five years
forward
2021

TRINITY COLLEGE

Aims

To foster in every student a desire to serve God and humanity; to develop a respect for truth and a lasting set of moral values and to acquire the greatest possible understanding of self and the worth of each individual's contribution to Society.

To develop fully the spiritual, social, academic and physical potential of each student in a caring yet disciplined environment.

To foster a co-operative relationship between all members of the College community - students, staff and parents.

To develop to the fullest extent possible, the mastery of basic academic skills and to foster creativity and overall excellence.

To provide a curriculum which has a balanced use of Christian themes in all areas and to create and foster an environment for learning, in which the Christian year is followed and observed, and in which the life of the participating parishes provide a practical focus for that observance.

To help each student appreciate the joy of living.

Values

Opportunity	*Community*
Openness	*Learning*
Excellence	*Wellbeing*

Focus

Collaboration	*Positive Education*
Flexibility	*Creativity*
Graduate Qualities	*Innovation*

Strategic Priorities with 2021 Actions

KRA 1: Christian Values

Goal: To live the College motto of 'In God is my Faith'.

PRIORITY 1.1
Strengthen engagement with local parishes and the wider Church.

ACTION
a. Support and raise the profile of our Chaplaincy team and leverage traditional and innovative approaches and connections.
b. Ensure all events, communications, public forums are engaging and promote our celebration of the 'whole child'

PRIORITY 1.2
Inspire, celebrate and more closely support Indigenous, economically vulnerable, academically and psychologically diverse students.

ACTION
a. Celebrate and expand opportunities and resources for students with a wider range of learning and behavioural needs.

KRA 2: Our People

Goal: Further enhance a skilled, energetic, professional and supportive staff culture.

PRIORITY 2.1
Attract, support, develop and retain top quality staff.

ACTION
a. Upgrade policies and practices to attract, develop and retain staff and support their commitment to our values and educational approach.
b. Promote and improve our staff communication, consultation and culture.

PRIORITY 2.2
Enable staff to develop a broad educational world-view and apply this for the benefit of Trinity.

ACTION
a. Promote conference presentation and research paper generation. Bring nationally and internationally respected education experts to Trinity to engage with our staff.

KRA 3: Educational Development

Goal: To deliver quality outcomes for all students across a broad range of current and relevant educational opportunities.

PRIORITY 3.1
Develop a future-oriented educational model that continues to reinforce Trinity's educational excellence.

ACTION

a. Deliver a clearly defined Trinity Education Model based around a positive collective efficacy approach.
b. Embed the Trinity College Graduate Qualities and match our educational offering to deliver these qualities. Promote key cross-curricular capabilities and enterprise skills including collaboration, creativity, innovation, research and entrepreneurship.
c. Enhance cultural understanding, engagement and mentoring opportunities for culturally diverse students.

PRIORITY 3.2

Broaden educational offering to meet more diverse student needs.

ACTION

a. Develop a physical resource solution for improved educational access for high needs students.

KRA 4: *Enterprise Development*

Goal: To be open to new ideas and opportunities and willing to invest in them.

PRIORITY 4.1

Investigate stronger partnerships with tertiary institutions.

ACTION

a. Expand the use of the Trinity Innovation and Creativity School, to more students, community, tertiary and corporate partners.
b. Promote the Trinity College Institute to drive research from the College and empower staff in leading rigorous, evidence based pedagogy improvement.

PRIORITY 4.2

Expand the educational offering of Trinity.

ACTION

a. Commence Roseworthy educational and site plan.
b. Deliver a detailed Master Plan, including asset replacement and facility and programme enhancement.

PRIORITY 4.3

Build philanthropic, community and parental support.

ACTION

a. Deepen the College's relationships with the Trinity College Foundation and Parents' and Friends' Associations. Embed new ways to engage with the community.

PRIORITY 4.4

Expand our community engagement programmes consistent with our Values.

ACTION

a. Reinvigorate STARplex as a leader and sustainable hub for community wellbeing.
b. Review and restructure the co-curricular programme to ensure seamless linkages and relevancy to the Graduate Qualities and Strategic Plan of the College.

PRIORITY 4.5

Enhance College facilities, policies, procedures and resources.

ACTION

a. Plan and commence the Trinity College Theatre project including an enhanced Teaching and Learning Arts plan.

b. Review and enhance Governance policies and operationally embed relevant policies, procedures, our Reconciliation Action Plan (RAP) and Codes of Conduct. Further embed the Trinity Risk Management Framework into the College's management and operational performance.

KRA 5: *Wellbeing*

Goal: To encourage good physical and mental health in students and build strong partnerships with families.

PRIORITY 5.1

Encourage good physical and mental health in students, staff and the wider community. Develop partnerships with families and external providers to support the learning and wellbeing of students, their parents/guardians and siblings.

ACTION

a. Prioritise bullying prevention and friendship skill promotion.
b. Build student, staff and community resilience and connectedness. Engage with, and drive student, staff and community wellbeing utilising data driven initiatives. Expand our partnership with Flow Psychology services.
c. Implement the 2021 Trinity College Employment Assistance Package. Embed staff driven action plan for Staff wellbeing.
d. Reflect and apply learnings from COVID experience.

KRA 6: *Sustainability*

Goal: Ensure Trinity remains financially strong and environmentally responsible.

PRIORITY 6.1

Continue to seek efficiencies, improvement and revenue growth opportunities for the College.

ACTION

a. Consider additional enterprise options. Continue to improve the financial performance of STARplex. Maintain the financial health of all schools via healthy enrolment.
b. Progress and expand an active risk framework to better manage identified risks.
c. Enhance and expand our digital communication, Learning Management Systems, services and presence.

PRIORITY 6.2

Engage students in environmental issues and management, including at an experiential level.

ACTION

a. Further develop a Trinity Environmental Management plan with a particular focus on setting, achieving and reporting against improved sustainability outcomes.

Trinity College
Distinguishing Features

Students
Engaged + Aspirational

Staff
Quality + Caring

Volunteers
Generous + Loyal

Opportunities
Extensive + Affordable

Care
Extraordinary opportunities with small school care

TRINITY COLLEGE

Alexander Avenue
Evanston South SA 5116

tel: (08) 8522 0666
fax: (08) 8522 0631
email: office@trinity.sa.edu.au

www.trinity.sa.edu.au

Trinity College
Graduate Qualities

Applied Creativity - the ability to develop novel and effective solutions in response to current and future challenges

1. Flexible thinking to generate many possible solutions to a problem.
2. Dealing well with uncertainty and disruption.
3. Desire to question assumptions and willingness to challenge the status quo.
4. Critical thinking and consolidation of a solution to a problem.

Wellbeing - a state of physical, mental and spiritual health that enables individuals to flourish in life with meaning and purpose

1. Ability to build emotional literacy, self-awareness and self-reflection.
2. Ability to build and nurture physical and psychological assets needed to respond to life's challenges and opportunities.
3. Building what is best in oneself and others through the understanding of strengths of character.
4. Respond to setbacks with resilience and perseverance in order to flourish.

Lifelong Growth - the ability to be self-regulated and self-directed in the ongoing pursuit of personal and professional growth

1. Mastery of numeracy, literacy and digital literacy to enable effective engagement with future learning.
2. Setting learning goals to respond to and prepare for continual change.
3. Selection and use of effective strategies for learning.
4. Ongoing self-reflection and evaluation to adapt and improve learning skills.

Community Engagement - the ability to build positive and responsible relationships that achieve social good, locally and globally

1. Ability to build social capital through the formation and growth of positive relationships.
2. Ability to communicate and collaborate effectively with individuals from diverse cultural and social backgrounds.
3. Development and the ongoing pursuit of cultural capital and its significance in society.
4. Collective pursuit of goals that serve social needs in local and global contexts.

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