

St Philip's Christian College **NEWCASTLE**



STRATEGIC PLAN

2021/2024



| Mission

St Philip's Christian College will continue to provide quality education in a caring, secure and challenging learning environment based on Christian beliefs, values and practice.

| Vision

St Philip's Christian College seeks to be a leading provider of quality Christian schooling within our nation, where:

- Every student develops a personal faith in Jesus Christ and is empowered to live with purpose, integrity and joy.
- Every student achieves their God-given potential and is well equipped to make a significant contribution to society.
- Every student benefits from innovative and effective learning experiences taught by skilled and dedicated teachers.
- Every student enjoys a safe and secure learning environment wherein they feel connected and affirmed.
- Every student contributes to a culture of respect, dignity, care and concern for others.
- Every student has access to excellent learning resources and is taught in the best learning facilities we can provide.

| Core Values

- **Christ First** - we want to honour Christ in all things.
- **Serve One Another** - we want to appreciate the unique God-given potential of each person.
- **Strive for Excellence** - we want to aim to do our very best all the time.
- **Do What is Right** - we want to always behave in a Christian manner.
- **Build Community** - we want everyone to feel they belong.



SPCC Newcastle Cultural Distinctives

Believing
in God

Connecting
to Others

Thinking
for Life

Creating
for Good

Taking
Responsibility



| Strategic Plan

















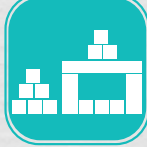










The St Philip's Christian College, Newcastle, Strategic Plan will enable us to:

- Build a “home” where every student feels welcomed and accepted, is able to develop a personal faith in Jesus Christ, and is empowered to live with purpose, integrity and joy.
- Develop a dynamic network of connections and relationships, through effective visual, written and verbal communication, so that students feel connected, included and affirmed, and are empowered to make a significant difference here and beyond.
- Equip students with a growth mindset so that they become lifelong learners, who think critically and creatively, making meaningful and evidence-informed contributions to society, here and beyond.
- Strengthen the well-being of the SPCC community by developing an understanding of individuals' strengths and gifts within a culture of innovation and creativity, so that they can appreciate how they have been created by God, for good, and are empowered to contribute to the greater good of society and future generations.
- Create a culture of respect and proactive stewardship, so that every member of the SPCC community takes responsibility for themselves, others, and the natural and built environment, contributing individually and corporately to the growth and sustainability of SPCC.

We are committed to encouraging and empowering every student to discover their unique God-given potential by creating learning experiences that enable them to thrive physically, emotionally, mentally, spiritually and socially, developing a heart of compassion and justice to make a difference for the whole of their life.

Mrs Pamela O'Dea
Principal (SPCC Newcastle)

The SPCC *Whole of Life* Framework

Believing in God	Connecting to Others	Thinking for Life	Creating for Good	Taking Responsibility
				
Knowing God	Collaborating	Questioning	Wondering	Persevering
				
Knowing Self	Communicating	Making Links	Imagining	Being Resilient
				
Acting Justly	Empathising	Discovering	Investigating	Capitalising
				
Showing Kindness	Listening	Distilling	Innovating	Managing Distractions
				
Living Humbly	Seeking Feedback	Reasoning (with Evidence)	Taking Considered Risks	Developing Self-Discipline



| Believing in God

Vision

Through experiencing an authentic demonstration of God's love within our Christian community, a student at St Philip's becomes a passionate, resilient, lifelong disciple of Christ who is actively committed to His cause. St Philip's remains "home", a welcoming place of acceptance and encouragement, for the whole of their life.

Through demonstrating God's love by living authentically within Christian community, a staff member at St Philip's actively seeks to grow in their relationship with God and to develop a Kingdom mindset. A St Philip's staff member knows that they have been called to nurture students in faith and life, so that they are actively committed to His cause. Led by the Spirit, staff members are empowered to live a grace-filled life, purposefully contributing to the mission of the College. Living together in unity, they build a "home" that remains a welcoming place of acceptance and encouragement.

The St Philip's environment is a place that demonstrates our story and our values. It is a place that overtly acknowledges and celebrates every child and young person as a unique expression of the image of God. Moving through the school, one realises that education is not one size fits all, as young people are seen discovering various gifts and talents that God has given them. Every space has a sense of welcome, drawing staff and students alike toward the discovery of a Kingdom centred life. Scripture is prevalent through art work and displays. A culture of kindness and hospitality is expressed in learning spaces, offices and gathering hubs. The Presence of the Holy Spirit is tangible through a feeling of peace, order, productivity and joy.

Aim

To build a "home" where every student feels welcomed and accepted, is able to develop a personal faith in Jesus Christ, and is empowered to live with purpose, integrity and joy.

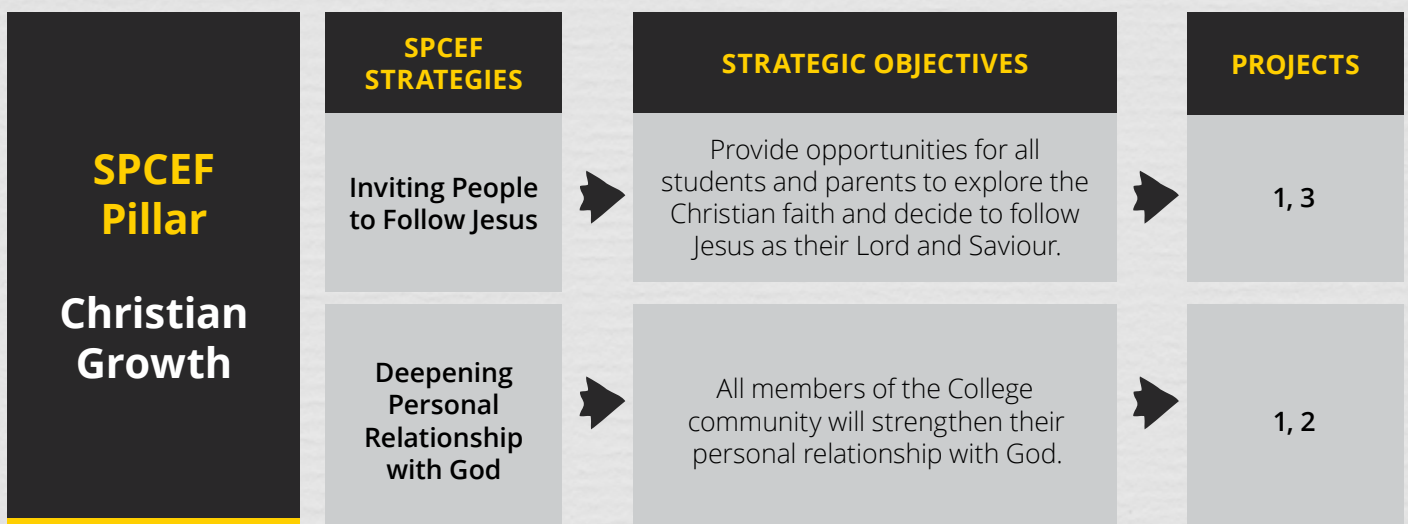


Newcastle **Key Strategic Projects** 2021-2024

1. Create new opportunities for students to engage in their faith
2. Increase prayer support in the College
3. Execute a design plan to visually display our Christian belief and practice



St Philip's Christian Education Foundation (SPCEF) link to Newcastle Key Strategic Projects



| Connecting to Others

Vision

As they engage in a dynamic network of connections within the College and beyond, a St Philip's student is intentional about making a significant difference locally and globally. By recognising the worth that God places on all people and living selflessly, they experience the reciprocal benefits of connecting to others.

As they actively seek to create a dynamic network of professional connections within the College and beyond, a St Philip's staff member is intentional about equipping others to make a positive difference that impacts the world for good. By deeply connecting with, and knowing their students, they create an environment that values teamwork and empathy, seeking feedback and considering different perspectives. Passionately committing to their calling, they recognise the worth that God places on all people, and continually contribute to the expansion of a connected, inclusive and empowering community.

St Philip's is a place where connection and relationship is valued. Effective communication inspires our community to appreciate, value and strengthen the power of relationship with God, and others. Visual expressions of the relationships developed within and beyond the College are displayed to tell the story of how God has used people, working together, to impact our city, and beyond, with the love of Jesus. Our facilities provide space for people to gather together to learn, celebrate, fellowship, create and support one another.

Aim

To develop a dynamic network of connections and relationships, through effective visual, written and verbal communication, so that students feel connected, included and affirmed, and are empowered to make a significant difference here and beyond.



Newcastle **Key Strategic Projects** 2021-2024

4. Launch the Alumni Program for SPCC Newcastle
5. Celebrate the 40-year anniversary of the SPCEF and Newcastle Campus
6. Build Global Project Partnerships (Malawi)
7. Establish a Communication and Marketing Strategy
8. Establish a Reconciliation Action Plan
9. Implement SPCC "BEYOND" to strengthen and enrich mission and service learning
10. Launch the "Friends of the College" Program



St Philip's Christian Education Foundation (SPCEF) link to Newcastle Key Strategic Projects

SPCEF Pillar Community & Culture	SPCEF STRATEGIES	STRATEGIC OBJECTIVES	PROJECTS
	Broadening Strategic Relationships	Broaden and strengthen collaborations with like-minded people and organisations locally, nationally, and globally, for the benefit of others.	4, 5, 6, 8, 10
	Impacting our Community	Develop local, national and global partnerships that provide unique mission and service opportunities for our students and staff.	4, 5, 6, 9
	Valuing our School Community	Emphasise excellence in customer service across all areas of the College community, communicating effectively and efficiently.	7

| Thinking for Life

Vision

Students at St Philip's will thrive in our diverse and rapidly-changing world, because they experience a highly-engaging, challenging and future-oriented culture of lifelong learning. Being equipped with the knowledge, skills and dispositions to explore with curiosity, and think critically and creatively, they will make a meaningful, evidence-informed contribution as active and educated global citizens.

Staff members at St Philip's are lifelong learners, who think critically and creatively, modelling a growth mindset to students and colleagues. Agile and adaptive thinkers, they are evidence-informed and future-oriented, in order to operate at the forefront of an ever-changing global landscape. As resourceful and innovative adult thinkers, staff members empower students to ask questions, engage intellectually and solve problems, to create a better life for themselves and others.

St Philip's is a place where students are challenged daily to strive for excellence and be the best that they can be. Our environment demonstrates and showcases the value we place on every student's effort and commitment to learning, inspiring future generations. Our innovative, future-oriented facilities and our culture of thinking empowers curiosity, collaboration and creativity.

Aim

To equip students with a growth mindset so that they become lifelong learners who think critically and creatively, making meaningful and evidence-informed contributions to society, here and beyond.



Newcastle **Key Strategic Projects** 2021-2024

11. Consolidate and extend HSC SmartTrack
12. Research and launch SmartTrack Academy
13. Consolidate the Year 12 Academic Mentoring Program
14. Embed the Professional Development and Evaluation Framework
15. Activate a strategy to embed excellence for K-12 Literacy and Numeracy
16. Prepare Individual Learning Plans for all students K-12
17. Inaugurate the SPCC Research Centre



St Philip's Christian Education Foundation (SPCEF) link to Newcastle Key Strategic Projects

SPCEF Pillar Educational Excellence	SPCEF STRATEGIES	STRATEGIC OBJECTIVES	PROJECTS
	Achieving Personal Best in Learning	Equip every student to action personalised SMART goals to achieve success in learning.	11, 12, 13, 15, 16
	Embedding Whole of Life Learning	Provide opportunities for staff and students to understand and strengthen dispositions and habits for whole of life learning.	11, 12, 13, 15, 16
	Teaching with High Impact Strategies	Employ evidence-informed, innovative and engaging learning strategies inclusive of the needs of all students.	11, 12, 14, 15, 16, 17
	Promoting a Culture of Professional Learning	Provide professional learning, employing a range of strategies including reflective practices, constructive feedback, disciplined dialogue around data, collaborative enquiry and evidence-based decision making.	14, 17

| Creating For Good

Vision

An encouraging and vibrant culture of innovation and creativity, within real-world contexts, provides the framework for our students to continually discover how they have been created by God, for good, with a hope-filled future. Being equipped by God with individual strengths and gifts, they will express their unique creativity for the good of others.

A St Philip's staff member creates and nurtures a culture where students experience hope, by knowing they have been uniquely created by God, for good. Because they value curiosity, imagination and innovative thinking, they are open to new ideas and have confidence to explore new possibilities without the fear of failure. They seek to 'find the gold' in others, helping them to discover and develop their individual strengths and gifts in order to influence and contribute meaningfully to the greater good of society and future generations.

St Philip's is an inviting, inclusive place where staff, students and the wider community feel welcomed and experience God's love. Expressions of our core values are clearly visible in all areas of the College and God's natural creation complements the built environment. All spaces reflect the age-appropriate needs of the students, and are designed to support the intellectual, physical, spiritual and emotional well-being of all students and staff. The culture of gratitude is evident in the priority given to environmental sustainability of all projects to benefit current and future generations.

Aim

To strengthen the well-being of the SPCC community by developing an understanding of individuals' strengths and gifts within a culture of innovation and creativity, so that they can appreciate how they have been created by God, for good, and are empowered to contribute to the greater good of society and future generations.





Newcastle **Key Strategic Projects** 2021-2024

18. Develop a College Pastoral Care and Well-being Framework
19. Review Gallup strengths and embed a strengths-focused approach throughout the College
20. Promote Student Voice across all initiatives
21. Develop a Leadership Philosophy Statement to strengthen the College Leadership culture
22. Instigate a K-12 Outdoor Education Strategy

St Philip's Christian Education Foundation (SPCEF) link to Newcastle Key Strategic Projects

SPCEF Pillar Pastoral Care and Well-being	SPCEF STRATEGIES	STRATEGIC OBJECTIVES	PROJECTS
	Promoting Student Voice	Enable authentic agency and responsibility, empowerment and leadership through inclusive engagement of all students.	18, 19, 20, 21
	Establishing Health and Well-being as a Priority & Shared Responsibility	Develop in staff and students an awareness of their own well-being, a care for the well-being of others and the capacity to respond in love.	18, 19, 21, 22
	Developing Resilience	Equip students to navigate challenges, embrace the effort, learn from mistakes and respond with a growth mindset.	18, 19, 21, 22
	Building Positive Relationships	Equip staff, students and College community members in how to develop and maintain quality relationships which reflect the Gospel of Christ.	18, 19

| Taking Responsibility

Vision

Through a culture of respect and pro-active stewardship, a student at St Philip's develops wisdom, resilience, self-discipline, and the values to confidently and humbly take responsibility for themselves, others and creation. As servant-leaders, they contribute to the establishment of a more compassionate and just world.

As a St Philip's staff member takes responsibility for self, for others and for resources, a culture of respect and proactive stewardship is established. Staff members adopt an owner's mentality, modelling gratitude for, and pride in the College. Determined to make the most of every opportunity, even in the face of challenge and adversity, they stay focused on, and committed to the vision and mission of the College. As servant leaders, they are responsible to contribute to the establishment of a more compassionate and just world.

As a Christian school, St Philip's demonstrates responsibility in meeting legislative and NESA requirements, consistently improving and developing operations, so as to deliver an exceptional educational service. We are committed to sustaining and protecting the natural environment through a collective sense of stewardship for God's good creation and the efficient use of resources by everyone in the community, avoiding unnecessary waste, and building a healthy, safe, well-provisioned and well-maintained environment.

Aim

To create a culture of respect and proactive stewardship, so that every member of the SPCC community takes responsibility for themselves, others, and the natural and built environment, contributing individually and corporately to the growth and sustainability of SPCC.



Newcastle **Key Strategic Projects** 2021-2024

23. Design and construct “Future Fit” Facilities

24. Achieve five-year Registration and Accreditation approval



St Philip's Christian Education Foundation (SPCEF) link to Newcastle Key Strategic Projects

SPCEF Pillar Growth & Sustainability	SPCEF STRATEGIES	STRATEGIC OBJECTIVES	PROJECTS
	Developing Educational Infrastructure	Continue to deliver exceptional educational services and promote these to achieve full enrolments in our existing schools.	23
	Stewarding Resources Wisely	Steward our resources to enhance financial stability, future sustainability and competitive advantage.	23
	Strengthening Reputation	Ensure quality of excellence in every aspect of operations and service.	24



For the Whole of Their Life

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Leaders in Whole of Life Education