



STRATEGIC PLAN

2020 - 2022



PENRITH
ANGLICAN COLLEGE

INTRODUCTION STATEMENT FROM CHAIR OF COUNCIL AND PRINCIPAL

Together with the College Council, I have great pleasure in presenting Penrith Anglican College's strategic plan which outlines the intended direction of the College over the next three years.

Opening its doors in 1998, Penrith Anglican College has been blessed with a foundation of strong leadership under God. Over the past 21 years the College has positively contributed to the education and development of students in the Penrith area while proclaiming the Gospel of Jesus Christ. This plan works towards the goal of ensuring that this contribution continues and grows.

After much consideration, consultation and prayer, this document presents a refreshed vision for our future. Building upon our foundation, the strategic plan is a roadmap for the future to ensure the College is the best comprehensive co-education school in greater western Sydney and continues to meet our mission of encouraging our students to follow Christ and serve others.

PHILIP BELL OAM

Chair, Penrith Anglican College Council

FELICITY GRIMA

Principal



We are committed
to **glorifying God**
through all we do.

PENRITH ANGLICAN COLLEGE FOUNDATIONAL STATEMENTS

Founded in 1998, Penrith Anglican College quickly established itself as a school that had its basis in the Gospel of Jesus Christ and sought to proclaim His authority in all areas of life, including education. We continue to acknowledge that all things we do as a College should be done for Him. We recognise that this is a high standard to aspire to, but we are committed to glorifying God through all we do. This is because:

¹⁵ Christ is the visible image of the invisible God.

He existed before anything was created and is supreme over all creation,

¹⁶ for through him God created everything
in the heavenly realms and on earth.

He made the things we can see
and the things we can't see —

such as thrones, kingdoms, rulers, and authorities in the unseen world.

Everything was created through him and for him.

¹⁷ He existed before anything else,
and he holds all creation together.

¹⁸ Christ is also the head of the church,
which is his body.

He is the beginning,

supreme over all who rise from the dead.

So he is first in everything.

¹⁹ For God in all his fullness
was pleased to live in Christ,

²⁰ and through him God reconciled
everything to himself.

He made peace with everything in heaven and on earth
by means of Christ's blood on the cross.

COLOSSIANS 1:15-20

This belief remains central to all we do as a learning community.



VALUES

We seek to place gospel values at the heart of our community and model our relationships of care on the example of our Lord and Saviour, Jesus Christ, whose transforming power is revealed to us through the Bible. We actively nurture and pursue the development of the following values:

COMPASSION

We desire to love and serve Christ and those in our community with kindness, justice, mercy and grace.

HUMILITY

We value others above ourselves, demonstrating gratitude and forgiveness.

INTEGRITY

We aspire to be authentic by being honest, trustworthy, respectful and consistent in our interactions. We are accountable and take responsibility for our decisions and actions.

PERSEVERANCE

We strive to make the most of every opportunity and commitment with determination and persistence.

COURAGE

We endeavour to demonstrate the confidence, strength of character and resilience to embrace challenging experiences and to see the opportunities these provide.

Our values are reflected in the priorities we choose. We act upon them consistently and repeatedly. Actively engaged, our values provide a supportive environment where everyone feels a sense of belonging and has an opportunity to learn and flourish.

MISSION

To educate students to be informed and responsible global citizens who follow Christ and serve others.

MOTTO

TO SERVE CHRIST



GOSPEL

Penrith Anglican College is a Christ-centred community that exists to serve and glorify Christ by equipping students for His world. Honouring the Bible as the inspired Word of God, the gospel of Jesus Christ is both the foundation and the heart of our community. It is the inspiration and the guide for all we do at the College.

We recognise that everyone is in a different place on their Christian journey. Our hope is that all who are part of our community will explore the gospel in a comprehensive and meaningful way, feeling safe to question, grapple with and reflect upon the claims of Jesus in the Gospel. Ultimately we pray that all in our College community will make a personal decision to follow Jesus Christ as their saviour. It is a place to grow and mature in Christian faith on a daily basis at an appropriate developmental level. Staff and students are encouraged to interact respectfully with alternative worldviews, expecting to learn from the experiences of others different from themselves.

An authentic bible-based perspective is provided in a meaningful way in all aspects of College life. We model our relationships of care on the example of Jesus Christ revealed to us through the Bible. We actively pursue Jesus' command to 'Love the Lord your God with all your heart and with all your soul and with all your mind' and 'Love your neighbour as yourself' (Matthew 22:37, 39) with compassion, integrity, courage, humility and perseverance. Inspired and driven by the model of Christ, we seek meaningful ways to connect, engage and add value to the broader community through service.



STRATEGIC INTENT: GOSPEL

1. Continue to develop a high-quality, innovative and engaging Christian Living curriculum and Chapel program from Pre-K to 12.
2. Promote and expand Christian fellowship and outreach (including student leadership opportunities) and opportunities to explore issues of life and faith.
3. Foster links with local Anglican churches, encouraging student and family engagement with their programs.
4. Provide and promote further opportunities for meaningful Christian service and community experiences in the College community in Western Sydney, Australia and overseas. Central to this are opportunities for student-initiated and led fund raising and social justice initiatives to encourage a culture of service and generosity.
5. Emphasise the development of Christian character and servant leadership in students across Pre-K to Year 12
6. Embed Bible-based values and behaviours in professional relationships and College operations with opportunities for theological professional development.
7. Increase opportunities for parent engagement and involvement including celebrations such as Christmas and Easter as well as seminars on Christian faith, pastoral issues and parenting.
8. Review and evaluate the effectiveness of Pastoral Care structures and programs at the College across Pre-K to Year 12 to ensure they are responsive to the needs of our community and consistent with the gospel foundations of the College.

EDUCATION

Penrith Anglican College will be a school known for the development of expertise, expression and enterprise to empower students and graduates to serve and honour Christ throughout their lives.

From Pre-K to Year 12, students develop as resourceful, reflective, relational and resilient learners. Through the implementation of common language as part of the College's Learning Culture, Penrith Anglican College will enhance and expand the learning culture in classrooms and co-curricular pursuits to systematically cultivate habits and attitudes to support a culture of excellence. Learners are empowered to engage with and understand their own process of learning.

The College also prioritises the steadfast, authentic and strategic development of our teaching staff, ensuring contemporary, evidence-based teaching practices in order to more efficiently and effectively engage College students.



STRATEGIC INTENT: EDUCATION

1. Implement an Educational Framework with a common teaching and assessment language which creates pedagogical consistency across the College and empowers students to be confident learners who can meet the challenges of a dynamic world.
2. Provide the best HSC program in Western Sydney by offering a broader range of HSC subjects and refining the College's academic focus.
3. Build student competency in core academic pursuits, including literacy and numeracy, celebrating success and progressing student capacities from novice to expert.
4. Embed inquiry-based learning practices in Primary School programming and classroom environments.
5. Expand the presence and opportunities in our iSTEAM and Technologies courses.
6. Develop a more robust Teacher Development Plan (TDP) which will encompass longer term targets and the collation of a broader range of sources in order to inform teacher development practice.
7. Analysing data to better understand student competencies, inform future learning and improve student learning outcomes.
8. Emphasise a differentiated approach to teaching including learning and enrichment programs, vocational education and use of technology to aid these processes.
9. Review College approaches to the ongoing balance and value of homework, study and in-school learning.

COMMUNITY

Penrith Anglican College has established a reputation for providing academic discipline and care within a community where our Christian faith is central. Members of our community believe in our College and are united in our mission to provide the best possible education for our students.

Central to our strong community is our commitment to the highest standards of relationship within our community founded on our values of compassion, integrity, courage, humility and perseverance. We seek to foster authentic partnerships with our community, ensuring all members are engaged and valued.

Penrith Anglican College is deeply connected to Greater Western Sydney and continues to forge strong associations with local churches, community groups, business, industry, community and tertiary educational organisations.



STRATEGIC INTENT: COMMUNITY

1. Develop the College community by providing regular opportunities for engagement and feedback.
2. Promote and apply College-wide initiatives to develop staff expertise including internal and externally provided professional development, the use of student academic data to better equip teaching staff, specific and strategic professional goal setting programs, as well as the ongoing promotion of teaching staff accreditation opportunities.
3. Develop further initiatives to enhance staff team culture, morale and connectedness.
4. Enrich our curriculum and co-curriculum programs via our educational network through strong affiliations and connections with business, industry, community and tertiary organisations, especially to promote the development of expertise, expression and enterprise.
5. Engage and connect with the wider community through programs and the utilisation of our facilities and community focussed events.
6. Develop and engage our Alumni groups to ensure a deep sense of belonging and value within the College.
7. Provide opportunities for students to value the service of others and accept responsibility through leadership development, curricular, co-curricular and service initiatives such as the College Prefect and Mentor Group Representative programs, Air Force Cadets, Dusty Boots and the Duke of Edinburgh programs.

SUSTAINABILITY

Penrith Anglican College will provide excellent teaching and learning opportunities for our students within an environment firmly centred on the gospel of Christ. This commitment has endured throughout our history and has positioned the College to grow and thrive in the future. The College is committed to ensuring effective, efficient and wise governance and management of our resources.

The creation and maintenance of stimulating learning facilities that allow excellence, ingenuity and imagination to flourish are at the heart of master planning for the College. We seek to be a leading organisation distinguished by innovative and sustainable practices and facilities through effective planning and management of resources. Compliance areas and risk management processes are consistently and systematically reviewed to ensure they meet or exceed requirements.



STRATEGIC INTENT: SUSTAINABILITY

1. Develop a Master Plan for buildings, recreation, landscape and infrastructure to ensure the College can provide a learning environment that supports the achievement of the Strategic Plan.
2. Invest in regular maintenance and upgrades to buildings and facilities across the College.
3. Incorporate environmentally sustainable, energy saving and water retention/reuse initiatives across the campus.
4. Enhance existing and develop new platforms for engagement and communication with stakeholders.
5. Maintain an open enrolment policy that includes opportunities for entry to the College supported by scholarship.
6. Meet or exceed budget forecasts and enrolment targets.
7. Maintain fee structures that are affordable and market competitive for local families.
8. Continue an effective implementation and consistent review of all compliance areas.
9. Monitor, review and enhance work, health and safety benchmarks and risk management processes.
10. Support and develop the College's reputation through sound marketing of the College and our achievements.



PENRITH
ANGLICAN COLLEGE

To Serve Christ

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