'S GLOBAL LEARNING INSTITUTE STRATEGIC ENTERPRISE MODEL

The St John's Global Learning Institute is underpinned by eight enterprises outlining the strategic intentions for St John's.

Launched in 2020, the strategic enterprises were positioned as the key areas to be responsive to the changing world allowing for continuous measurement and tracking of progress.





ST JOHN'S STRATEGIC INTENTIONS

1. Global – Connecting students to the world
2. Entrepreneurial – Enabling knowledge partnerships
3. People with Purpose – Building professional learning communities
4. Faith Mission and Wellbeing – Nurturing spirituality and service
5. Sustainability – Caretaking of our environment
6. Social – Cultivating an engaged community
7. Personal Learning and Success – Empowering lifelong learning
8. Wisdom – Developing people of good character



GLOBAL ENTERPRISE

St John's aims to develop a global village that connects, partners and fosters learning and enrichment opportunities for our students and educators.

Strategic Intentions

- To build a program of international student and knowledge exchange that expands student understanding of a digitally connected, globalised and multicultural world.
- To further develop and strengthen the authentic immersion programs into local and international communities and individuals into each stage of the College.
- To increase opportunity, flexibility and access to teaching and learning programs for existing, remote and international students.
- To establish global connections to local and international students in one learning community.

2020-2024 Progress Outcomes

- St John's Home Boarding Program - a unique private boarding alternative in St John's long-established homestay families for students in regional and rural Australia.
- St John's Global Learning Institute Research Fellowship - awarded to a staff member to engage in annual study or research activities that enhance St John's reputation as an innovative leader, inspiring lifelong learning throughout the College.
- St John's Global Expedition Program - offering international community service and trekking experiences to Year 10-12 students in association with World Expedition Schools.
- St John's Global Exchange Program - providing Year 10 students educational experiences through experimental learning that increase international and cultural understanding.
- St John's Cultural Tour Program - launched in 2024 commencing in 2025.

Beyond 2024

- To develop an international collaborative teaching exchange program.
- To build connections with PYP schools in Asia to enhance St John's PYP program.



ENTREPRENEURIAL ENTERPRISE

St John's aims to foster a culture of collaboration and entrepreneurial spirit through the development of knowledge partnerships.

Strategic Intentions

- To provide students with real-world product development experiences through fostering relationships with the wider start-up community.
- To drive innovation and knowledge sharing throughout the College to challenge and enrich student learning.
- To establish a framework to empower students to collaborate, create and develop ideas to take to market.
- To optimise the application of technology and analytics to identify and tailor opportunities for innovation and growth in student and staff learning.

2020-2024 Progress Outcomes

- DELL Student Program - equipping St John's students with essential career enhancing technical skills while providing valuable assistance to their peers, fostering a collaborative and supportive learning environment.

Beyond 2024

- To seek to be recognised as a Microsoft Showcase School offering student-centred, immersive and inclusive experiences that inspire lifelong learning and stimulate the development of future-ready skills.



PEOPLE WITH PURPOSE ENTERPRISE

St John's aims to foster a professional learning community that is positive, effective and well resourced, embracing change and striving for excellence in teaching and learning outcomes.

Strategic Intentions

- To establish a Staff Wellbeing program to build a flourishing community of happy and engaged staff focused on inspiring lifelong learning.
- To develop a Talent Management strategy that will attract and retain world-class educators who model the values of the College and are passionate about the growth and development of students.
- To create equitable leadership development opportunities for all staff to explore and discover new talents and strengths.
- To foster a culture of continuous professional improvement through peer mentoring and review.

2020-2024 Progress Outcomes

- Staff Wellbeing Program – dedicated termly wellbeing activities hosted by staff for staff building a happy, engaged and supportive community.
- My Professional Development – a framework designed to prioritise the professional growth and development of our staff aligning staff goals with the College's vision, fostering a culture of continuous learning, improvement and wellbeing.

Beyond 2024

- To align, track and measure My PD goals to St John's Strategic Enterprise Model.
- To review the strategic intention of a Talent Management strategy to a Knowledge Management strategy.
- To develop a formal mentoring program for St John's teaching staff together with a toolkit of resources for new and ongoing staff.



FAITH MISSION AND WELLBEING ENTERPRISE

St John's aims to affirm the relevance and importance of its Anglican mission through nurturing the holistic development of our learning community.

Strategic Intentions

- To encourage and support our learning community to live by, uphold and celebrate the Anglican values of accepting diversity, inclusivity and equity.
- To embed positive psychology in all aspects of St John's life for students, staff and the community.
- To equip our students with tools and strategies to navigate the challenges of life now and in the future.
- To actively cultivate the qualities of courage, resilience and compassion in interactions and learning experiences to develop people of good character.

2020-2024 Progress Outcomes

- Faith Mission and Wellbeing Centre - a purpose-built centre offering students a safe and confidential environment to address wellbeing concerns and nurture spiritual growth with our College Psychology team, Heads of House and College Chaplain.
- Student Wellbeing Check-in - introducing the 'Pulse' app to track and measure each week the wellbeing of our Years 4 to 9 students. This app offers a safe, easy platform for students to seek help and allows staff to develop effective intervention strategies, providing deep insights and leading indicators into student wellbeing.
- St John's Wellbeing Framework – a bespoke wellbeing framework developed in collaboration with the University of Queensland Learning Lab to address the needs of all students from Kindergarten to Year 12, our staff and the College community.
- Groups for Health – an evidence-based program that aims to give students the knowledge and skills to build and maintain their sense of social connectedness to enhance health and wellbeing.

2020-2024 Progress Outcomes (continued)

- Social and Emotional Intervention Programs – a series of programs introduced to develop coping strategies, problem-solving skills and increased resilience in students.
- Embedding fun and engaging activities in the student calendar - to foster a sense of service in our student community (Mental Health Walk for Awareness, Colour Run, RUOk day, Kokoda Challenge).

Beyond 2024

- To develop a wellbeing check program for students in Prep-Year 3.
- A renewed focus on fostering the flourishing of our Anglican identity.
- To introduce a purpose-built Faith Mission and Wellbeing Centre at St John's Junior School.



SUSTAINABILITY ENTERPRISE

St John aims to foster a culture of sustainability where resources are optimised for the benefit of St John's community whilst building and strengthening the foundations for a sustainable and positive future.

Strategic Intentions

- To establish effective environmental and waste management programs designed to support and complement existing teaching and learning practices and foster a responsible mindset.
- To further develop the Built Environment Plan for the College in conjunction with immediate educational priorities.
- To drive productivity and effectiveness across systems and functions within a framework of best practice and sustainable fiscal management.
- To empower students and staff to identify and implement initiatives to reduce the ecological footprint at St John's and in the global community.

2020-2024 Progress Outcomes

- Sustainable Resource Management - our Water Logger Data Tracking system and the installation of over 800 solar panels across the College enhance our commitment to sustainability. The real-time water usage data ensures immediate response to water issues, while the solar panels optimise energy resources, minimising our environmental impact and fostering a culture of sustainability at St John's.
- Wave for Change Program - raising funds through the Containers for Change scheme by educating students on the importance of recycling and extending their sustainable habits beyond school boundaries.
- Waste Smart Kindergarten - as part of Brisbane City Council's Waste Smart Kindy Program demonstrating St John's commitment to reducing landfill waste and increasing resource recovery.
- Active Travel to School Program - promoting road safety and sustainable and healthy travel options for Junior School students.

2020-2024 Progress Outcomes (continued)

- Installation of a New Building Management System (MAST Building) – to control and monitor energy consumption.
- Expanding Educational Excellence - our redevelopment of the Middle School Precinct and addition of new Junior School classrooms support enrolment growth and address educational priorities.
- St John's Ministerial Infrastructure Designation (MID) Plan– endorsement of St John's master plan for the future identifying St John's Secondary Campus as a MID under the Planning Act 2016. Stage One of St John's Aquatic Precinct commencing in 2024.

Beyond 2024

- Embed ongoing due diligence and oversight of Modern Slavery risks in the standard supplier management processes.
- To review and improve the recycling capabilities across the College for staff and students.

ST JOHN'S BUILT ENVIRONMENT

2020

SPORTS CENTRE

Redevelopment of the Sports Centre including new multipurpose indoor courts, two new classrooms, amenities, staff and P&F facilities

SECONDARY CAMPUS

2021

SOLAR PANELS

Solar panels installed on all buildings

JUNIOR CAMPUS

WELLBEING CENTRE

A new Wellbeing Centre through the refurbishment of existing staff facilities

DRAGON'S DEN

Overhaul of the existing cafe introducing a new name, new menu, new kitchen and new operator

SOLAR PANELS

Solar panels installed on all buildings

SECONDARY CAMPUS

2022

STAFF ROOMS

Staff room refurbishment and installation of Director of Early Years office

AIR CONDITIONING

Air conditioning upgrade to the Living Faith Chapel

CLASSROOMS

Four classrooms in Block E refurbished, and two new classrooms extending from the Library

ABCC

Refurbishment of ABCC indoor facilities

JUNIOR CAMPUS

2023

MIDDLE SCHOOL PRECINCT

Redevelopment of existing classrooms, new amphitheatre, new outdoor facilities and lockers

RETRACTABLE SEATING

Retractable seating installed in the Sports Centre

ESPORTS

Redevelopment of eSports room

OVAL DRAINAGE

Sporting oval drainage upgrade

STAFF ROOM

Refurbishment of staff lounge

SECONDARY CAMPUS

AMENITIES

Amenities in Bocks A and D refurbished

THE DECK

Installation of a new community deck and coffee facilities

LIBRARY

Library undercroft partial enclosure

OVAL

Surface upgrade to the sporting oval

JUNIOR CAMPUS

SPECIALIST CLASSROOMS

Refurbishment of specialist classrooms including Food Technology and Science with a servicable lift

SECONDARY CAMPUS

2024

WELLBEING CENTRE

Upgrade to the existing Wellbeing Centre

AQUATIC PRECINCT

Commencement of Aquatic Precinct - Stage One

AIR CONDITIONING

Upgrade of air conditioning and building management system

SECONDARY CAMPUS



SOCIAL ENTERPRISE

St John's aims to cultivate a connected and engaged community that shares the importance of St John's values and aspirations in learning.

Strategic Intentions

- To offer parents a greater sense of belonging to the St John's community by improving purposeful engagement.
- To develop a deeper connection and understanding of the broader learning community through the provision of opportunities for parents, grandparents, past students and beyond to engage with the College.
- To empower parent partnerships with the College to support students in their educational journey.
- To leverage the experience, skills and relationships of parents and past students to facilitate career development and network opportunities for current student graduates.

2020-2024 Progress Outcomes

- Community Connection Series - Let's Talk About and Coffee and Connect events bringing together community members across the College to explore and inform on topical ideas, share valuable experiences, and enhance communication.
- Alumnly Networking – Old Collegians' networking portal designed to facilitate and support further engagement between Old Collegians and the College.
- Work Placement Program – in conjunction with the School Community Industry Partnership Service (SCIPS) offering Year 10 students meaningful and high-quality work experience leveraging relationships with College parents and past students.

Beyond 2024

- To foster a Social Intelligence mindset within our College community.



PERSONAL LEARNING AND SUCCESS ENTERPRISE

St John's aims to encourage a culture of lifelong learning by developing adaptive learning programs, technologies and professional partnerships in the community.

Strategic Intentions

- To actively educate the St John's community on the Science of Learning and the impacts on learning for effective student outcomes.
- To embed practices based on the Science of Learning research into the development and implementation of teaching and learning practices.
- To further develop flexible learning pathways that employ technological advancements in learning practices that produce highly skilled agile digital citizens.
- To partner with leading academic institutions to expand student and educator access to best global practice research.

2020-2024 Progress Outcomes

- SOAR Program – introduction of St John's bespoke accelerated learning and enrichment program creating the optimum learning environment to support exceptional achievement for students in Years 5-12.
- ISQ Teacher Growth and Development Project – two-year participation in this prestigious project designed to assist the College in developing professional learning communities focused on optimising teacher performance and expertise.
- University of Queensland Partnership – partnership with UQ Learning Lab to better understand learning using a range of innovative experimental techniques and programs through collaboration with neuroscientists, psychologists and education researchers across Australia.
- Embedding Aboriginal text in the student curriculum.
- Remodel of Middle School Curriculum – introduction of continuous assessment through subject progress checkpoints and new progress indicators centred upon 21st Century Skills together with subject offerings.
- Exploring Generative AI technology guidelines for students, staff and parents at St John's.



WISDOM ENTERPRISE

St John's aims to develop people of good character through the celebration and intergenerational partnerships with courage and leadership.

Strategic Intentions

- To establish and expand links with extended family members to develop stronger community partnerships to better support the social and emotional wellbeing of students and staff.
- To develop and facilitate programs that offer a deeper understanding of the development of character and emotional intelligence in our students.
- To celebrate St John's rich diverse cultural community and further promote understanding of different cultures and backgrounds.
- To encourage students to face challenges with courage and engage in leadership opportunities throughout their years at St John's.

2020-2024 Progress Outcomes

- St John's Human Library Series – a series of events that enable individuals to connect with others in their community whom they might not normally meet, fostering a more inclusive and cohesive environment.
- The Grand Schools Project - participation in a federally funded project exploring integrated solutions for healthy intergenerational learning and living campuses across urban and regional Australia.
- Reconciliation Action Plan (RAP) – St John's commitment to reconciliation is to seek meaningful connections with our First Nations People through identifying, celebrating and authentically embedding First Nations People's history and culture within our College community.
- First Nations Student Symposium – inaugural event providing a gateway for Aboriginal and Torres Strait Islander students in the Anglican network to connect culturally, socially and academically.

Beyond 2024

- Foster connections with Aboriginal Elders in the St John's local community.

St John's Anglican College

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