five years forward 2022

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 2022 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. Develop new and expanded faith communities, leveraging opportunities for deeper partnerships with other Anglican entities and leaders.
b. Reflect on ways to enhance and further embed the Trinity faith dimension including opportunities in Schools, via RAVE, through a strengthened Chaplaincy team, Christian staff and the St Francis community.

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

ACTION
a. Ensure all events, awards, recognitions, supports and public forums, include, celebrate and recognise the 'whole child.'

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. Understand our developing Human Resource requirements and identify our strategic direction through a well-constructed 'People Plan.' Further embed a culture of staff recognition. Review and develop enhanced formal appraisals. Ensure our leadership structure supports the next phase of College advancement.
b. Invest in talent development by establishing an enhanced 'Educational Leadership and Mentoring Partnership Program' in order to grow educational leaders and support professional advancement of staff.

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 in and engage with nationally and internationally recognised education experts 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. Embed our clearly defined Trinity Education Model, featuring the Trinity College Graduate Qualities. Link our educational offerings to these qualities, embracing a positive collective efficacy approach.
b. Deliver a cohesive approach to 'enterprise education' and promote cross curricular capabilities to build measurable skills in collaboration, creativity, innovation, research and entrepreneurship.
c. Foster a culture of collaboration in delivering our new Senior School model.

PRIORITY 3.2

Broaden educational offering to meet more diverse student needs.

ACTION

a. Deliver the recommendations from our Learning Support Review.

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. Empower the Trinity College Institute and Trinity Innovation and Creativity School to drive tertiary relationships and empower staff in leading rigorous evidence-based pedagogy improvement.

PRIORITY 4.2

Expand the educational offering of Trinity.

ACTION

a. Engage community and leverage internal and external expertise to deliver a quality educational plan for the new Trinity school at Roseworthy which leads to the commencement of the physical development of the site.
b. Entrench a refreshed College co-curricular program to enhance quality, improve graduate quality linkages, improve communication, achievement, effectiveness and recognition.
c. Establish a nationally recognised, all encompassing 'Trinity Arts Model' to deliver, reinvigorate and enhance opportunities via our Arts program. Include an extensive review and enhancement of our current curricular and co-curricular offerings.

PRIORITY 4.3

Build philanthropic, community and parental support.

ACTION

a. Build old scholar, parental and philanthropic support. Build community engagement to assist the launch of our new school at Roseworthy. Prepare to celebrate the College's 40th birthday. Celebrate and promote more effectively the 'Trinity Advantage.'

PRIORITY 4.4

Expand our community engagement programmes consistent with our Values.

ACTION

a. Develop a clearly enunciated 'Cultural Safety and Inclusion Enrichment' plan. Expand authentic cultural engagement opportunities designed to build inclusion and promote social capital in diverse community groups.

PRIORITY 4.5

Enhance College facilities, policies, procedures and resources.

ACTION

a. Produce a Master Plan for all Trinity sites including linkages which enhance College connections..
b. Deliver timely and on-budget, high quality master planned projects, including a high-quality Theatre capable of driving enhancement of the Arts for Trinity and regional communities; and Stage 1 of the Evanston site redevelopment..
c. Continue to review all high priority documents. Continue to develop appropriate organisational policies, frameworks, handbooks and procedures. Improve understanding of, communication, embedding and transparency of policies, codes and frameworks to ensure outcomes are improved.

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. Further build flourishing students, staff and community via improving resilience and connections through evidence-based initiatives, programs and external partnerships.
b. Expand student support services through improved pastoral programs including utilising our new team of Youth Workers.
c. Extend the Trinity College Employment Assistance Package and internal wellbeing offerings.
d. Continue to apply learnings from Covid-19 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. Build on the community, educational and more sustainable financial performance recently achieved to further drive our accompanying operations including STARplex, early learning centres (ELCs) and out school hours care (OSHC)..
b. Expand our data collection, feedback and communication systems through digital solutions including utilising micro-credentialing, enhanced dashboard style communication and improved real time reporting.
c. Review College wide systems and processes seeking areas for improved efficiency and enhanced quality.

PRIORITY 6.2

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

ACTION

a. Further develop the Trinity Environmental Management Plan with a particular focus on setting, achieving and reporting against 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

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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