



*Realising the
Potential Within*

RIVERMOUNT COLLEGE
Strategic Plan
2011 - 2015



RIVERMOUNT COLLEGE

Strategic Plan 2011 - 2015

The 2011-2015 Strategic Plan represents the future of Rivermount College, its mission, values and the realisation of the Founder's vision

The College Board of Directors is committed to reinforcing the vision and mission of Rivermount College through:

- *Presence and Visibility*
- *Curriculum Innovations*
- *Co-curricular Opportunities*
- *Pastoral Care Initiatives*
- *Corporate Governance*
- *Physical Resource and Facility Development*

A message from the Chairman of the Board of Directors

The 2011-2015 Strategic Plan builds on the success of the previous five year plan from 2006 - 2010. The goals and objectives stated in the previous and current Strategic Plans, along with the College Master plan, provide clear directions for the future direction of Rivermount College.

At the completion of the 2006 - 2010 Strategic Plan, the College Board of Directors undertook a comprehensive review and evaluation of the school's progress in realising the objectives of the five year plan. Throughout 2011, a number of comprehensive surveys of stakeholders within the College community, including parents, teachers and students, were conducted. The surveys and strategic planning workshop conducted with the teachers, aimed to address the spiritual, educational and physical needs of the College and to establish a clear set of values that Rivermount would continue to uphold.

The survey results reinforced a commitment towards a number of values about Rivermount College that are representative of the ethos of the College and must be retained. These values represent the history and future of Rivermount College and form the basis of the Strategic Plan for 2011-2015. Based on this values framework, the Strategic Plan will aim to strengthen the original vision, mission and values of Rivermount College and to outline the key priorities, objectives and strategies for the College's development over the next five years.

In 2006, the College Board of Directors adopted six key priorities that were to form the basis of the College's strategic planning and commitment to the ongoing realisation and reinforcement of the school mission. These priorities remain the focus upon which the Board will concentrate on during the next five years:

- 1. To communicate the Mission through presence and visibility***
- 2. To enrich the Mission through curriculum innovations***
- 3. To enrich the Mission through co-curricular opportunities***
- 4. To enhance the Mission through Pastoral Care initiatives***
- 5. To strengthen the Mission through strong Corporate Governance***
- 6. To support the Mission through physical resource and facility development***

These pillars form the basis upon which the College Directors will continue to evaluate and monitor the progress made by the College staff as it implements practices and policies to achieve the objectives of the Strategic Plan.

Leo Young
Chairman of the Board

College Mission

All teaching and non-teaching staff appointed to Rivermount College undertake to subscribe to the College's Mission Statement. The underlying tenets of this Mission Statement are:

- To provide a holistic and integrated approach to learning and life, by acknowledging and practicing that all areas of life are important and interrelated, including spiritual, academic, social, emotional, creative and physical.
- To teach our students that Christianity is not a set of beliefs and doctrines to be learned, but it is a way of life to be enjoyed as our Creator meant it to be.
- To allow the community to take full responsibility for this wonderful environment and to nurture and care for it on behalf of future generations.
- To build bridges between the many cultures in Australia, but particularly with the Indigenous community, so that we can live together in peace and harmony in this wonderful country. The College is committed to building a community that shares a pride in its Australian heritage and embraces a future built on unity and harmony. Through the actions and attitudes of our community it is the vision of our founders that whilst we cannot change history, we can strive for reconciliation and commit to improving social justice and equity for the Indigenous people, the original inhabitants of this country.

Embedded Values:

As a College community we strongly value the following:

- The family atmosphere where relationships between students and staff and between parents and the College are actively encouraged and an atmosphere of mutual respect, understanding and acceptance is embraced.
- The school environment that enables students to be valued as individuals and to feel part of a close knit community.
- Parent involvement in the College and open communication between families and the school.
- The genuine and practical application of Christianity that is embedded in all aspects of a Rivermount College education.
- The emphasis placed on Pastoral Care and the Christian Living program and its integration throughout the College curriculum.
- The multi-cultural diversity of families in the College community and particularly our Indigenous heritage.
- A holistic education provided to a broad cross-section of families from varying socio-economic backgrounds.
- The emphasis placed on the development of a values framework for the social and moral development of the young people at the College.
- The dedicated, hardworking and caring staff who are genuinely committed to the ethos and mission of the College.
- The commitment to a safe, nurturing, calm and conducive learning environment and campus for all students.
- The school motto - *Perseverance, Integrity and Excellence*.

The College Prayer:

*Heavenly Father, as members of the Rivermount College community, we dedicate ourselves:
To **persevere** when circumstances are seemingly not to our advantage;
To show and practise **integrity** in all our dealings with each other and your Creation;
To seek after **excellence** in everything we do.
We do so relying on your Grace and the power of the Holy Spirit*

Presence & Visibility

Reinforcing the Mission of Rivermount College

- Continue to promote an understanding and development of practical Christianity in all students
- Foster the qualities of *Perseverance, Integrity and Excellence* in all students
- Provide opportunities for students to develop the qualities of respect and acceptance
- Further build bridges with the Indigenous community through The Hank Young Foundation Scholarship program and by enhancing and strengthening links with Radiant Life College

Increasing awareness of the College in the wider community

- Maintain and develop an effective marketing plan aimed at increasing awareness of the College and the positive achievements of its students
- Broaden community use of the College resources including grounds and facilities
- Increase public performance opportunities for students
- Provide for the ongoing development of the College's internal and external website as a key communication & promotional tool
- Strengthen and reinforce the Corporate Image of the College through visible media & quality control
- Investigating & implementing new initiatives in print and e-marketing for the increased distribution and frequency of promotional school publications
- Strategically advertise the College through local signage, print media and radio

Strengthen the positive reputation of the College and its students in the wider community

- Wearing of uniforms and student behaviour in the wider community
- Provide ongoing student volunteer and community support opportunities
- Increase presence and attendance of students and staff at major community events
- Encourage sponsorship of local community initiatives

Enriching the working environment of the College to enhance staff commitment and dedication to the achievement of the Mission

- Provide ongoing professional development opportunities for staff to ensure a genuine understanding of the College's mission and to equip them with the necessary skills for its effective implementation
- Nurture staff with the aim of fostering high professional standards

Strengthen and develop the Alumni network

- Continue to enlist the support of past students as coaches for sporting teams and as mentors in the visual and performing arts
- Strengthen links with past students to keep them informed and engaged with the College community

Curriculum Innovation

Improving educational outcomes for students through a strong focus on teaching and learning

- Provide greater curriculum support to teachers in order to deliver a rich and diverse learning environment which caters for the varied needs of all students at the College
- Structuring professional development opportunities for teachers aimed at enhancing the quality of teaching and learning at the College

Cultivating a climate of academic rigour

- Provide greater opportunities for encouraging and rewarding the attainment of excellent academic results and striving for continual academic improvement
- Improved monitoring of student academic progress through the PC program and learning management software
- Develop a strong focus on the issuing and monitoring of homework
- Investigate and implement opportunities for students to develop higher order thinking skills

Improve learning enrichment and enhancement opportunities for all students

- Develop a distinctive program for students identified as *Gifted and Talented* and monitor their progress and development
- Identify and provide early intervention for students with learning difficulties
- Place a strong focus on differentiation within the classroom

Capitalise on the teaching & learning opportunities provided by the shift to the Australian Curriculum

- Undertake to map the educational journey from Prep to Year 12 to ensure its consistency with the new Australian curriculum
- Utilise key teachers to ensure the smooth implementation of subjects as they are rolled out
- Improve the links and transitional processes between the Junior, Middle and Senior Schools

Enhance the effective utilisation of technology as effective tools for improving teaching & learning

- Move towards 1:1 computing within the Middle School by introducing individual wireless computing devices for students
- Provide a strong focus on the effective utilisation of e-learning resources throughout the College
- Maintain and further develop the College's network to ensure effective delivery of all IT services

Provide a greater depth of education opportunity for those students not seeking a tertiary pathway

- Investigate opportunities for further developing vocational educational opportunities and pathways

Co-Curricular Opportunities

Enhancing co-curricular opportunities for students and increasing student participation

- Resume responsibility for the management and delivery of specialist lessons offered to students at the College
- Increase student involvement and commitment across the co-curricular program
- Strengthen the level of team and school spirit in interschool representation and the level of student, parent and community support at events
- Encourage greater parental support and involvement
- Provide more opportunities for students in the areas of the visual and performing arts to publically display and perform their work

Pastoral Care

Enhance the Mission through Pastoral Care Initiatives

- Appoint a Dean of Pastoral Care to oversee the Pastoral Care and Christian Living Program
- Implement an integrated approach to Pastoral Care and Christian Living which has a strong focus on values that is also embedded into the entire curriculum
- Better cater for the social and emotion needs of students through the Pastoral Care Program and the engagement of counselling services
- Continue to develop a consistent and pastoral approach to behaviour management aimed at assisting students

Governance

Strengthen the Mission through strong corporate governance

- Review and update the constitution, Board policies and the Board Charter to ensure that they reflect best practice in corporate governance within an educational setting
- Undertake to actively identify and attract suitable local directors to the Board

Physical Resources & Facility Development

Enriching student learning opportunities and curriculum development by improving and enhancing facilities and resources

- Plan and construct additional facilities within the Junior School to adequately provide for projected ongoing growth
- Continue to rollout air conditioning throughout the Middle and Senior Schools
- Undertake to systematically refurbish and enhance existing facilities throughout the College
- Investigate opportunities to further develop and enhance trade training facilities at the College
- Increase the provision of seating and shade throughout the College
- Proactively plan for future growth and development

Rivermount College Masterplan



LEGEND

- 1. Prep Centre
 - 2. Hank Young Foundation Offices
 - 3. Carparks, Access Roads & Expansion
 - 4. Swimming Pool
 - 6. Sports Fields
 - 7. Cricket Nets/ Multi-purpose Sports Courts
 - 8. Community Hall
 - 9. Human Ecology Centre
 - 10. Middle and Senior School Classrooms & Expansion
 - 11. Amenities
 - 12. Resource Centre
 - 13. Science Building
 - 14. Secondary Senior Staff
 - 15. Administration
 - 16. Proposed Chapel
 - 17. Junior School Classrooms & Expansion
 - 18. Amenities
 - 19. Tuckshop
 - 20. Maintenance Shed
 - 21. Covered Assembly Area
 - 22. Art Centre & Art Centre Expansion
 - 23. Music Building
 - 24. Tech Centre
 - 25. Uniform Shop
 - 26. Drama
 - 27. Caretaker Residence
 - 28. Boarding Facilities
 - 29. Animal Husbandry & Horticulture Centre
 - 30. Belair Drive Entrance
 - 31. Main Entrance
 - 32. Camping Area
- Proposed Works