



**REDLANDS
COLLEGE**

Strategic Plan
2021 - 2023

Christ-Centred Excellence



Jonathan Leijen, Board Chair



Andrew Johnson, Principal

Celebration and Preparation

From its humble beginnings as a small Christian school of 91 students, Redlands College has matured into a centre of Christ-focused learning, committed to academic, sporting and cultural excellence for over 1360 students.

In 2014, the College undertook a comprehensive strategic review process in order to develop a blueprint for the College's strategic direction over the following 9 years. The articulation of this direction was structured around three distinct phases.

Phase 1: 2015-2017 – Foundation

Phase 2: 2018-2020 – Construction

Phase 3: 2021-2023 – Extension

This document articulates the focus of our journey during Phase 3 – Extension

The College's strategic journey over this period is undergirded by five foundation pillars which support our learning community. These foundation pillars honour the work of the College's pioneers and equip the College to reinvigorate learning for the next generation. The process of reflecting on achievements and looking forward to future innovations, will be integrated with these five foundation pillars.



Connections &
Relationships



Teaching for
Learning



Our Christian
Identity



Provisioning for
the Future



Leadership &
Governance

On the following pages, each of the five foundation pillars will be explored from the dual perspectives of identifying strategic actions that have been achieved, and articulating actions that will be focused on for the next three years. This provides an opportunity for our learning community to celebrate our achievements during the Construction Phase and outlines in greater details the strategic preparations for the Extension Phase.

As we enter Phase 3, our focus as a learning community will be on "Teaching for Learning". We look forward to taking this journey together.

Mr Jonathan Leijen and Dr Andrew Johnson

Our Identity

Our Mission

Our mission is to foster a Christ-centred school community which, through the co-operation of staff, students and their families, provides for students from across the community spectrum, a quality education which values respect for the individual, a commitment to excellence in all endeavours and the desire to develop one's God-given abilities.

Our Motto:

Christ-Centred Excellence

Our Purpose:

Redlands College exists to provide a Christ-centred education that will prepare young people to serve God and influence the world.

Our Values:

- Dynamic and transparent Christian faith
- Formation of character
- A holistic approach to education
- Commitment to life-long learning
- Pursuit of creativity, passion and innovation
- Desire to serve others
- Respect for all members of the community

Our Themes:

Curious Minds, Loving Hearts, Serving Hands, & Purposeful Lives.

Staff Credo

Psalm 78:4 "We will not hide these truths from our children, we will tell the next generation about the glorious deeds of the Lord, about his power and his mighty wonders."



Christ-Centred Excellence



Learning @ Redlands

- We believe that everyone can learn.
- We believe learning is characterised by joy, delight, curiosity, creativity and imagination.
- We believe learning is a lifelong process of discovering one's uniqueness, capacity and potential.
- We believe learning occurs best in community, facilitated by intentional relationships with fellow students, teachers, parents and community partners, that challenge each person to strive for excellence.
- We believe learning is a process of continual transformation into the fullness of our reflection of God's image, to enable participation in God's redemptive work in the world, for the flourishing of all humanity.
- We believe the pursuit of learning is not solely premised on developing competency of knowledge, but engagement with the broader perspective of developing an appreciation of the expressiveness of literature, the logic of mathematics, the inquiring nature of science, the social awareness of humanities, the joy of music, the beauty of the arts, the energy of sport and the creativity of technologies.

"Wonder is the desire for knowledge."

Thomas Aquinas



Expressing what it means to be a Christ-centred learning community. Our Christian faith is central to the teaching of our students, development of our staff and engagement with our community.

Our Objectives

- For students to understand their lives in the narrative of God's story through purposeful engagement with the Bible.
- To enhance our standing as a respected academic, musical, sporting and vocational College with a deeply embedded Christian identity, including a clear understanding of Christian character and principles.

Celebrating our Achievements

- Introduction of Character Development Framework to articulate our expectations for student behaviour and guide our discipline and celebration processes.
- Engagement with Christian faith through weekly devotions in P-5 and weekly year level chapels for students in Years 6-12, weekly staff devotions and quarterly whole school chapels.

- Review of College camping program across Years 4-11 and introduction of Year 10 camp and Project Vila.

Strategic Preparations

- Investigate and develop P-12 Christian Living Program.
- Implement an effective and supportive P-12 Student Wellbeing Program.
- Continue to develop "The Redlands Way" throughout the College as an expression of college culture and facilitation of staff wellbeing.
- Further develop programs for staff to enhance their understanding of the Christian faith and its role in education.



Our Christian Identity



"The school's nurturing Christian environment is its best attribute. All our kids have had stress at varying times in their education (from life generally, not just within school) and Redlands College has cared very lovingly for their whole person and for their faith development."

Parent from 2020 Survey



Through intentional teacher practice and continuous improvement and reflection, equipping students with the values, skills and knowledge to respond to God's call on their lives and to contribute positively to the world.

Our Objectives

- To affirm our identity as a Christian school where teaching for learning is embraced.
- To enhance our strong teaching and learning community that is research and evidence-based.
- To embed a culture of innovation and creativity within our College and create inspiring learning spaces.

Celebrating our Achievements

- Staff regularly participating in collaborative engagement, conference presentations and professional development appropriate to sub-schools.
- Introduction of Research Teacher category to support internal research projects or staff participation in Masters or Doctoral study.
- Introduction of ACCESS program for Senior School students to engage in University, TAFE, Certificate programs, extension subjects, academic tutoring, sport or creative arts.

Strategic Preparations

- Implement an integrated P-12 data plan in conjunction with data literacy professional development for staff.
- Create an environment that supports teacher innovation through activities such as mentoring, teacher exchanges and collaborative research projects.
- Consolidate and enhance the provision of developmentally appropriate approaches to each sub-school age group.
- Embed a Teaching & Learning Framework which will guide the development of pedagogy and content across the College.
- Review curriculum offerings to ensure they meet the changing needs of the College community.



Teaching for Learning



"The quality of education and the all-rounded education that the students receive is well above average. The well-being and pastoral care for students at the College is outstanding."

Parent from 2020 Survey



Sustaining the vision for our College through servant leadership, effective governance and wise decision making.

Our Objectives

- To continue the strong partnership between our College's governing board and school leadership team.
- To identify and mentor aspiring leaders within our College.
- To develop robust and well-documented systems and processes that support the successful operation and management of our College.

Celebrating our Achievements

- College database transitioned from Denbigh to TASS. Introduction of Learning@Redlands (Schoolbox) as the College's online learning management system.
- Implementation of new organisational structure, established around Directors, Deans and collaborative staff teams.

- Governance capacity has been enhanced through new appointments aligned with the requirements of a skill matrix and participation in governance training courses.

Strategic Preparations

- Review and improve where necessary our school management systems and processes to ensure they contribute to the effective and efficient operation of our College
- Build on our College's governance capacity by continuing to provide training for existing and potential new College Board Directors.
- Provide opportunities for aspiring leaders to participate in leadership development and mentoring programs.
- Implement a Teacher Performance and Development Framework to facilitate renewal and growth.



Leadership and Governance



“As a family we feel blessed to be part of the Redlands College community. There is a wonderful mix of conscientious, professional and caring teachers and staff and a strong family-school partnership which has been fostered by the school.”

Gabb Family



Building relationships and links within and beyond our College and raising our profile as a rigorously academic Christian College.

Our Objectives

- To increase awareness of Redlands College and all it has to offer within the broader community.
- To engage parents and the community more deeply, including the broader Christian community, in our College and expand our involvement with the community.

Celebrating our Achievements

- Involvement of alumni in chapel services, academic tutoring, debating coaching and sport coaching.
- Introduction of Muddie as a College mascot.
- Introduction of Project Vila – Year 9 residential immersion service learning program in Vanuatu.
- P&F restructured as Community@Redlands.

Strategic Preparations

- Develop strategies to raise the profile of Redlands College within the broader community.
- Explore partnerships and alliances with organisations, institutions and groups at local, state, national and international levels to identify potential new joint ventures in the areas of learning and Christian service.
- Develop an overarching strategy for the improvement and expansion of the College's Sport and Performance Music Programs.



Connections and Relationships



"It is a privilege for our children to attend Redlands College where they have the opportunity to learn and grow in a Christian environment which guides them not only today but also beyond into their future lives."

Bobos Family



Through sound stewardship and prudent financial management, catering for the changing needs of our College over the long term to ensure its growth and sustainability.

Our Objectives

- Continue the alignment of facilities, amenities and resources with our College's strategic vision.
- Continue to apply the principles of sound financial management to the operation of our College.

Celebrating our Achievements

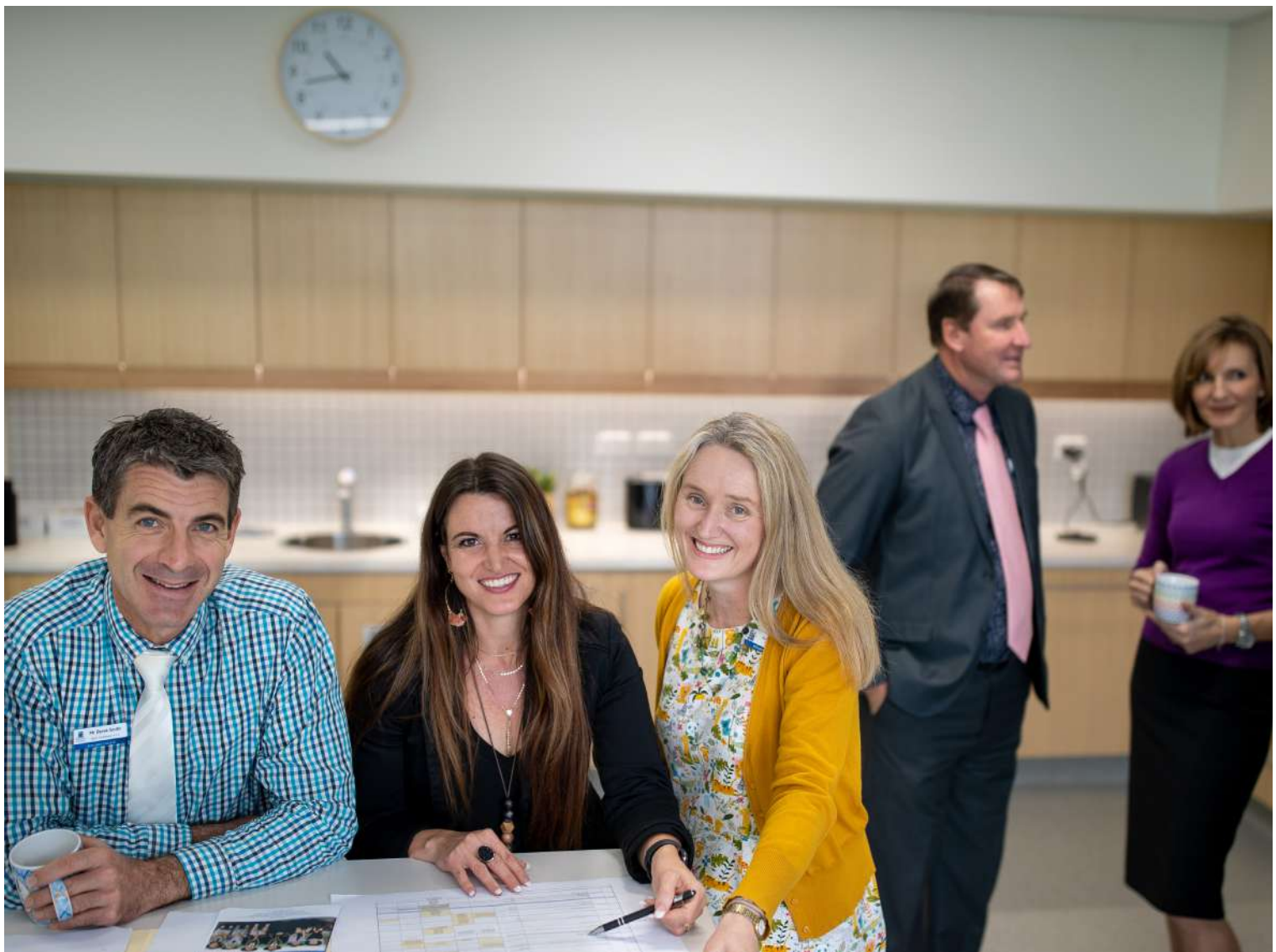
- Completion of College Heart building project, including café, hospitality classrooms, library, student wellbeing precinct and staff workroom and common room.
- Refurbishment of E Block to create a performance atrium.
- Establishment of Redlands College International and updating of Redlands College Foundation.

Strategic Preparations

- Continue an ongoing program of upgrading College facilities in line with the Masterplan.
- Plan for construction of new Junior School classrooms, and Middle & Senior toilet and change room facilities.
- Ensure the College's long term financial planning is designed to provide stability and viability.



Provisioning for the Future



"The care of staff, the facilities, the environment and the attitudes of staff one to another are all outstanding. Definitely the best working environment I have ever experienced!"

College Teacher from 2020 Survey



REDLANDS COLLEGE

38 Anson Rd, Wellington Point QLD 4160

Phone: +617 3286 0222

Email: mail@redlands.qld.edu.au

redlands.qld.edu.au

Redlands College is a Christ-centred learning community, focused on inspiring character formation and effective learning from Prep-Year 12. The College is operated by Redlands Combined Independent College Inc., an association formed by members of the Churches of Christ.