five years
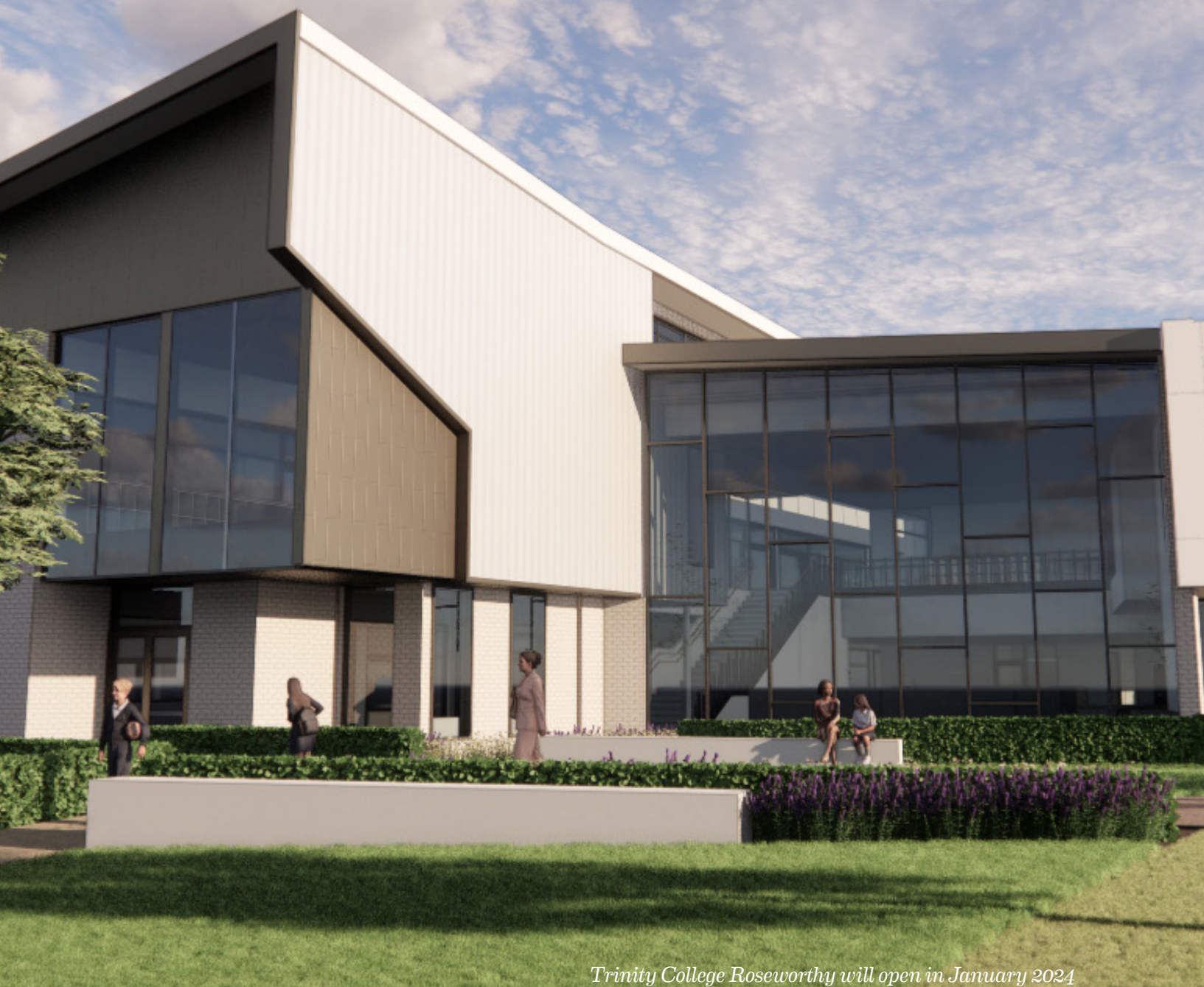# *forward*
2023

Trinity College Roseworthy will open in January 2024

Trinity College
Strategic Plan 2019-2023

A College of excellence, open to all, in a disciplined, caring and Christian environment.

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 2023 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, Christian staff and through a strengthened Chaplaincy team.
c. Conduct an audit of current faith-based and other service opportunities for our students so that all sites can systematically offer students these opportunities.

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

ACTION

a. Deliver our Cultural Safety and Inclusion Enrichment Plan and further enhance our Reconciliation Action Plan. Expand authentic cultural engagement opportunities designed to build inclusion and promote social capital in diverse community groups.

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 invest in staff recognition and positive workplace culture, ensuring we operate as a people-first organisation.
  • Review and develop our leadership structure to ensure it supports the next phase of College recruitment and advancement.
b. Become a national leader in Staff Professional Development built around the Trinity Education Model (TEM).
c. Expand our Human Resource expertise to enhance the experiences and support of all staff.
  • Review and develop enhanced feedback appraisals.
  • Develop and implement a College Innovation Charter.

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. Provide professional development and collaborative research opportunities for teachers to learn about the ethical use of Artificial Intelligence (AI) platforms and integrations, to enhance student learning.

PRIORITY 3.2 - *Broaden educational offering to meet more diverse student needs and provide enhanced feedback.*

ACTION

a. Embed our new school-based Learning inclusion model, to better meet diverse student learning needs.
- Expand our data collection, feedback and communication systems through digital solutions, including utilising micro-credentialing, enhanced dashboard-style communication and improve real time reporting.
- Share and apply data driven initiatives to improve academic performnace.

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. Ensure that:
- the Trinity College Institute
- and Trinity Innovation and Creativity School
authentically engage with external partners, drive tertiary relationships and empower staff in leading rigorous evidence-based pedagogy improvement.

PRIORITY 4.2 - *Build philanthropic, community and parental support.*

ACTION

a. Expand our community engagement programmes consistent with our Values.
- Review and enhance our communication and promotional channels.
- Deepen engagement with Old Scholars, parents and local communities.
- Create community buy-in and acknowledgement opportunities to celebrate '40 years of Trinity' in 2024.

- **PRIORITY 4.3 -** *Expand the educational offering of Trinity.*

ACTION

a. Deliver and establish:
- a high-quality Theatre capable of driving enhancement of Arts for Trinity and regional communities.
- a nationally recongnised, all encompassing 'Trinity Arts Model' to deliver, reinvigorate and enhance opportunities via our Arts programme.
b. Create opportunities across the College to build an entrepreneurial student mindset and enhanced 'complex capabilities.'

PRIORITY 4.4 - *Enhance College facilities, policies, procedures and resources.*

ACTION

a. Deliver timely and on-budget, high quality master planned projects, including Stage 2 of the Evanston site redevelopment, and College entry statements.
b. Complete the delivery of the sixth Trinity school at Roseworthy.
c. Continue to review and improve organisational policies, frameworks, handbooks and procedures.
- All high and medium prioritised documents to be reviewed ensuring legislative compliance and striving for best practice.
- Develop a high-level legislative compliance register and framework to assist the College meet its key statutory and legal requirements. Enhance and automate the document register database to assist with workflows and automatic escalations with self-management and reporting.
- Prioritise enhanced cyber security initiatives.
- Complete the Principals' Handbook.
- Ensure all ELCs and OSHC services are acknowledged and accredited to the highest level.
- Enhance the College uniform to ensure fit for purpose.

KRA 5: *Wellbeing*

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

PRIORITY 5.1 - *Develop effective partnerships with families and communities to support the learning, safety and wellbeing of students, their parents/guardians and siblings.*

ACTION

a. Maintain partnership with Flow Psychology Services to support students to access this service across all funding sources (NDIS, better access, etc.).
b. Expand connections and strengthen engagement with local and state-wide community services and networks to help families and students access specialised resources beyond school.

PRIORITY 5.2 - *Continue to build a welcoming College community that values diversity, and fosters positive, safe and respectful relationships.*

ACTION

a. Prioritise and deliver professional development to equip school leaders and teaching staff to consistently embed:
- Keeping Them Safe' curriculum and promote safety in relationships more broadly College-wide and across R-12.
- the roll-out of 'Youth Mental Health First Aid Training' to key school leaders College-wide.
- review our Pastoral Care programme with the aim of embedding collaborative and consistent principles from our Visible Wellbeing professional development.
b. Continue to build a confident, inclusive culture via the promotion of staff and student skills and opportunities.

PRIORITY 5.3 - *Continue to promote a culture of rigor, reflection and best practice to ensure that students facing adversity feel included, connected and are safe and respected.*

ACTION

a. Review College systems and policy to ensure that our responses to students and families facing adversity align with best practice. This includes those policies and guidelines that specifically support School Counselling and/or Youth Work practices.

PRIORITY 5.4 - *Enhance Graduate Qualities and build physical and mental fitness through our Co-Curricular opportunities.*

ACTION

a. Entrench a refreshed College co-curricular programme to enhance quality, improve graduate quality linkages, improve communication, achievement, effectiveness, inclusion and recognition.

KRA 6: Sustainability

Goal: Ensure Trinity remains exceptionally educationally well-resourced, well run and environmentally responsible.

PRIORITY 6.1 - *Engage students, staff and wider community in environmental issues and management, including at an experiential level.*

ACTION

a. Finalise the Trinity Environment Management Plan and commence implementing stated initiatives that further deliver improved sustainability outcomes organisationally and educationally.

PRIORITY 6.2 - *Continue to seek quality, efficiencies 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
   - in partnership with the Trinity College Foundation
   - Early Learning Centres (ELCs)
   - Out of School Hours Care (OSHC)
   - Blackham

b. Create opportunities to deliver a new Strategic Plan to guide the College from 2024.