



# Strategic Plan

2023-2025

## Faith

We commend and invite our community into **FAITH** in God, who makes himself known to us in and through Jesus Christ.

## Wisdom

We seek **WISDOM**, celebrating the gift of learning so we will live well in God's world.

## Compassion

We devote ourselves to **COMPASSION**, because Christ gave freely to us.

## Respect

We cherish **RESPECT** for every person, recognising the image of God in every individual.



# Message from the Chairman



**It has been a joy to see the Shellharbour Anglican College Community onsite buzzing with energy again after a disruptive few years. Students, staff, and families have enjoyed getting back into the rhythm of normal school life, with academic and co-curricular activities in full swing. Mrs Hastie and staff have showed outstanding dedication and commitment, equipping students to continue in their pursuit of deeper learning and growth in their education and faith.**

In 2024, the College will celebrate 20 years of delivering affordable, Christian education to the Illawarra region. Families of the Illawarra can be comfortable in the knowledge that they have a partner who wants to understand them and hear the hopes and dreams they have for their children.

I would like to thank the College Council along with Principal, Mrs Megan Hastie, and the College Executive for their efforts in developing the 2023–2025 Strategic Plan that will guide us in the coming years as we continue to Pursue Tomorrow, together.

**Alan Newing OAM**  
Chair of College Council

# Message from the Principal



**Shellharbour Anglican College is a place where students develop the courage to explore opportunity, celebrate success and embrace life's challenges.**

As a community that will celebrate 20 years in 2024, we are building students who are resilient and relish challenge, who can face obstacles with a sense of humility and integrity, with hearts grounded in a strong sense of compassion, justice, and mercy.

We will do this by developing dynamic learning environments and frameworks, facilitated by passionate and adaptable Christian staff who seek to meet the diverse needs of our students. Our staff and students will build a strong sense of community, valuing teamwork, exercising voice and agency, and celebrating the successes of all.

Over the next three years, our Strategic Plan will guide our work as a community of purpose through four strategic intents - to nurture growth compassionately, grow deep learning, grow powerful connections, and grow a sustainable place.

Underpinning our strategic plan are our values of faith, wisdom, compassion, and respect with Christian values living at the heart of the College, empowering students to live with purpose and make a difference in their community and beyond.

As we pursue tomorrow together, I am proud to introduce Shellharbour Anglican College's Strategic Plan for 2023–2025 and I welcome our community to partner with us as we empower students to live with courageous hearts, curious minds and hope-filled hands.

**Mrs Megan Hastie**  
Principal



# Purpose Statement

## Courageous hearts, curious minds, hope-filled hands

**We are empowering students to live with hope and purpose, to be courageous, compassionate, and curious and to be people whose Christ-like character will equip them to serve the world now and into the future. We are building students who are resilient and relish challenge, who can face obstacles with a sense of humility and integrity, with hearts grounded in a strong sense of compassion, justice, and mercy.**

We will do this by developing dynamic learning environments and frameworks, facilitated by passionate and adaptable Christian staff who seek to meet the diverse needs of our students. Our staff and students will build a strong sense of community, valuing teamwork, exercising voice and agency, and celebrating the successes of all.

Our whole College learning community will value growth, innovation and faith in word and deed by:

1. Encouraging in all community members a Christ-like character and a sense of purpose that can adapt as the world around them changes, that nurtures service and leadership to make a positive contribution in the world.
2. Innovating multiple learning pathways that are authentic and experiential for the diverse needs and aspirations of students, so they actively engage with the world.
3. Forging stronger connections with the community beyond the school including other schools, post-school opportunities and providers and significant community stakeholders, including First Nations peoples.
4. We will manage change and growth with great responsibility and in a manner that continues to build the culture to which we aspire and stay true to our core purpose and values.
5. Attract and grow passionate Christian staff who are dedicated to learning.
6. Seeking God's wisdom, we will ensure responsible stewardship of the College's resources such that sustainability is upheld while opportunities are maximised.



# Strategic Intent



## Nurture growth compassionately

Lead and manage change so that we care for each other, build the culture we aspire to and stay true-to-purpose.



## Grow deep learning

Develop a holistic, sustainable ecosystem that incorporates learning, faith and wellbeing so students flourish.



## Grow powerful connections

Build interdependent relationships across the school and wider community as we seek to serve, inspire and equip by both inviting in and going out.



## Grow a sustainable place

Connect and support the College Community in financially, socially and environmentally sustainable ways as we build for the future.





# Strategic Intent 1



## Nurture growth compassionately

**Lead and manage change so that we care for each other, build the culture we aspire to and stay true-to-purpose.**

- Continue to build a safe and supportive environment for all members of the community and build increased awareness and confidence of staff in this area
- Develop our digital spaces to enhance learning and communication across the College
- Develop systems and processes for growing staff from their moment of entry to the College until they leave
- Leverage digital systems to build operational efficiency and effectiveness
- Review and redevelop our pastoral care structures to enable best practice care for our students





# Strategic Intent 2

## Grow deep learning



**Develop a holistic, sustainable ecosystem that incorporates learning, faith, and wellbeing so students flourish.**

- We will become more digitally aware
- Continue to develop the College Ministry plan
- Embed our learning, faith and wellbeing framework – Being/Thinking/Connecting into all aspects of school life
- Enhance diverse learning across the College
- Maximise strong Literacy and Numeracy growth in Junior School
- Pastorally care for our students
- Provide multiple pathways both within and beyond School to facilitate exploration of vocational options
- Utilise data to improve learning outcomes





# Strategic Intent 3



## Grow powerful connections

**Build interdependent relationships across the school and wider community as we seek to serve, inspire, and equip by both inviting in and going out.**

- Build links with other Schools and learning organisations
- Connect and empower parents and carers for the wellbeing of students and the College community
- Connect College families with local churches
- Foster connections between the College and other community organisations
- Support staff wellbeing
- Develop student leadership, service and voice throughout and beyond the College
- Establish links with alumni to build community presence, support College initiatives and better understand pathways taken by graduates
- Plan for College 20-year Anniversary in 2024

# Strategic Intent 4

## Grow a sustainable place



**Connect and support the College Community in financially, socially, and environmentally sustainable ways as we build for the future**

- Develop a culture of sustainability
- Integrate opportunities to explore real world issues in every day learning
- Nurture connection to Country
- Review and refine Building and Landscaping Master Plans

As we pursue tomorrow together, we welcome the College Community to partner with us as we empower students to live with courageous hearts, curious minds and hope-filled hands.





## Our goal for 2023

**Our 2023 College goal is to design opportunities for deeper learning and to begin the journey towards being carbon neutral, by building more environmentally responsible practices.**



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