



# Unity College

# **STRATEGIC PLAN**

2019-2021

# Foundation Statement

Students come first in an exceptionally caring Christian environment where opportunities and diversity result in inspired learning and development.

# Mission Statement

Unity College: In the heart of the Murraylands striving for excellence in education and spiritual growth in a safe, caring, forgiving Christian environment.

# Philosophy

Students come first in an exceptionally caring Christian environment where opportunities and diversity result in inspired learning and development.

# How

**We Learn:** Unity helps each student reach their full potential and encourages them to be the best they can be.

**We Care:** Unity cares for students and provides a safe and nurturing environment because ‘happy children learn best’.

**We Engage:** Unity provides modern, spacious and functional facilities that engage students who enjoy and have a desire to learn.

**We Involve:** Unity involves parents and the wider community in student learning because ‘it takes a village to raise a child’.

**We Inspire:** Unity inspires students through innovative educators who encourage individuality and diversity because each student learns in a different way.

# At Unity College we will:

## Development Areas



We Learn

**1**

### **Growing Deep: Excellence in Learning**

Deliver an R-12 Academic program that enables students to achieve at their highest possible level.



We Care

**2**

### **Growing Deep: Strengthen Lutheran Identity**

Provide Pastoral Care that engages students in understanding their identity, their values and their potential in the community.



We Engage

**3**

### **Growing Deep: Leading effective organisation and management**

Provide physical facilities that are functional, attractive and engaging to learners.



We Involve

**4**

### **Growing Deep: Building Community**

Nurture a culture of engagement and open communication within the College and the Murraylands community.



We Inspire

**5**

### **Growing Deep: Ongoing Improvement and Innovation**

Ensure that Unity College Staff demonstrate outstanding professional standards to provide students with a relevant, diverse and inspired learning environment.

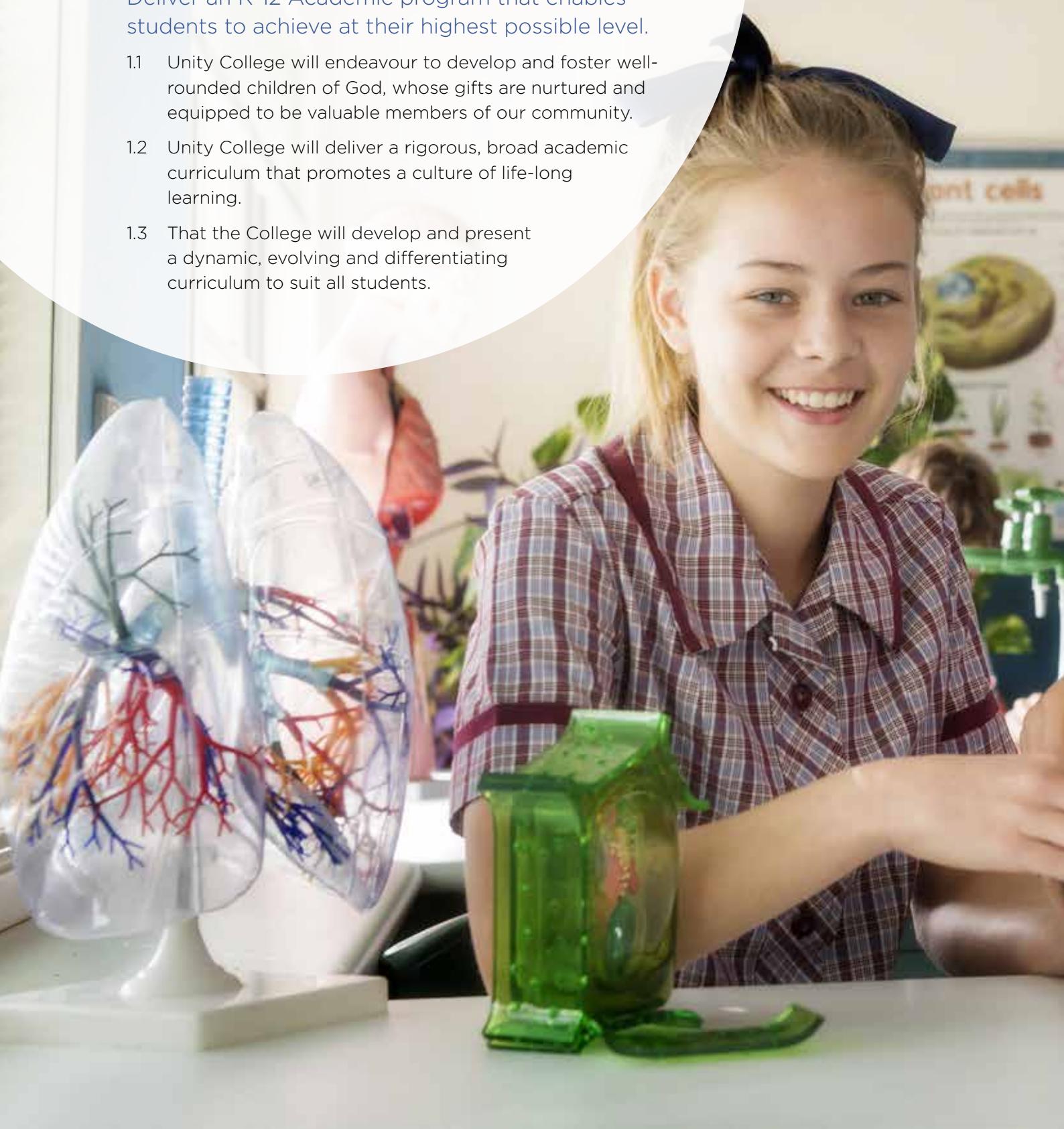
# 1

## Development Area: We Learn

### Growing Deep: Excellence in Learning

Deliver an R-12 Academic program that enables students to achieve at their highest possible level.

- 1.1 Unity College will endeavour to develop and foster well-rounded children of God, whose gifts are nurtured and equipped to be valuable members of our community.
- 1.2 Unity College will deliver a rigorous, broad academic curriculum that promotes a culture of life-long learning.
- 1.3 That the College will develop and present a dynamic, evolving and differentiating curriculum to suit all students.



**1.1 Unity College will endeavour to develop and foster well-rounded children of God, whose gifts are nurtured and equipped to be valuable members of our community.**

- 1.1a Develop IB learner profiles across Junior and Middle Schools.
- 1.1b Include general capabilities as defined by the Australian Curriculum within all teaching and learning programs.
- 1.1c Continue to develop and further promote opportunities for service with a local, national and international focus.
- 1.1d Build a culture to define and nurture individual gifts and talents of students.

**1.2 Unity College will deliver a rigorous, broad academic curriculum that promotes a culture of life-long learning.**

- 1.2a Implement the IB PYP and MYP through the Candidacy phase
- 1.2b Continue to support all SACE students to achieve their SACE and/or ATAR.
- 1.2c Provide opportunities and career counselling for all students to achieve their desired pathway.
- 1.2d Develop and support an appreciation of life-long learning through reflection and evaluation.

**1.3 That the College will develop and present a dynamic, evolving and differentiating curriculum to suit all students.**

- 1.3a Differentiate the curriculum according to each student's learning potential.
- 1.3b Intentionally focus on continually improving and developing pedagogical practices that engages all learners.
- 1.3c Explore and implement teaching methods to cater for visual, auditory and kinaesthetic learners.
- 1.3d Explore and act upon feedback through data, observation and action research.



**2**

## **Development Area: We Care**

### **Growing Deep: Strengthen Lutheran Identity**

Provide Pastoral Care that engages students in understanding their identity, their values and their potential in the community.

- 2.1 Deliver a robust Pastoral Care framework that is embedded in Christian theology and in keeping with our Lutheran identity.
- 2.2 Ensure our Pastoral Care program is informed by regular data collection and reflective of current research along with recognized best practice.
- 2.3 Develop a culture of Pastoral Care that integrates through every area of the College life and community.

*Pastoral Care is being used as specific terminology as opposed to "wellbeing" as 'Pastoral Care' more fully reflects the spiritual and theological ethos that underpins the care offered at Unity College.*

## 2.1 Deliver a robust Pastoral Care framework that is embedded in Christian theology and in keeping with our Lutheran identity

- 2.1a Review Christian Studies Curriculum with the view to possibly creating an integrated Christian Studies/Pastoral Care curriculum.
- 2.1b Determine the existing level of continuity in the pastoral care program between Reception and Year 12 with the goal of ensuring that students experience a wholistic and relevant approach to Pastoral Care.
- 2.1c Review School wide curriculum to ensure it is informed by Lutheran educational theology.
- 2.1d Review the Devotional structures of the College and ensure they are working in harmony with the Wellbeing Framework

## 2.2 Ensure our Pastoral Care program is informed by regular data collection and reflective of current research along with recognised best practice.

- 2.2a Review pastoral care structures (e.g. home groups, house system, student leadership, etc.) and staffing to ensure they are in line with recognized best practice
- 2.2b Develop a diagnostic tool to regularly collect student data regarding the various levels of wellbeing of students across the entire college.
- 2.2c Utilise other sources of data that speaks to the wellbeing of students across the college.
- 2.2d Actively engage with current research in regard to pastoral care, wellbeing and spirituality.

## 2.3 Develop a culture of Pastoral Care that integrates through every area of the College life and community.

- 2.3a Create more opportunities for the pastoral care of staff and students with specific links to Lutheran Theology through the Gospel foundations of Grace, Forgiveness and Compassion.
- 2.3b Develop a 'Unity Way' style induction program for staff which incorporates the Lutheran ethos of the school along with our emphasis on pastoral care.
- 2.3c Explore ways to support all staff to engage with the Lutheran Education Australia (LEA) resources such as Connect, Equip and Growing Deep.
- 2.3d Continue to upskill and develop the college community in Restorative Practices.

# 3

## Development Area: We Engage

### Growing Deep: Leading effective organisation and management

Provide physical facilities that are functional, attractive and engaging to learners.

- 3.1 Develop a plan for both campuses that provides dynamic learning spaces.
- 3.2 Ensure that the physical plant and facilities are well equipped to deliver the specialised learning programs offered in areas such as Agriculture, Specialist Sport, Trade Skills, STEM, Music.
- 3.3 Build an environment that engages, inspires, motivates & supports all to continue to grow & lead.



### 3.1 Develop a plan for both campuses that provides dynamic learning spaces

- 3.1a Develop a 'Grounds Masterplan' with the involvement and representation of stakeholders.
- 3.1b Work towards ensuring that all facilities include sustainable & ethical utility sources such as water and energy, to reduce our ecological footprint.
- 3.1c Investigate the potential to conduct energy audits and where possible engage students in outcomes.
- 3.1d Introduce a Student Café / Outdoor Café on MS/SS Campus.

### 3.2 Ensure that the physical plant and facilities are well equipped to deliver the specialised learning programs offered in areas such as Agriculture, Specialist Sport, Trade Skills, STEM, Music

- 3.2a Explore accommodation options for regional students that want to attend Unity.
- 3.2b Investigate the upgrading of STEM facilities to align with the latest technology.
- 3.2c Continue to develop Agricultural facilities to support the Agriculture curriculum and Strategic Plan.
- 3.2d Build & develop Showcasing or Celebration areas around the college where student work is displayed.

### 3.3 Build an environment that engages, inspires, motivates & supports all to continue to grow & lead

- 3.3a Enrich our buildings to provide engaging learning environments that support 21st century learning.
- 3.3b Continue to investigate the introduction of an Early Learning Centre on the Junior School.
- 3.3c Provide agile learning spaces throughout the college that are functional and based on inquiry-based philosophies.
- 3.3d Investigate an upgrading of the Resource Centres to incorporate the latest in merging technology and modern learning in an engaging environment.



# 4

## Development Area: We Involve

### Growing Deep: Building Community

Nurture a culture of engagement and open communication within the College and the Murraylands and wider community.

- 4.1 Engage parents, community and volunteers in the everyday life of the college
- 4.2 Develop ways to actively connect with the wider community
- 4.3 Create opportunities and encourage more volunteers to engage in various aspects of the College



## **4.1 Engage parents, community and volunteers in the everyday life of the college**

- 4.1a Create opportunities for events for the whole school, sub schools and wider community.
- 4.1b Establish a register of specific parent skills to enable the opening of classrooms to encourage the utilisation of the expertise of parent and community interaction with students.
- 4.1c Integrate social and electronic media and technology into our worship to extend to the wider community.
- 4.1d Offer regular and topical parent educational forums, seminars and principal mornings.

## **4.2 Develop ways to actively connect with the wider community.**

- 4.2a Create opportunities to share in ministry with the wider community.
- 4.2b Use the College facilities to raise the profile of the College through hire opportunities and use the income to fund possible future developments.
- 4.2c Develop long-term strategic alliances with business organisations and actively connect with other local primary schools and Early Learning Centres to promote opportunities for transition to Unity College in Junior and Middle Schools.
- 4.2d Continue to develop social media and electronic media strategies to promote the benefits of education at Unity College.

## **4.3 Create opportunities and encourage more volunteers to engage in various aspects of the College**

- 4.3a Recruit a management group to oversee, develop and implement the UCOS, FSU and Archives groups.
- 4.3b Support the long-term viability of the College through the development of a culture of philanthropy (include Building Fund, LLL and bequests).
- 4.3c Promote and foster ways for volunteers to engage in wider activities of the college.
- 4.3d Establish and develop opportunities to create a Scholarship Fund. For example; Agriculture Boarding / DARTA / Wingard Sporting / Academic

# 5

## Development Area: We Inspire

### Growing Deep: Ongoing Improvement and Innovation

Ensure that Unity College Staff demonstrate outstanding professional standards to provide students with a relevant, diverse and inspired learning environment.

- 5.1 Attract and develop quality professional staff through focussed training and support to enable and inspire students to achieve to their best capacity
- 5.2 Provide flexible, meaningful and innovative practices that engages, inspires, motivates & supports all staff to continue to grow & lead
- 5.3 Encourage innovative educators who acknowledge the diversity of students and provide flexible learning programs



## 5.1 Attract and develop quality professional staff through focussed training and support to enable and inspire students to achieve to their best capacity

- 5.1a Ensure professional development is provided to support staff in developing skills that align with the College's strategic and educational directions.
- 5.1b Hold high expectations of teachers and support staff in their roles through professional growth and development that is informed by data.
- 5.1c Review our current program of staff wellbeing initiatives with a goal to make recommendations for future improvement.
- 5.1d Establish a formalised staff induction program that includes the understanding of policies and practices, Lutheran ethos and Pastoral Care.

## 5.2 Provide flexible, meaningful and innovative practices that engages, inspires, motivates & supports all staff to continue to grow & lead

- 5.2a Identify & develop the potential of new leaders by offering opportunities for personal & professional development.
- 5.2b Develop a clear leadership framework that is communicated and understood by all, and inclusive of the HR process.
- 5.2c Develop a performance procedure that outlines the expectations and standards required of all staff, informed by their Professional Learning Plans and AITSL Standards where appropriate.
- 5.2d Build a culture to acknowledge and celebrate staff commitment, development and growth.

## 5.3 Encourage innovative educators who acknowledge the diversity of students and provide flexible learning programs

- 5.3a Develop an understanding for the post millennial population and global context into which the College students will graduate.
- 5.3b Build skills in teachers to enable them to develop and diversify their range of pedagogical styles in line with best practices.
- 5.3c Provide opportunity for staff to develop innovative practices in their classrooms.
- 5.3d Explore options for the provision of flexible timetables or alternative ways to deliver the curriculum.



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