



COOMERA
ANGLICAN
COLLEGE

STRATEGIC PLAN **OUR** **VISION AND** **MOTIVATION**



OUR VISION **NURTURING GREAT HUMANS**

At the heart of our mission is a bold and compassionate vision:

To nurture great humans, individuals of faith, skill, character, and purpose, who influence the world for good.

In this, we aspire to develop people who:

- Listen deeply to their communities
- Imagine a better future
- Respond to the world through loving leadership and service

This vision is not only aspirational, but also grounded in our heritage, our faith, our national educational aspirations, and it is actionable.



OUR MOTIVATION **WHAT** **INSPIRES US**

Our strategic direction is shaped by three enduring sources of inspiration:

1. Foundational Vision

We are guided by the vision of our founders, who imagined a school:

- Based on community, service, and growth
- Offering broad, holistic, student-centred programmes filled with joy
- Imbued with the awareness of God's immense love

2. Faithful Purpose

We are aligned with the mission of the Anglican Church of Southern Queensland, which calls us:

- To respond to human need through loving service
- To transform unjust structures and pursue peace and reconciliation
- To safeguard creation and renew the life of the earth
- To worship and celebrate the grace of God

We are also guided by the holistic vision captured in our foundational Bible Verse: "... love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength." [and ...] love your neighbour as yourself." There is no other commandment greater than these." (Mark 12 30-31)

3. National Aspiration

We embrace the aspirations of the Alice Springs (Mparntwe) Education Declaration (2019), which envisions an Australian education system that promotes excellence and equity, enabling all young Australians to become:

- Confident and creative individuals
- Successful lifelong learners
- Active and informed members of the community

OUR PRACTICE

HOW WE LIVE OUR VISION

To realise this vision, we commit to:

1. Our three Core Values – Imagine, Listen, Respect:

So, we imagine.

- We imagine a new world, a kinder world, a better world. We imagine new paths, new healing, new possibilities.

We Listen.

- We listen carefully to every story and moment and opportunity. No voice is silenced, no pain goes unheard, no truth is hidden.

We Respect.

- Always. Everywhere. Everyone.

2. Our four Strategic Pillars, which support excellence in every student and adult, across:

- Faith and Service
- Teaching and Learning
- Flourishing
- People and Place

3. Our five Learner Attributes, which cultivate the growth of key learner attributes in every student and adult through:

- Curiosity
- Reflectiveness
- Empathy
- Engagement
- Confidence

STRATEGIC OBJECTIVES: (2025 - 2029)

PILLAR ONE: FAITH AND SERVICE



Our Commitment

We are committed to becoming a place where faith is explored with depth, service is lived with purpose, and leadership is cultivated for the good of the world. We aspire to be a lighthouse school, a beacon of educational excellence, faith, service, and leadership. Therefore, we want to cultivate a community where students and staff:

- Learn holistically and with excellence,
- Explore faith and flourishing deeply,
- Serve generously, and
- Lead courageously.

We aim to offer transformative experiences in character development, spiritual formation, environmental stewardship, service and leadership - locally, nationally, and globally.

Therefore, we strive to position Coomera Anglican College as a leader in academically rigorous, compassionate, inclusive, faith-based education and community engagement through:

- Expanding and deepening opportunities for faith exploration, and spiritual growth.
- Embedding experiential learning through service, adventure, and leadership.
- Developing staff and facilities that reflect excellence and can be shared with others.

Our Faith and Service Goals:

To create even better Faith Formation and Chaplaincy, through:

- Increasing investment in RaVE (Religious and Values Education) by growing the number, expertise, and dedication of our teaching team.
- Expanding our Chaplaincy team to deepen spiritual care and leadership.
- Establishing a Faith and Service Internship Programme to nurture future leaders in ministry and service.
- Embedding retreat and faith exploration programmes, and sharing these with the wider Coomera Anglican College community and beyond.

To create even better Experiential and Leadership learning, by:

- Appointing a Coordinator of Experiential Learning to lead programs in service, environmental learning, adventure, and leadership.
- Developing an Academy of Service and Leadership, offering structured pathway for student growth and recognition.
- Expanding "empathy, leadership, environmental, outward-bound, and service-learning" (collectively known as "Hahnian" opportunities) including expansion of:
- Intergenerational learning projects
- Interact Club and Student Representative Council
- Duke of Edinburgh Award
- Partnerships with external social-justice and social change organisations

To create even better Global Citizenship and Sustainability learning, by:

- Establishing a whole-of-College Sustainable Development Goal (SDG) learning programme, in partnership with local and global Universities, including such things as:
- A sustainable environmental learning precinct
- A student-run market garden
- An SDG-aligned reporting framework
- Exploring partnerships with global Anglican school networks, and other aligned educational communities.

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- An SDG-aligned reporting framework
- Exploring partnerships with global Anglican school networks, and other aligned educational communities.

To create even better Facilities, Spiritual Spaces and Community Engagement, by:

- Creating a new Prayer Garden, including an outdoor worship space for reflection and celebration.
- Refurbishing the Ivan Gibbs Centre as a dedicated worship and performance venue
- Establishing a sustainable vegetable/market garden, inspired by Geelong College's Enviro Centre.
- Completing planning for a College Chapel, and adjusting the Master Plan to include its development.
- Identifying new ways to place Coomera Anglican College at the heart of the northern Gold Coast community, strengthening our role as a centre for faith, service, and connection.

Our Hope

Through this Strategic Pillar, we will nurture a culture of faith, service, and leadership that transforms lives and communities. We will be a school where spiritual depth, compassionate action, and courageous leadership are not only taught, but lived.



PILLAR TWO: TEACHING AND LEARNING



Our Commitment

We are committed to delivering world-class academic, sporting, cultural and vocational education that empowers every student to thrive. Our goal is to offer the very best in academic, sports, The Arts and vocational teaching and learning. Therefore, we want to nurture all learners' unique gifts and aspirations through:

- Differentiated programmes,
- A focus on core learning (literacy and numeracy)
- Exceptional enrichment opportunities,
- The development of high-impact teaching, and
- Continuous improvements to our learning facilities,

We commit to offering exceptional, rigorous, inclusive, future-focused, and joyfilled learning for all



Our Teaching and Learning Goals:

Curriculum

1. To refresh our Teaching and Learning Framework, to reflect global best practice in what is often called "Deep Learning".
2. To embed Learner Attributes into curriculum design and reporting, making them central to our pedagogy.
3. To increase focus on literacy and numeracy by:
 - Increasing instructional time for English and Mathematics in Junior Secondary.
 - Introducing the Science of Reading in Primary to strengthen literacy foundations.
 - Adopting research-based approaches to numeracy in Primary to strengthen mathematical foundations.
4. To increase focus on broader learning by:
 - Expanding enquiry-based learning across Primary years.
 - Increasing academic options in Senior Secondary (e.g. introducing Psychology and Ancient History).
 - Revitalising Arts - and Technology - learning through re-designed, integrated, real-world- experiential, project-based electives, including joint Year 7/8, semester-long projects.
 - Introducing High Performance Sports electives in Secondary.
 - Exploring the feasibility of High-Performance Arts electives.
5. To increase Health Education time in Junior Secondary to support holistic wellbeing.
6. To explore a Year 6 Bridge Program to support transition from Primary to Secondary and therefore explore the feasibility of:
 - A Year 6 Learning Centre.
 - A Year 6 "Discovery Learning Programme" delivered by Secondary staff, and mentored by Secondary Academic Prefects, in the Secondary labs, studios, workshops

Pedagogy

1. To implement a teacher support and appraisal strategy based on Hattie, Marzano, Willis, and High-Impact Teaching Strategies (HITS).
2. To investigate the creation of a Coomera Anglican College Research Centre, in partnership with universities, to foster teacher-led research.
3. To assess the feasibility of reducing class sizes or improving staff-to-student ratios

Learning Support and Enrichment

1. To establish a purpose-designed Learning Enhancement Hub, integrating learning support, wellbeing and including:
 - Expanded Gifted and Talented programmes.
 - An EALD "School After School" programme for internal and community learners.
2. To explore the development of an Early Years Precinct (Pre-Prep to Year 2).
3. To expand and diversify non-ATAR pathways, ensuring inclusive and future ready options for all learners.

Sport and Co-Curricular Excellence

1. To enhance and professionalise our Sports Academies, including:
 - Launching an Athletics/Cross-Country Academy
 - Appointing Coordinators for Athletics, Futsal, and Rugby
 - Exploring a fifth academy
 - Creating an Academies Administration/Advancement Manager role.

Growth and Capacity

1. To increase Senior School class numbers from 12 to 15 classes. (i.e. increase Senior School enrolments by 25/year group).
2. To explore increasing Junior Secondary class numbers from five to six classes per year level. (i.e. increase Senior School enrolments by 25/year group).
3. To re-energise and re-focus College fundraising to grow philanthropic support for scholarships, bursaries, and awards.

Facilities – Learning Spaces

1. To implement a rolling-refurbishment programme for all learning spaces
2. To repurpose existing spaces in order to improve:
 - Year 1 classrooms
 - Drama and Music spaces
 - ICT and Digital Technologies spaces in Primary
 - Learning Enhancement spaces
 - Food Technology and/or Science and/or Industrial Tech spaces
 - Sports Centre and athletics training track/pit
3. To explore the feasibility of a Vocational Education Centre, including a potential Marine and Air Education School in partnership with local industry.

Our Hope

Through this Strategic Pillar, we will ensure that every student receives a worldclass education tailored to their needs, passions, and potential. We will foster a culture of excellence, innovation, and service, preparing learners to influence the world for good.



PILLAR THREE: FLOURISHING



Our Commitment

We believe that true education nurtures the whole person. We aspire to create a school culture where every student learns what it means to live a flourishing life - one marked by wellbeing, purpose, resilience, and joy. We also recognise our responsibility to care deeply for those navigating life's challenges. Therefore, we want to:

- Establish a dedicated Wellbeing Centre,
- Provide comprehensive wellbeing training for all staff,
- Support staff as leaders in practitioner research through enduring partnerships with Universities, and
- Embed a whole-of-College Wellbeing Framework that is culturally responsive and evidence-based.



Our Goals:

1. To appoint and embed a Director of Wellbeing to lead a whole-school approach to flourishing.
2. To develop a dedicated Wellbeing Centre, combining Wellbeing, Faith and medical functions, and serving students, staff, and families.
3. To research and adopt a whole-of-College Wellbeing programme, such as Visible Wellbeing, tailored to our context.
4. To enhance the Health Curriculum to align with the Australian Curriculum and reinforce wellbeing principles.
5. To revise the Junior Secondary pastoral care system to:
 - Enable “looping” Heads of Year and Homeroom teachers
 - Increase meaningful contact time between Homeroom teachers and students
6. To create Deputy Head of School roles in each school.
7. To expand counselling services to meet growing student needs.
8. To embed Behaviour Support Assistants in Primary and Junior Secondary.
9. To increase student engagement (and joy) through expanded House and Co-curricular opportunities.
10. To explore extending the school day, with university students providing tutoring, activities, and care.

Our Hope

We hope to nurture a school culture where every student is empowered to live a flourishing life, one marked by wellbeing, purpose, resilience, and joy. We promise to create a community where every student is known, valued, and equipped to thrive not just in school, but in life.

PILLAR FOUR: PEOPLE AND PLACE



Our Commitment

We are committed to creating a campus that inspires wonder, curiosity, and belonging; a place where faith, learning, service, and flourishing are nurtured in every corner. We also aim to be an employer of choice, attracting and retaining exceptional educators and staff. Therefore, we want to:

- Enhance the aesthetic and environmental quality of our campus,
- Invest in facilities that support excellence in all four pillars, in a fiscally and environmentally sustainable way,
- Prepare for the next phase of our Master Plan, ensuring our infrastructure matches our aspirations, and
- Create a working environment that respects the dignity of all.

Our Goals:

1. To beautify and sustain campus grounds, enhancing natural spaces and environmental stewardship.
2. To refurbish the Rod Lane Sports Centre to support elite and inclusive sport.
3. To improve traffic flow and parking, ensuring safety and accessibility.
4. To attract and retain outstanding staff, through targeted recruitment, development, and wellbeing initiatives.
5. To reposition our fee structure to become a mid-tier APS school.
6. To prepare for the next major phase of our Master Plan, aligning infrastructure with strategic goals.

Our Hope:

We hope to continue to build an inspiring, beautiful campus which is sensitive to local and global environmental needs, and to ensure the very best staff are drawn to Coomera Anglican College, all while remaining accessible to our community.



NURTURING GREAT



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CRICOS Provider No 02423E The Corporation of the
Synod of the Diocese of Brisbane t/a Coomera Anglican
College