



STRATEGIC PLAN 2004-2016

WESLEY COLLEGE VISION UNITING CHURCH IN AUSTRALIA

A world class coeducational independent school developing the whole person
through timeless principles of learning -

to know

to do

to live with

to be

with innovation and wisdom

WESLEY COLLEGE VALUES UNITING CHURCH IN AUSTRALIA

A world class coeducational independent school whose distinctive ethos values

- The individual talents and worth of each in its community
- An open entry policy and achievement of personal best in all areas
- A diverse, balanced curriculum, enabling students to excel academically
- Openness and creativity
- Care for the emotional and social well-being of everyone in its community
- A broad understanding of human and cultural diversity, nurturing commitment to social justice
- Spirituality, embracing Christianity and other faiths
- Its history and traditions

	Objective	Strategy
Learning	1. In accordance with its vision and values, Wesley College will build and foster capacities for learning.	1.1 To achieve this objective through the College's educational programs and engagement with the wider community
		1.2 To enable all students to achieve their academic potential in all areas of learning
		1.3 To develop practices that enhance the quality of coeducation
		1.4 To enable Wesley College to be an active, energetic and resourceful school where new ideas and innovations are developed, practised, evaluated and shared
		1.5 To recognise, appreciate and celebrate the achievements of students in all areas of endeavour
	2. In accordance with its vision and values, Wesley College will sustain and develop an environment of care for emotional, social, spiritual and physical and intellectual wellbeing.	2.1 To implement leading models and practices in pastoral care for students
Teaching	3. Wesley College aims to play a leading role in the development of its people and to recruit, support and retain high quality staff.	3.1 To be an “employer of first choice” within the education community and to ensure that our employment profile reflects the ethos of the College
		3.2 To provide an individual staff review process linked to individual and College needs
		3.3 To recognise and acknowledge staff for their contribution to the College

		3.4 To manage College communications and processes to ensure that staff are provided with an appropriate representation, support and acknowledgement
		3.5 To contribute to the growth and development of the teaching profession within the school community, in Australia and internationally
Programs/ Structures/ Settings	4. Wesley College is active in diverse environments providing shared and locally responsive programs with international perspectives.	4.1 To identify and evaluate innovative educational programs that are consistent with our educational philosophy, and implement such programs where this is practicable
		4.2 To investigate contemporary organisational structures, which meet current student needs and which enable each campus to sustain its uniqueness within one College
		4.3 To establish a reputation for innovation in teacher education for the Wesley College Institute
		4.4 That the Wesley College Institute be recognised as a provider of quality educational research
		4.5. That the Wesley College Institute act as a medium to connect the school sector with developments in academia and research
	5. Wesley College will manage its educational programs and facilities in an environmentally responsible manner.	5.1 To create and implement a College-wide environmental policy and plans
Community	6. Wesley College seeks to engage and communicate effectively with its immediate and broader local, national and international communities.	6.1 To enhance existing communication links and find new ways to generate and promote support within the College and wider community

	7. Wesley College seeks to maintain optimal enrolments such that a balanced gender ratio, and a broad profile of students, nationally and internationally, is represented.	7.1 To determine and manage optimal enrolments at all campuses
	8. As a member of the Uniting Church in Australia and of the wider community of faiths, Wesley College seeks to sustain and develop a sense of spiritual openness, generosity and service.	8.1.1 To develop and implement an action plan which responds to the question: “What are the expectations – as stated in <i>Towards a Charter</i> (2009) of the Uniting Church for its member schools of which Wesley is one?”
Corporate Governance & Business Management	9. Wesley College will effectively manage and develop its financial and physical resources to meet current and future educational needs.	9.1 To set and maintain benchmark returns on financial assets
		9.2 To actively manage property holdings consistent with the strategic direction of the College
		9.3 To maintain and/or upgrade current facilities such that they meet contemporary standards
		9.4 To develop and regularly update a capital works master plan to reflect the known future needs of the College
		9.5 To ensure internally and externally delivered services are competitive in relation to quality, cost and timeliness
		9.6 To generate non-fee revenue over and above the operating costs of delivering educational programs to fund the capital works development plan and underwrite educational initiatives
		9.7 To identify opportunities to generate internal efficiencies and otherwise achieve economies based on the scale of Wesley College operations

	<p>10. Wesley College will have well-communicated and efficient systems to ensure the effective delivery of College programs and services, and facilitate an orderly and effective decision making environment.</p>	<p>10.1 To develop an integrated planning process encompassing curriculum offering, subject selection, timetabling, staffing and budgeting</p>
		<p>10.2 To implement improved internal and external communication systems and practices</p>
		<p>10.3 To develop and implement service level agreements for all internal and external College services</p>
	<p>11. Wesley College will ensure that appropriate corporate governance and accountability practices, in line with contemporary standards, are in place.</p>	<p>11.1 To ensure College wide risk management plans are prepared, implemented and monitored</p>
		<p>11.2 To maintain quality and timely reporting standards</p>