

2017-2021  
STRATEGIC PLAN

# TO LEARN TO GROW TO DISCOVER TOGETHER



TOONGABBIE  
CHRISTIAN  
COLLEGE

Centred in Christ  
[tcc.nsw.edu.au](http://tcc.nsw.edu.au)

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# INTRODUCTION

It is with great excitement that the College Board presents the Toongabbie Christian College Strategic Plan for 2017-2021. Informed by our Purpose **“To be a caring Christian community that supports families by providing a quality Christ-centred education which develops the whole person for life and eternity”**, and with God’s grace, this Strategic Plan aims to give shape to the future directions and development of the College.

Our motto is ‘Centred in Christ’. This means we endeavor to be an educational community deeply grounded in spiritual disciplines of prayer, biblical reflection, worship, discipleship and service, desiring in all we say and do to bring glory to God.

We want our students to be passionate followers of Jesus who are resilient lifelong learners, creative problem solvers, compassionate leaders and changemakers of the future. We aim to guide our

students to be godly men and women in and external to our College Community.

We believe the strategic intent of this document will help us to achieve our Purpose. Informed by best practice in teaching and learning, this plan is built on a foundation of consultation with students, staff and parents/carers. It seeks to honour our past while also positioning the College as an innovative community of teaching and learning excellence.

We are delighted to introduce significant new initiatives that we believe will position the College well for a sustainable future. This Strategic Plan is supported by clear and measurable goals for assessing progress and the College Board will monitor its impact throughout the life of the plan.

As the College Board we commend the 2017-2021 Strategic Plan to our College Community.

# OUR MOTTO



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## Centred in Christ

**'Instead, speaking the truth in love, we will in all things grow up into Him who is the Head, that is Christ' (Eph 4:15)**

At Toongabbie Christian College we desire Jesus to be first in everything we think, say and do. Working together, we seek the mind of Christ in all our planning and decision making. As we participate in every aspect of College life, we seek to offer the best of ourselves for God's glory. We long to be a generous and inclusive community where our students, staff and parents/carers are valued and enabled to discover and live out God's purposes for their lives. We are committed to walking the journey of character and faith formation, speaking the truth in love and maturing until each one of us attains 'the whole measure of the fullness of Christ' (Eph 4:13).



# PURPOSE

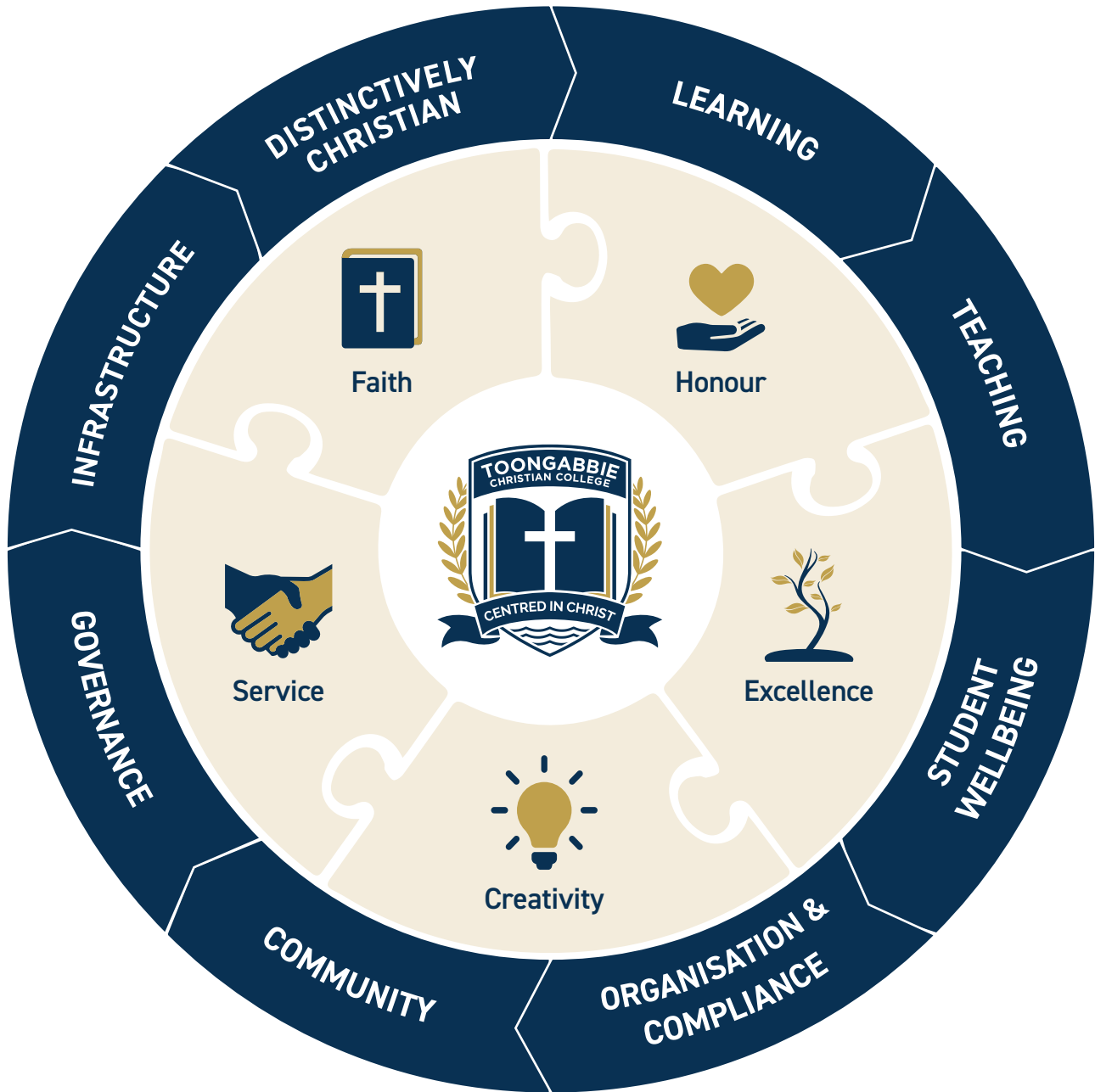
To be a caring Christian community that supports families by providing a quality Christ-centred education which develops the whole person for life and eternity.

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## PURPOSE STATEMENTS

- Provide a quality Christian education that meets the academic, spiritual, physical, social and emotional needs of each student
- Teach the NESA curriculum encouraging each student to attain excellence according to their God-given abilities
- Present the curriculum from a Biblical Worldview that challenges students to become discerning and wise in their judgements
- Regularly challenge all students to trust in Jesus Christ as their personal Lord and Saviour and to assist them to grow as His disciples
- Offer opportunities for spiritual growth and service that help students to grow in Christian character
- Help all students to grow in a Biblical understanding of themselves and others as loved, valued and unique because they are created in God's image
- Employ mature Christian staff who are well-qualified, passionate people who seek to model Christ to their students
- Partner with parents/carers and their local churches for the nurture, growth and equipping of their children
- Develop a relational community where the Biblical principles of love, grace, justice and forgiveness are learnt and practised
- Witness to our local community and the world through the Christian example of our lives and missional endeavour

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# OUR VALUES



## Faith

*'Now faith is confidence in what we hope for and assurance about what we do not see'  
(Heb 11:1)*

As a faith community, we bear witness to a Biblical truth that reveals that God is committed to humanity with a strong and patient love. By faith, we are also witnesses to the life and death of Jesus, confident that His resurrection changes everything. Faith is a foundational attitude for life. It expresses itself as the pursuit of truth, trusting obedience, perseverance in doubt, constant prayer and a total confidence in Christ. The application of faith will impact the thinking and relationships of the College Community.



## Honour

*'Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: Love your neighbor as yourself. There is no commandment greater than these'  
(Mark 12:30-31)*

Our primary purpose is to honour God in everything we think, say and do. Living simply and sustainably is how we honour God's creation. Respecting and valuing one another is core to all our relationships. Honour generally recognises the good in others. It is also found in those enduring qualities of character we call integrity, wisdom, valuing the truth and ever seeking to close the gap between our words and actions.



## Excellence

*'Until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ'  
(Eph 4:13)*

Excellence is focused determination to participate in the fullness of life as God intends. It makes the most of academic, sporting and service opportunities, striving to develop potential and our capacity for learning. The pursuit of excellence is not about perfection. Instead excellence overcomes adversity and learns from failure in its desire for growth and maturity. Excellence offers the best of ourselves – our time and our talents, 'as a living sacrifice, holy and pleasing' (Rom 12:1) for God's glory.



## Creativity

*'For in Him we live and move and have our being'  
(Acts 17:28)*

Creativity begins with curiosity and wonder in the amazing diversity of God's creation. It delights in learning through play, exploration and discovery. God has given us all gifts of creativity. It is upon us to discover these gifts and to utilise them for God's glory. At its heart creativity inspires vision. Fostering creativity builds capacity to see and experience the world in fresh and new ways. It is the catalyst for ingenuity, problem solving and innovation.



## Service

*'He has shown you... what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God'  
(Micah 6:8)*

Service recognises that loving God is a life poured out humbly serving others. God invites us to participate with Him in healing, renewing and restoring our world. Therefore in serving others, we seek to be generous, inclusive and compassionate; desiring justice and a fair go for everyone. Service requires standing up for and alongside those in need. While it seeks to relieve immediate suffering, at its heart service also works to empower, building the capacity and choices of others.

STRATEGIC PRIORITY

# DISTINCTIVELY CHRISTIAN

## Place Christ at the centre of our Community

- Guide our students to know Christ and develop a personal relationship with Him through student led growth groups, daily devotional programs, the Biblical Studies curriculum and Chapel programs
- Centre our College culture around established spiritual disciplines of prayer, Bible reading, Biblical reflection and worship, ensuring all activities and educational programs are honouring to God
- Deliver the Australian curriculum from a Biblical Worldview perspective that meets the requirements of NESA and incorporates the Christian Schools Australia God's Big Story framework
- Review and resource a quality Biblical Studies curriculum across the College



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## STRATEGIC PRIORITY

# LEARNING

### **Deliver a quality evidence-based 21<sup>st</sup> Century learning program**

- Establish a culture of academic excellence that meets the requirements of the Australian Curriculum and NESA while equipping students for lifelong learning
- Deliver an educational strategy that nurtures individual student potential through targeted learning, enrichment and support programs
- Utilise leadership, sporting and other extra-curricular opportunities to create integrated programs focused on developing students' God-given talents
- Embed innovation and technology within the learning environment to prepare students to be accomplished digital citizens
- Identify strategies targeting classroom engagement to ensure students remain connected with their learning

STRATEGIC PRIORITY

# TEACHING

## Professionally develop and value our staff and promote their wellbeing

- Develop a Staff Wellbeing Framework that ensures staff are valued and cared for physically, emotionally and spiritually
- Establish professional learning communities as the collaborative basis for educational practice
- Implement a performance and development model linked to professional learning strategies that build staff capacity and improves practice
- Ensure staff are continuously integrating ICT into their teaching practice and utilise multiple data sources to improve student outcomes





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# STUDENT WELLBEING

**Provide an environment where  
students are valued and flourish**

- Provide an overarching Student Wellbeing Framework that ensures all students are valued and cared for physically, emotionally and spiritually
- Assist students to develop and apply the life skills necessary to establish strong relational networks
- Develop an integrated buddy program that relationally connects primary and secondary students
- Create a multidisciplinary intervention strategy to support students with additional learning and emotional needs
- Maintain a well-resourced counselling support service

STRATEGIC PRIORITY

# ORGANISATION & COMPLIANCE

## Implement responsive and sustainable organisational and compliance practices

- Establish protocols that promote effective, timely and concise communication between staff, students and the wider College Community
- Implement marketing strategies that respond to changing demographic and enrolment patterns while targeting growth of enrolments
- Raise the profile of the College by implementing a comprehensive rebranding strategy
- Implement a school management system to streamline administrative tasks that incorporates a parent portal
- Review and update all policies and procedures to ensure alignment with current legislation and best practice





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# COMMUNITY

### **Build a culture of collaboration through local and global partnerships**

- Further parents/carers involvement in College life through the Parents and Friends Association
- Encourage and empower parents/carers to be actively involved in their children's learning and development
- Create opportunities for Alumni to have continuing connection and engagement with the College
- Build a vibrant volunteer program that values and equips participants to contribute meaningfully to the life of the College
- Develop an active missions program that is globally focused and locally engaged
- Ensure the Uniform Shop, Canteen and OOSH deliver a quality service that adds value to the College Community

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# GOVERNANCE

## Ensure oversight that maintains high standards of governance

- Demonstrate compliance with all current legislative requirements and apply effective governance practices
- Review the performance of the College Executive to ensure alignment with Board directives, policies and the College's Purpose
- Provide oversight, resources and monitoring during both the development and implementation of the College's Strategic Plan





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# INFRASTRUCTURE

## Create infrastructure and resources that enhance teaching and learning

- Provide facilities and spaces that will enhance the academic, sporting and extra-curricular programs of the College
- Maintain current facilities in accordance with a clearly articulated management plan to ensure optimal usage
- Ensure all facilities, grounds and equipment are easily accessible and provide a safe and secure environment for the College Community
- Provide reliable, relevant and flexible IT infrastructure and hardware that will meet the demands of teaching and learning in the 21<sup>st</sup> century.
- Develop a Master Plan for the College that addresses both current and future infrastructure needs



All scripture references from the  
NIV except for Ephesians 4:15  
(which is a blended version)



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