



**MATTHEW  
FLINDERS**  
Anglican College

# Strategic Plan

2018 - 2022





# Introduction

As Matthew Flinders Anglican College moves swiftly towards its fourth decade of existence I am delighted to share with you our new strategic plan. The document builds on previous plans yet clearly identifies the current stages of development of our College and provides clear and exciting direction as we move further into the 21st century.

The planning groups that were established to chart the future of our College soon recognised the need for change, some more subtle than others, some which may be more pervasive in the longer term. Five Pillars or Key Focus Areas have been identified, underpinned by a set of Guiding Statements. These statements ‘pin our flag to the mast’ and define the people and the community we aspire to be.

Our goals which are articulated in this document are bold but achievable. They serve to enhance our College’s reputation for academic excellence whilst maintaining a clear focus on the wellbeing of each child and addressing character development so critical to success

in our ever-changing world. While there are prescribed elements which must make up part of any strategic planning process, there must also be room for innovation and inspiration.

Flinders is a dynamic school; our planning must encourage that dynamism.

What Flinders is becoming has emerged from what Flinders is today and what it has been in the past. Those entrusted with ensuring that our strategic thinking is relevant, contemporary and inclusive realise the trust that has been placed in them. It has been an absorbing, exciting and rewarding process thus far. Now, ‘the time for planning is done, the time for doing has arrived’.

The Strategic Plan positions our College as a learning community with a focus on providing excellence in education for learning and life. I commend it to you and I look forward to working with you as we realise all that has been set before us.

**Stuart Meade**  
Principal

## Our Strategic Plan

Learning and  
Achieving

People and  
Purpose

Character and  
Culture

Educating for Excellence in Learning and Life

Community  
Engagement

Stewardship  
and a  
Sustainable  
Future

# Our Guiding Statements



## Our School

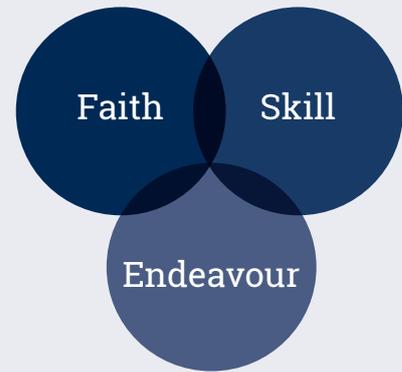
We educate for excellence in learning and life.

We value courage, respect, compassion and integrity.

We welcome students, parents and staff from diverse backgrounds, faiths and cultures in accordance with our Christian principles.



## Our Motto



## Our Mission

To challenge our students to develop the character and competencies required to achieve academic excellence and a successful future of contribution and leadership in local, national and global communities.



## Our Vision

- To be a dynamic learning community that provides our students with an outstanding contemporary education which prepares them for tertiary study and beyond.
- To enhance the performance of our staff in a supportive and collaborative environment, enabling them to flourish as professionals for the benefit of our students.
- To build our traditions whilst responding to emerging evidence of new and improved ways of educating our students for excellence in learning and life.

# Our Guiding Statements

## Our Graduates

Our aim is for our graduates to possess the following competencies:



They are people of courage, respect, compassion and integrity who demonstrate confidence, persistence, and resilience.



They are informed citizens who are attuned to their environment, take responsibility for themselves and their actions, and serve their community.



They are accomplished learners who are self-directed and have a spirit of enquiry and adaptability in a fast-changing and information-rich world.



They are effective leaders who can empower others, communicate and collaborate well, and have the capacity to make significant and ethically grounded decisions.



# Learning and Achieving

## Strategic Intent:

Creating a vibrant learning environment that fosters exceptional scholarship and a culture of deep learning.

## Goal:

To cultivate in each student: a love of learning; a spirit to achieve mastery and personal best; and the character, integrity and qualities of leadership to shape our world.

## Strategies:

- Place mastery, innovation, creativity and entrepreneurship at the forefront of learning at Flinders.
- Clarify and amplify our key evidence-informed pedagogies.
- Develop a high quality P-12 curriculum to meet the needs of a contemporary and future-focused world.
- Deliver a rigorous academic program that inspires curiosity, develops critical thinking, fosters intellectual agility and prepares students to be socially conscious and responsible citizens in a culturally diverse world.

## Imperatives:

- Employ a sophisticated range of measurement and assessment tools to benchmark student achievement and to foster growth and ownership of learning.
- Collaborate with strategic educational partners locally, nationally and globally to foster best practice learning.
- Embed evidence-based and data-informed improvement plans at College, sub-school and department levels.
- Review and update Flinders Framework for Teaching.
- Review and implement a policy framework for a contemporary and authentic Education Support program.
- Progress with continuous assessment and reporting regimes.
- Ensure compliance with QCAA and ACARA statutory requirements.

# People and Purpose

## Strategic Intent:

Fostering a caring community that embraces improvement and strives for excellence.

## Goal:

To develop an accomplished, well-resourced and inspirational staff, committed to the students in their care and imbued with a strong ethos of service, professional learning and ethical responsibility.

## Strategies:

- Create the Flinders Learning Institute.
- Develop a Talent Management Strategy.
- Enhance the effectiveness of Professional Learning Communities.
- Develop and promote staff wellbeing through explicit practices, a culture of support and contribution.

## Imperatives:

- Attract, retain and develop high quality staff.
- Establish a Leadership Development program.
- Enhance incentives/motivation to enhance teacher efficacy and recognise and reward excellence in teaching.
- Develop a strong leadership team that provides clear direction, communication and transparent decision-making in a collaborative way.
- Develop Lead and Distinguished Teacher capabilities within the teaching faculty.



# Character and Culture

## Strategic Intent:

Developing ethical, aware and empowered citizens with the desire and skills to make a positive contribution in the wider world.

## Goal:

To nurture the personal development of all students, enhancing their cognitive, physical, social, spiritual and emotional self.

## Strategies:

- Provide a diverse range of experiences for students to explore or strengthen talents to ignite lifelong passions.
- Educate students to live by and model Flinders values and character traits in the breadth and range of their pursuits.
- Maintain high expectations of our students through a clearly defined set of standards, adding to the tone and character of our College and its members.
- Celebrate our Anglican faith and traditions.
- Encourage participation in our College's extra-curricular programs, to both enhance enjoyment of life at school and develop character and leadership traits.

## Imperatives:

- Administer biennial satisfaction surveys across our College.
- Strengthen the roles of the Homeroom Mentor, Head of House and Year Level Coordinator in the Secondary School.
- Explore gender-specific Character Education programs.
- Develop a College-wide Personal Development/Wellbeing program.
- Redefine the purpose of our Outdoor Education to ensure experiential learning as well as adventure and challenge are central.
- Develop opportunities for greater student voice to inform character development at our College.

# Community Engagement

## Strategic Intent:

Cultivating purposeful engagement with our Flinders community and beyond through a commitment to a shared vision.

## Goal:

To develop and sustain a connected and engaged community that shares a belief in the importance of our Flinders values and aspirations in education.

## Strategies:

- Develop community relations which complement our College's vision and enhance our contribution to our world in which we live.
- Clarify the purpose of, and engage with, key stakeholder groups in our Flinders community such as the Parents & Friends Association, the Old Flinderians Association, Flinders support groups and sporting clubs.
- Develop a Communication and Marketing Plan and associated procedures to enable effective connections with our Flinders and wider communities.

## Imperatives:

- Design and implement information and awareness programs to empower parent partnerships in their child's education.
- Engage with local, national and global organisations providing support for people in need.
- Develop the overseas student exchange program.
- Ensure our College website and portal are accessible, relevant, and current as communication channels.
- Enhance Flinders as a learning community through our provision of opportunities for parents, educators and the broader community to engage with relevant educational offerings.



# Stewardship and a Sustainable Future

## Strategic Intent:

Developing highly strategic and effective leadership, planning and oversight function designed to pursue excellence and growth for the attainment of our College's vision and values.

## Goal:

To foster a culture of stewardship where resources are optimised for the benefit of our Flinders community whilst strengthening the foundations for a sustainable and confident future.

## Strategies:

- Deliver sustainable fiscal management that balances the requirement for future investment with immediate education priorities.
- Provide and develop high quality, functional, expertly designed facilities to support effective teaching and learning through the development of a Facilities Master Plan.

- Develop processes, policies and procedures that facilitate effective governance and management of the corporate and financial affairs of our College.
- Systematically review and refine key organisational processes and practices.

## Imperatives:

- Ensure effective and timely communication with stakeholders.
- Develop a sustainable enrolment strategy.
- Be recognised as environmentally responsible citizens.
- Raise awareness of, and participation in, philanthropic activities.
- Set a risk appetite and define boundaries in which to operate.

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