THE
GEELONG
COLLEGE

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Towards 2025: *We reach for the stars*

BE OF COURAGE

Our Purpose

The Geelong College aims to provide an inspiring education where all students can learn how to learn, flourish, be innovative and aspire to futures that harness their many skills and abilities.

We aim for our students to be respectful and to confidently develop their academic, emotional, physical, social and spiritual potential.

The Geelong College also seeks to provide learning experiences that shape personal development in ways that prepare students to contribute to society.

Our Guiding Principles

As Guiding Principles the College seeks to:

1. Provide a broad education that promotes individual excellence in all students.
2. Foster an educational environment that engages and is valued by parents.
3. Facilitate student experiences that foster good citizenship, confidence, capacity, flexibility, tolerance and leadership supported by outstanding pastoral care.
4. Enables passionate, collaborative and innovative staff.
5. Be an inclusive, respectful liberal minded College community guided by Christian principles (in the Uniting Church traditions) that interacts and serves the world beyond the College.
6. Be a leader in our community in environmental sustainability by demonstrating initiative throughout our curriculum and a commitment to action.
7. Thrive as a successful educational enterprise guided by Council's business leadership, governance and strategic direction.

Values

Integrity with compassion

Community with diversity

Aspiration with humility

Respect with grace

Endeavour with courage

Strategic Themes

The College Council has identified the following Strategic Themes as a framework for this plan. The Geelong College enables:

1. A broad education valuing individual excellence of all students.
2. Education for students valued and understood by parents.
3. Student experiences that foster good citizenship, confidence, capacity, adaptability, flexibility, tolerance and leadership.
4. A culture enabling passionate, collaborative and innovative staff.
5. An inclusive, respectful liberal minded College community guided by Christian principles (in the Uniting Church traditions).

Strategic Intent

Six areas of strategic intent have been identified by the College Council for advancement, monitoring and review:

1. Building a learning culture and academic success.
2. Broadening experiences for students.
3. Enhancing staff capacity.
4. Strengthening our community.
5. Developing our infrastructure.
6. Sustaining Council leadership and governance.

1. Building a learning culture and academic success

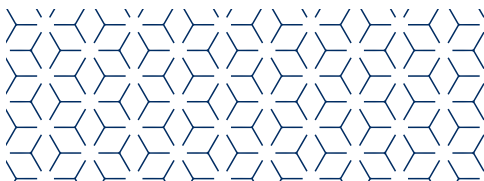The Geelong College has a long tradition of excellent academic standards and providing outstanding experiences for students enabling opportunities beyond secondary school. The Geelong College Vision for Learning was developed in 2015 to clarify the future direction of learning and teaching across the College.

The College is committed to providing each student with opportunities for personal academic growth and success at their highest level in all endeavors. Student performance is important but individual growth is critical and remains our focus into the future.

We recognise the need for students to learn how to learn rather than to be passive recipients of content, learned through repetition and rote learning. Students need to be able to ask good questions, discern and synthesise information in a 21st Century world.

Actions/projects to this end:

- To systematically develop the use and understanding of "Visible Learning" and "Thinking Culture" across the College.
- Review and evaluate The Geelong College Vision for Learning.
- Provide appropriate support for all students, recognising their learning and pastoral needs to enable them to achieve personal academic success.
- Introduce a means of tracking student academic growth (in addition to existing student reporting) enabling the collection of meaningful longitudinal student and cohort data for analysis.

2. Broadening experiences for students

All students of The Geelong College are seen as citizens of the world today, not of tomorrow. Accordingly, we are seeking to provide students with a deeper understanding of their context as citizens of Geelong, our nation, members of our College community and internationally. It is imperative we continue to provide our students with meaningful experiences through the curriculum, incidental experiences and co-curricular activities.

An understanding of the importance of service and servant leadership are important. Also, student well-being, personal growth and an awareness of behaving in a manner that is consistent with values, are enhanced through broader experiences for students at The Geelong College.

Actions/projects to this end:
- Develop and implement a meaningful Learning Outdoors education program incorporating the Cape Otway facilities.
- Consolidate the excellent careers advice available and further. develop post-school opportunities for students.
- Review and evaluate the Triple R program.
- Develop the understanding of the role and purpose of sport at The Geelong College informed by a sound philosophy and sports psychology background.
- Maintain ongoing evaluation of existing student enrichment programs and service programs (such as but not limited to Fulfilling Lives, sport, camps, DEAS), ensuring their relevance is maintained and balanced with affordability for students as well as sustainability for staff.

3. Enhancing staff capacity

The staff of The Geelong College are its most important asset. The experiences they provide our students shape their development. Therefore, it is imperative that our staff continue to develop and build greater capacity to be able to facilitate the development of the students.

The College is committed to providing staff with opportunities that will enhance their capacity and bring benefits to student learning outcomes.

Actions/projects to this end:
- Improve professional learning outcomes for all staff through the further development of Professional Learning Plans (PLPs) that are meaningful and relevant to the individual needs for professional learning (linked to student educational outcomes and whole-school strategic goals).
- Ensure success of the Foundation Fellowship as a means to facilitate staff professional experiences beyond the gates of The Geelong College.
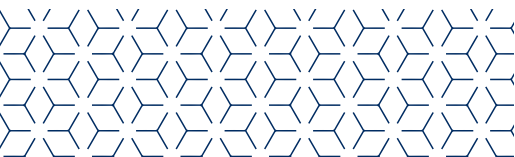
4. Strengthening our community

- Provide and encourage a range of cross-College interactions by staff to build a greater sense of "one College" and a professional learning community beyond each of the three schools.
- Provide a variety of professional learning experiences for staff that create greater intercultural understanding and awareness of diversity.
- Understand the human resource requirements of The Geelong College and identify a strategic direction through a People Plan.

The sense of community is a distinguishing feature of The Geelong College. This is built upon the geographical location of the grounds in Newtown, as well as the social interactions with the City of Geelong, its hinterland, Old Collegians, regional families involved through boarding, indigenous and international students.

The Geelong College strives to provide an excellent example of responsible citizenship and to build community in these domains through partnerships and a continuous awareness of values underpinning decisions. The College Foundation, OGCA and parent groups are integral to creating and enhancing a sense of community.

Actions/projects to this end:

- Consolidate existing and develop additional strategic alliances (as required) with complementary organisations to assist with development of College programs and student experiences. These include but are not limited to the indigenous student program, environmental programs, Deakin University, student well-being, learning outdoors, service learning and Geelong area engagement.
- Advance the earlier work with our College community to reconcile harm experienced in the past by students at College (regardless of its nature and elapsed time).
- Extend the OGCA online platform to include an effective mentoring program among Old Collegians.
- Build the profile of The Geelong College through public events held at College such as Carnival, Art Show and CLRI events.
- Develop a program of "Geelong Family Networks" to enhance connections between boarding and day students of the College.
- Further develop the profile of The Geelong College Foundation and OGCA in the life of College staff and students.

5. Developing our Infrastructure

The Geelong College seeks to provide the best possible infrastructure for students to enable learning and teaching in contemporary spaces. In turn, these spaces must enable teachers to engage in pedagogy consistent with best practice, integrating ICT and other contemporary teaching tools.

The 2016 Capital Master Plan has been developed to guide the conversation on infrastructure development and will continue to be evaluated in line with changing needs of the College. Enabling excellent student outcomes is the purpose of our infrastructure.

Actions/projects to this end:

- Devise a sustainable, long term approach to financing the infrastructure development identified in the 2016 Capital Master Plan.
- Commit to an ongoing maintenance plan for existing facilities to ensure the College facilities continue to be well presented.
- Complete the redevelopment of Campbell House.
- Evaluate the 2016 Capital Master Plan on an annual basis to ensure it remains relevant and adaptable to the changing needs of College in light of possible variations in student numbers and facility requirements.
- Develop the Cape Otway site facilities enabling it to provide a vibrant Learning Outdoors Program for students.
- Develop learning centered spaces that enable greater capacity for

learning in the 21st Century. This relates to the number of "traditional" general learning areas as well as specialist areas, their layout and fittings (equipment, furniture and maintenance, incorporating ICT across the College) as well as outside spaces conducive to learning.

6. Sustaining Council leadership and governance

The Geelong College Council provides the overarching framework within which the College operates and ensures good stewardship of the College. Accordingly, it needs to continue to provide strength in leadership and governance relating to the overall direction of The Geelong College. Ultimately, the College values are shaped by the College Council and set the tone for the operational character of the College.

The College Council has fiducial responsibility for the College and long term financial sustainability. Establishing and resourcing the strategic direction of the College is also the responsibility of the College Council. The College Council is looking to build upon the solid foundation established over the last 150 years and ensure the College continues to thrive well into the future.

Actions/projects to this end:

- Resource the adoption of a strategic and systematic mechanism for enabling community feedback on satisfaction with The Geelong College.
- Develop a strategic plan for 2019-25 using a collaborative process involving parents Council, students, staff, Old Collegians and other relevant stakeholders.
- Explore and guide the means of expression of being a Uniting Church school.
- Review The Geelong College constitution.
- Foster excellence in The Geelong College Council leadership and governance ensuring a high level of awareness of best practice, including improving the processes and mechanisms for decision making, policy development and approval, and meeting compliance requirements.
- Strengthen the College Council leadership and governance through strategic succession planning and by adopting a process of evaluating Council's performance.
- For the College Council to utilise the strong financial position of the College to underpin capital developments, as well as to maintain fiduciary responsibilities and long term financial sustainability of the College.
- For the College Council to balance enterprise, opportunity and risk in the short term to facilitate long-term viability with opportunities for development of the College as a whole.

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