



STRATEGIC PLAN

November 2009
TRINITY COLLEGE
STRATEGIC DIRECTIONS

OUR VISION

Our vision is to be a leader in the education of boys in the Edmund Rice tradition

OUR MISSION

Our Mission is to provide a holistic, quality Catholic education empowering our students to be *Men for Others*

OUR VALUES:

Our values are based on the Gospel values and the charisms of Blessed Edmund Rice as articulated in the Charter.

- SPIRITUALITY (Spirituality, Faith in Action, Reflective Practice)
Our community strives to foster in each member the Gospel values and traditions that underpin the College's maxim of being "Men for Others".
- COMMUNITY (Being Just, Stewardship, Community)
Our community embraces the diversity of its members and the support each gives to the other.
- SERVICE (Compassion, Service of Others, At the margins)
Our community seeks to support those in need by providing practical support and compassion through Christian Service programs that reflect what it means to serve humankind.
- EXCELLENCE (Holistic Education, Pastoral Care)
Our community strives for excellence.

CONTEXT

Trinity College is a Catholic day school for boys in the Edmund Rice Tradition.

Edmund Rice founded the Christian Brothers, a religious order of men, in Waterford Ireland in 1802 to educate boys as a response to a social inequity of the times.

Trinity College was founded in 1894 and celebrates a heritage which originated in the Christian Brothers.

The College receives its educational mandate from the Catholic Archbishop of Perth.

From its foundation, the College was governed by the Christian Brothers and from October, 2007 is governed by Edmund Rice Education Australia.

The College operates in accordance with the policies of Edmund Rice Education Australia and the Catholic Education Commission of Western Australia.

The College is a member of the Public Schools Association (PSA) of Western Australia.

The College motto, *In nomine domini – In the name of the Lord* is the foundation for all in our community to focus their endeavours in the heart of our call to be Christian.

PHILOSOPHY

Trinity College as a Catholic school in the Edmund Rice Tradition is an integral part of the mission of the Church and continues to proclaim the Gospel of Jesus Christ - to evangelise, to reconcile and to renew.

We contribute to the development of young men through education and promote their formation in Christian virtue and conscience.

We demonstrate the Church's commitment to the dignity of the individual, particularly by being called to relationship in community.

We are an integral part of Edmund Rice Education Australia and its endeavours to promote quality Catholic education based on its Charter through leadership, service and co-responsibility.

We believe in the inestimable worth of every human individual, for each is made in the image of God and is a reflection of God's goodness.

We strive to live in partnerships where each person is empowered and enriched by active participation, cooperation, collaboration and enthusiasm – a community where life may be enjoyed and celebrated with creativity and passion.

Strategic Goals

VALUE AREA 1: SPIRITUALITY

CHARTER CULTURAL CHARACTERISTICS:

Spirituality, Faith in Action, Reflective Practice

FOCUS STATEMENT: Our community strives to foster in each member the Gospel values and traditions that underpin the College's maxim of being "Men for Others."

GOALS:

1.1	To foster in our students the values of the Gospel through a better understanding and practice of the traditions of Edmund Rice.
1.2	To encourage reflective practice amongst staff and students and to provide specific opportunities for this to happen.
1.3	To further develop opportunities for students to participate in activities in the areas of service, liturgy and retreats.
1.4	To foster programs of 'lived reality' through service to others.
1.5	To provide a sacramental program to meet the needs of our Yr 7 students during the transition year of 2009.
1.6	To have Campus Ministry activity recognised, appreciated and endorsed by the entire school community.
1.7	To provide an effective Evangelisation Plan for staff.

VALUE AREA 2: COMMUNITY

CHARTER CULTURAL CHARACTERISTICS:

Being Just, Stewardship, Community

FOCUS STATEMENT: Our community embraces the diversity of its members and the support each gives to the other.

GOALS:

2.1	To further develop strategies to build upon the formation of students in relation to how they treat others. Focus to be upon: <ul style="list-style-type: none"> - Bullying - Respect for staff and fellow students - Peer ministry.
2.2	To value and preserve the specific Edmund Rice identity of the College during times of change and development.
2.3	To develop a spirit of understanding and cooperation with the East Perth Redevelopment Authority, the City of Perth, the WACA and Gloucester Park.
2.4	To maintain the focus on the safety and wellbeing of students in relation to changing conditions around the College: <ul style="list-style-type: none"> - Traffic - Commercial Development
2.5	To properly identify and reach out to the marginalised groups within our school community.
2.6	To continue to strengthen the links between Junior, Middle and Senior schools so that all staff members have an enhanced sense of common purpose.
2.7	To develop the existing support networks within the College for the benefit of our community members.
2.8	To enhance the sense of community for existing and new families at our College.
2.9	To evaluate and address the ongoing maintenance priorities of the College.
2.10	To increase the awareness of all members of our school community in regards to environmental issues.

VALUE AREA 3: SERVICE

CHARTER CULTURAL CHARACTERISTICS:

Compassion, Service of Others, At the Margins

FOCUS STATEMENT: Our community seeks to support those in need by providing practical support and compassion through Christian Service programs that reflect what it means to serve humankind.

GOALS:

3.1	To engage in planned service activities outside of the school which allow the members of our community to express their commitment to the values of the College.
3.2	To foster an awareness of social justice issues among all members of our community.
3.3	To promote compassion and understanding by reaching out to the marginalised in the wider community.
3.4	To develop programs which promote students providing service for each other.
3.5	To establish a program of service activities for Year Seven students.
3.6	To provide regular feedback to the school community about activity in the area of service.

VALUE AREA 4: EXCELLENCE

CHARTER CULTURAL CHARACTERISTICS:

FOCUS STATEMENT: Our community strives for excellence.

GOALS:

4.1	To provide programs and facilities which assist each child to fulfil their potential in the areas of spiritual, academic, cultural and physical development.
4.2	To create a safe and nurturing environment for every student where each feels that their presence and opinions are valued.
4.3	To create an environment that encourages each student to strive for excellence.
4.4	To develop educational programs which will enable each student to meet the challenges of the future.
4.5	To cater for the particular learning/ developmental needs of boys.
4.6	To research the implications of increased student numbers at the College.
4.7	To devise a policy, develop programs and provide opportunities for Gifted and Talented students.
4.8	To further develop student leadership programs.
4.9	To develop strategies for attracting, retaining and recognising quality staff.
4.10	To promote meaningful parent involvement in the College. To embrace the expertise of all members of our community for the benefit of the College.
4.11	To create more opportunities for recognition of excellence among members of the school community.
4.12	To seek to ensure the financial stability of the College whilst preserving its Edmund Rice traditions and ethos.

Strategic Action Plans - 2009

VALUE AREA 1: SPIRITUALITY

CHARTER CULTURAL CHARACTERISTICS:
 Spirituality, Faith in Action, Reflective Practice

FOCUS STATEMENT: Our community strives to foster in each member the Gospel values and traditions that underpin the College's maxim of being "Men for Others."

NUMBER	GOALS AND ACTIONS	HR	BUDGET	DATE
Goal 1.5	To provide a sacramental program to meet the needs of our Yr 7 students during the transition year of 2009.			
Actions	1. Survey Year 7 Students to determine Sacramental needs 2. Provide a Confirmation preparation program for Year 7 students 3. Celebrate a Confirmation Mass at the College			
Outcome				
Goal 1.7	To provide an effective Evangelisation Plan for staff.			
Actions	1. Work with Faith Formation Committee to develop a plan 2. Allocate Staff Professional Development time for Faith Formation experiences 3. Offer an Faith Formation experience for staff			
Outcome				

VALUE AREA 2: COMMUNITY

CHARTER CULTURAL CHARACTERISTICS:

Being Just, Stewardship, Community

FOCUS STATEMENT: Our community embraces the diversity of its members and the support each gives to the other.

NUMBER	GOALS AND ACTIONS	HR	BUDGET	DATE
Goal 2.1	To further develop strategies to build upon the formation of students in relation to how they treat others. Focus to be upon: <ul style="list-style-type: none"> - Bullying prevention - Respect for staff and fellow students - Peer ministry. - Resilience 			
Actions	1.Design and Implement a Year 7 & Year 12 Big Brother program 2. Continue with the Year 8 and Year 11 Quest program 3. Invite Education Theatre Company to demonstrate strategies for Bully prevention to the students. 4. Year 12 students to mentor to Year 8 student through involvement at camp 5.Design and Implement a Year 7 program on resilience - possible using the "You Can Do It" program 6. Design and implement a Year10 Personal Development and well-being program			
Outcome				

Goal 2.6	To continue to strengthen the links between Junior, Middle and Senior schools so that all staff members have an enhanced sense of common purpose.			
Actions	<ol style="list-style-type: none"> 1. Combined College Liturgies eg. Edmund Rice Mass 2. Combined College Assemblies – eg. Rowing Assembly 3. Combined Staff Masses and Briefings at the beginning of each term 4. Ensure that the Excellence in Boys Education Committee is representative of the entire College. 5. Ensure that the Literacy Support Team is representative of the entire College 6. Continue to affirm staff contributions in a full staff context 7. Continue to involve representatives of all three schools as we continue to develop the Strategic Plan 			
Outcome				

VALUE AREA 3: SERVICE

CHARTER CULTURAL CHARACTERISTICS:

Compassion, Service of Others, At the Margins

FOCUS STATEMENT:

Our community seeks to support those in need by providing practical support and compassion through Christian Service programs that reflect what it means to serve humankind.

NUMBER	GOALS AND ACTIONS	HR	BUDGET	Date
Goal 3.1	To engage in planned service activities outside of the school which allow the members of our community to express their commitment to the values of the College.			
Actions	1. Year 7 - 12 Community Service Program 2. Encourage staff and students to be part of the Red Cross Soup Patrol 3. Ensure adequate publicity of Christian Service Programs and Activities - school newsletters/ Trinity News - educating our Community about our programs 4. Support other EREA schools especially Bindoon and Tardun			
Outcome				
Goal 3.4	To develop programs which promote students providing service for each other.			
Actions	1. Develop the Big Brother Program for Year 12's to serve both year 7 & 8 students 2. Continue to offer the Quest where the Cadre, Big Brothers' and the Roadies can provide service to the Year 8 students. 3. Prefects and SRC 4. Kairos 5. Continue to develop Prefect portfolios 6. Invite year 11 students to serve at the Senior Ball 7. Form year 12 students to serve as Special Ministers 8. Further develop the Peer mentor Program in the Junior School			
Outcome				

VALUE AREA 4: EXCELLENCE

CHARTER CULTURAL CHARACTERISTICS:

Holistic Education, Pastoral Care

FOCUS STATEMENT: Our community strives for excellence.

NUMBER	GOALS AND ACTIONS	HR	BUDGET	DATE
Goal 4.3	To create an environment that encourages each student to strive for excellence.			
Actions	1.Continue the Excellence in Boys Education Committee 2.Postcards affirming students achievements and effort 3.Academic Assembly focussing on excellence – eg. 97 club plus merit certificates 4. Develop a College Gifted and Talented Policy 5. Encourage students to be involved in Academic Extension activities eg. Da Vinci Decathlon 6. To work with Middle Management (and with Teachers) to encourage them to let students strive for Excellence			
Outcome				
Goal 4.9	To develop strategies for attracting, retaining and recognising quality staff			
Actions	1.Presentation of 10, 20 & 30 year certificates and vouchers 2.Staff morning tea, lunch or drinks each term 3.Bottles of wine to staff that do the “extras” 4. Discussion with Mercedes College about their Teacher of the Year Award 5. Redesigning our Employment Adverts to make them stand out more. 6. Recognise Staff Qualifications (new) at College Assemblies			
Outcome				