



RICHARD JOHNSON
ANGLICAN COLLEGE

Growing Learners
Connecting Hearts
Building Community

Strategic Plan 2023-2025

***“But blessed is the one who trusts in
the LORD, whose confidence is in him.***

***They will be like a tree planted by
the water that sends out its roots
by the stream.” Jeremiah 17:7-8***



Introduction

RJ has always been a place for our students, their families and our staff to belong, serve and succeed for over 25 years.

After many months of collaboration and reflection by our College Council and College Executive; of sifting through data provided by student focus groups, parent and staff surveys, and feedback from our 2022 Anglican Schools' Corporation (ASC) School Review; we are proud to present RJ's Strategic Plan 2023-2025.

This three year Strategic Plan will focus on five key strategic pillars that will enable our RJ teams to effectuate the development of key areas within the College. It will guide our work as a learning community with a renewed hope in Christ as we courageously build on our reputable 25 year history.

Whilst we live in a world that experiences rapid change, we will continue to grow as a dynamic, caring Christian educational community, founded on the Lordship of Jesus Christ, to foster learning excellence.

This sense of excellence will pervade all that we strive to do across all areas of School life. It is not at all about being perfect or elite, but becoming the best versions of ourselves and giving of our best at every turn.

We are committed to making a profound difference in the life of every student. As such, we will aspire to support young people to become confident, agile, reflective and engaged learners who are well-prepared for the future.

Join us on this exciting journey as we realise our best days are ahead; growing learners, connecting hearts and building community.

Warmest regards,



Alan Dawson | Principal



Rev Mike Smith | College Council Chair



Our Guiding Statements

Vision

To make a profound difference in the life of every student through the development of their character and identity in Christ.

Values

Respect and Care.

Mission

To be a dynamic, caring Christian educational community, founded on the Lordship of Jesus Christ, to foster learning excellence.

Aspiration

To support young people to become confident, agile, reflective, and engaged learners who are well-prepared for the future.

Motto

Trust in the Lord.





Our Aims

To make a **positive and meaningful** difference in the life of every RJ student each day.

To provide a **safe and supportive community** so our students can develop a strong sense of connection and belonging.

To provide **opportunities** for students to embrace learning and to discover and develop their **God-given gifts and talents**.

To encourage our students to nurture a **heart of service** and compassion.

To provide our students with opportunities to explore their spirituality, and particularly the **Christian faith**.

To embrace our **inclusive multicultural** environment and celebrate the many nationalities represented.

To equip our students to succeed, and to graduate **confident in themselves**.

Rj students seek to be...

- Courteous and Kind
- Courageous
- Resourceful
- Connected
- Reflective
- Critical and Creative Thinkers
- Positive Contributors
- Willing Learners





***"Do justice, love mercy and
walk humbly with God."***
Micah 6:8





Strategic Pillar 1

Faith, Life and Leadership

1.1 Strategic Imperative

Support the spiritual growth of each student

Key Goals

- 1.1.1 Nurturing students' exploration of the Gospel.
- 1.1.2 Develop an overarching scope and sequence for all Biblical Studies and Christian Living programs.

1.2 Strategic Imperative

Equip staff to deliver leading practice in Christian education

Key Goals

- 1.2.1 Ensuring a Christian worldview is embedded in all curriculum documents.
- 1.2.2 Provide opportunities for staff to develop their knowledge and understanding of the Bible and how it applies to education.

1.3 Strategic Imperative

Foster a culture of service and leadership

Key Goal

- 1.3.1 Promote and consolidate opportunities for students and staff in service and leadership.

Strategic Pillar 2

Learning and Teaching Excellence

2.1 Strategic Imperative

Implement the Building Learning Power approach

Key Goals

- 2.1.1 Equip staff and students in their understanding of BLP.
- 2.1.2 Develop a 'whole school' shared language and common understanding of learning.

2.2 Strategic Imperative

Promote Teacher Excellence

Key Goals

- 2.2.1 Develop a supportive and collegial culture of transparency where teaching practice is shared and celebrated.
- 2.2.2 Lead, support and encourage teachers to excel in their professional learning and practice.

2.3 Strategic Imperative

Elevate the Development of the Arts

Key Goal

- 2.3.1 Promote learning within the Arts and student contribution in Arts initiatives.



Strategic Pillar 3

Wellbeing

3.1 Strategic Imperative

Enhance Student Agency and Care

Key Goal

- 3.1.1 Refine and contextualise the Wellbeing Framework.

3.2 Strategic Imperative

Promote Staff Wellbeing

Key Goal

- 3.2.1 Enhance the opportunities for staff to improve wellbeing and self-care.





3.3 Strategic Imperative

Strengthen Relational/ Community Connections

Key Goal

- 3.3.1 Provide opportunities for rich engagement with relevant stakeholders in the RJ learning community.



Strategic Pillar 4

Innovation

4.1 Strategic Imperative

Encourage a culture of innovation

Key Goals

- 4.1.1 Empower students and staff with the capabilities to engage, collaborate and innovate in their learning.
- 4.1.2 Develop staff and students as highly skilled digital citizens by identifying opportunities to utilise technology further.
- 4.1.3 Prepare students for a complex and changing world by embedding 'real world' experiences.

4.2 Strategic Imperative

Develop innovative mindsets

Key Goal

- 4.2.1 Encourage staff and students to explore innovative options.





Chief
Scientist
Dawson





Strategic Pillar 5

Resources

5.1 Strategic Imperative

Consolidate the College's masterplan

Key Goals

- 5.1.1 Conceptualise a new masterplan to enable future expansion and growth of facilities.
- 5.1.2 Ensure the resources, infrastructures and learning environments support the whole school wellbeing and learning frameworks.

5.2 Strategic Imperative

Sustainability and Environmental Footprint

Key Goal

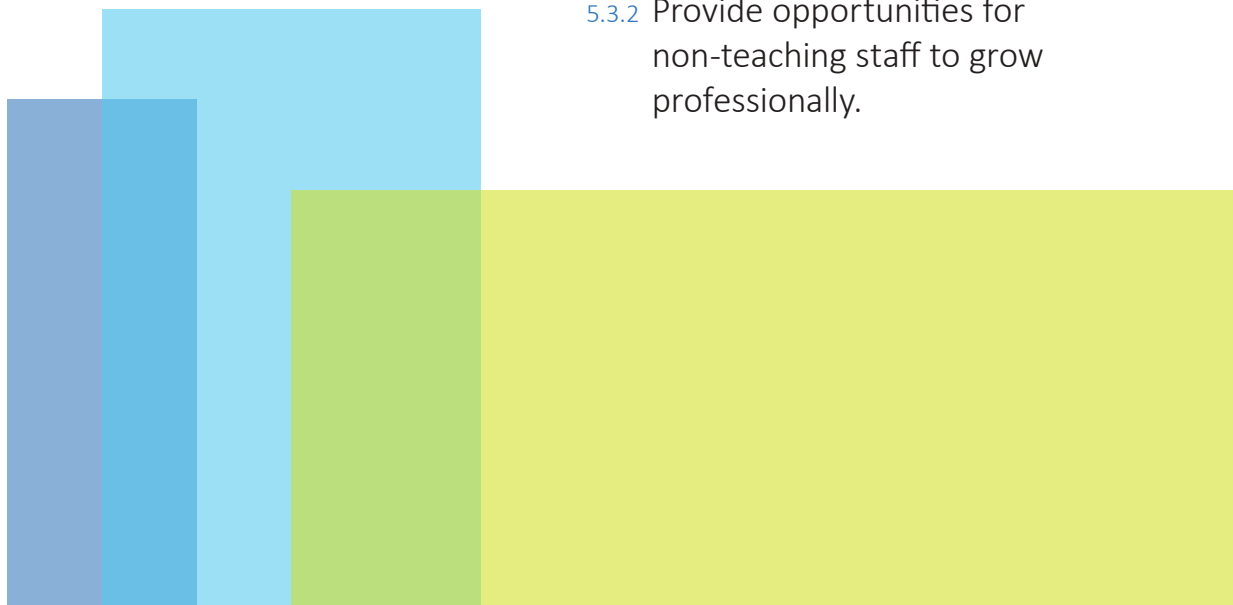
- 5.2.1 Conduct a review of the sustainability options across the College.

5.3 Strategic Imperative

Refine Staff Services practices

Key Goals

- 5.3.1 Review and streamline administrative systems and processes that underpin the running of the College to achieve greater efficiencies.
- 5.3.2 Provide opportunities for non-teaching staff to grow professionally.



“I enjoyed the opportunities presented to me at RJ, especially the musical ones which have allowed me to grow in my abilities and talents.”

Emilie | Student

“A beautiful Christ-centred community to be part of.”

Vanessa | Parent

“I liked the focus on the development of character rather than just the end point.”

Matthew | Student

“Sending my child to RJ has been one of the best decisions I have ever made. The teachers are caring, nurturing and encourage the children to be the best they can.”

Neha | Parent

“We have been an RJ family for 8 years now and my girls love the school and the community. During some extremely difficult times the school and the teachers have supported my children and I and wouldn't want them educated anywhere else!”

Michele | Parent



Ry

A place to belong, serve and succeed