

Our Strategy

2018 – 2022

‘Churchie has as its central mission the development of young men of good character, strong intellect and generous spirit who will move confidently into the global community and who will use their talents and gifts to lead and serve others.’

DR ALAN CAMPBELL HEADMASTER



Churchie.



The making of men

OUR MISSION

The making of men.

To develop young men of good character, strong intellect and generous spirit who will move confidently into the global community and who will use their talents and gifts to lead and serve others.

OUR FOUNDING TENETS

Academic excellence

Personal growth

Spiritual awareness

Service

WHAT WE VALUE

Future-focused learning and thinking

A balanced curriculum

Emotional intelligence, wellbeing and resilience

Tradition, culture and community

Commitment to excellence

Respect, compassion and support

Openness and integrity

WHO WE SERVE

Students

Parents

Staff

Old Boys

Strategic goals and initiatives 2018 – 2022

To strengthen Churchie's current direction and strategic capability through:

- 1 Excellence in learning
- 2 Excellence in teaching and leading
- 3 Balance across our tenets
- 4 Global focus
- 5 World-class corporate services

GOAL

1 Excellence in learning

KEY INITIATIVES

- 1.1 further our research and practice in effective thinking
- 1.2 effectively implement the new Queensland Certificate of Education (ATAR)
- 1.3 embed International Baccalaureate and global thinking into all school practices
- 1.4 further develop and integrate emotional intelligence across Reception to Year 12 activity in all four tenets
- 1.5 improve learning in all co-curricular areas for enhanced performance

3 TO 5 YEAR OUTCOMES

- ATAR assessment seamlessly introduced with all stakeholders fully informed and engaged
- global best practice and research in learning, thinking and teaching
- integrated and embedded emotional intelligence programmes across all tenets
- international reputation for research in learning and thinking practices and increased local competitiveness
- improved performance and competitiveness in co-curricular pursuits

2 Excellence in teaching and leading

- 2.1 develop teaching staff through professional development and/or advancement
- 2.2 increase profiling and staff activity in key research areas
- 2.3 review teaching staff HRM strategy (attraction, retention, change management, training for digital skills, performance, succession)
- 2.4 engage staff to promote high morale, growth and adaptability
- 2.5 effectively collect, analyse and produce data analytics for academic and corporate benefit
- 2.6 actively promote the integration of Prep and Senior Schools and establish a clear strategy for the promotion of boarding

- continuous professional development for higher academic capability and understanding
- development and succession for key academic, pastoral and co-curricular leaders
- high staff morale and efficacy
- increased staff involvement in research activity
- improved analytics to support teaching practices
- strengthened existing synergies between Prep and Senior Schools

3 Balance across our tenets

- 3.1 re-examine structures to support delivery of all four tenets
- 3.2 investigate ways that timetabling can assist delivery of key strategic initiatives
- 3.3 develop a united sports strategy for improved performance
- 3.4 develop a dedicated communications strategy to promote the essential balance in Churchie's mission and direction
- 3.5 develop an effective parent engagement strategy to enable sustained support for Churchie's future

- a comprehensive Churchie experience for all stakeholders across all tenets
- highly engaged and informed parents supporting a positive and diverse community
- innovation and flexibility in use of time to accommodate activity in all tenets
- increased competitiveness of Churchie based on a strong market position around all four tenets and the making of men

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Global focus

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| <p>4.1 develop the suite of global opportunities for boys, incorporating camps and tours, international pathways, Old Boys' international networks and international study scholarships</p> <p>4.2 develop a global network base around Old Boys and partners to explore new opportunities</p> <p>4.3 develop international benchmarking to profile Churchie's global positioning</p> <p>4.4 investigate strategies for multi-cultural appreciation across the Churchie community</p> | <ul style="list-style-type: none"> • <i>externally focused thinking and student preparedness for the future</i> • <i>new student pathway opportunities beyond school</i> • <i>new markets and partners for the School</i> • <i>contemporary and future focus to differentiate Churchie's market positioning</i> |
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World-class corporate services

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| <p>5.1 deliver the built environment master plan, featuring exceptional facilities providing pedagogically and architecturally researched learning areas in the Prep and Senior Schools</p> <p>5.2 review and develop the skills (including digital skills) of corporate services staff to increase professional capabilities</p> <p>5.3 inform, support and leverage a strong and perpetual governance structure as a key pillar on which the School will thrive</p> | <ul style="list-style-type: none"> • <i>classroom refurbishments to provide and inspire modern, flexible learning strategies</i> • <i>strong business services and efficiencies to underpin core business of learning for all</i> • <i>continuous improvement to corporate services capability to add value through efficiency</i> • <i>robust data and analytics systems, including international benchmarking</i> • <i>well-integrated and informed internal governance structure, involving the Foundation, Old Boys' Association, Parents and Friends Association and all support groups</i> |
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Our goals are supported and enabled by our strong culture, partnerships and resources:

- strong Anglican ethos
- collegial relationships within the Anglican Schools Commission of Queensland and other Anglican schools
- school-wide cultural values and community belonging
- existing pastoral care programmes for students delivered by the form class and house system
- professional and well-managed human and financial resources
- strong boarding house community, affirmed ethos and value of boarding
- Yalari partnership supporting Indigenous children's education and advancing a broad, understanding community
- expansive Old Boys' network
- built environment master plan delivering exceptional facilities
- ICT strategy and digital resources supporting learning and corporate services
- partnerships with University of Melbourne, Swinburne University, The University of Queensland and short-term, international residential programmes for students and staff at leading international universities.

