



# Kardinia International College

## Strategic Plan

2017-2020

**“Honour the past, relentlessly design for the future”**

### OUR VISION

Our Vision is to be a symbol of hope for the world by being a place of quality and exceptional personal development, where people from every corner of the earth feel welcome and at home.

### OUR MISSION

Our Mission is to make this world a better place by developing students grounded in exceptional skills and wholesome values enabling them to make a difference in improving our world.

### OUR CORE VALUES

*WISDOM*

*RESPECT*

*FRIENDSHIP*

*ACCEPTANCE*

*APPRECIATION*

*RELATIONSHIPS*

*EXCELLENCE*

# 1. Living the Motto

Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead
1. Living the Motto	1.1 Ensure students, staff and parents experience positive inter relationships and a strong connection with the College Community;	a. Conduct staff professional development on the importance of language in developing positive relationships.	2018	Lead survey Data Positive relationships emphasised in school policies and procedures	Matt and Geoff W
		b. Embed resilience education in the curriculum across all year levels.	2018		
		c. As required, conduct staff and student PD on specific groups within the College community.	2018		
	1.2 Ensure the respectful and appreciative nature of our relationships extends to individuals, groups and organisations beyond the College Community;	a. Offer additional opportunities for student involvement in the wider community.	2017-18	Number of students involved in community involvement (use baseline data) Formal partnerships with community groups increased	Geoff G and Nathan M
	1.3 Ensure the development and implementation of College policies, processes and procedures reflects and is consistent with the respectful and appreciative nature of our relationships;	a. Audit all College policies, protocols and processes to ensure that they are consistent with the College motto and the central significance of respectful and appreciative relationships.	2018-19	All policies audited and updated by Dec 2019	David
		b. Fully implement the VRQA Child Safe standards.	2017	Policy and procedures meet VRQA guidelines	David
	1.4 Ensure the College wide pedagogical framework recognises the significance of student/teacher relationships and values every child as an individual.	a. Fully exploit relevant, available data	2017-18	House Leaders report high levels of satisfaction with Y6 transition data  Data teams established NAPLAN data trends analysed and acted upon All teachers familiar with relevant student data	Paul  Paul

Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead
<b>2. International Mindedness</b>	2.1 Establish a world class internationally minded K-12 curriculum.	a. Develop a K-12 definition, understanding and language of International Mindedness	2017	Explicit links to international mindedness across the POI and in all A-E Units	Matt
		b. Create a balanced, Internationally Minded curriculum from K-12	2017-18		Geoff G and Nathan M Geoff G and Nathan M
	2.2 Develop and recognise internationally minded global citizens who embrace diversity and help create a world of harmony, peace and tolerance.	a. Define what it means to be a global citizen.	2019-20	KIC Global Citizen Diploma established by 2020  Annual PD opportunities for all staff  Recognition Awards established by 2020  Sister School Partnerships increased to at least 5 by 2020 Formal partnerships established with at least 3 Victorian schools  KIC achieves CIS international certification by 2020	David
		b. Participate in (or develop our own) <a href="#">Global Citizen Diploma</a> for JS and SS students	2019-20		David
		c. Provide ongoing professional development for KIC staff in International Mindedness and global citizenship	2017-2020		Paul
		d. Develop a system of recognising KIC staff, students and community who demonstrate exemplary practice in embracing diversity and in helping to create a world of harmony, peace and tolerance.	2019-20		David
		e. Establish exemplary local, national and international programmes and partnerships for staff and students.	2017-20		David
		f. Undertake the Council of International Schools <a href="#">International Certification</a>	2020		David

### 3. Individuals as life-long learners

Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead
3. Individuals as life-long learners	3.1 Create a collaborative professional culture of learning where all teachers are part of an expert team.	a. Create a framework for PLC which includes collaborative planning across the College.	2017	Annual and 3 year professional learning plans established and published	Paul
		b. Develop a professional learning plan/model with explicit links to College priorities and individual leader/teacher performance and development plan.	2018-19		Paul
		c. Continue to build teacher knowledge and effectiveness via a range of informed sources and targeted feedback.	2017-20		Paul
	3.2 Embed processes and practices that maximise and inspire achievement and wellbeing in our students and staff.	a. Develop a shared understanding of what wellbeing means within the KIC context and develop an effective program delivered by trained teachers.	2017	Wellbeing policy reviewed and enacted	Matt
		b. Build and support student capacity to become proactive, self-reflective learners both within and beyond the classroom.	2017-18	Goal setting and feedback for all students occurs at least 3 times a year	Nathan M and Geoff G
		c. Use the Restorative Practice Model to further enhance the building of positive relationships in the KIC community.	2017-18	Bullying incidents decreased from 2016-2018	Geoff W and Matt
		d. Engage in diverse approaches to learning that meet and complement the identified skills, attributes and competences of a 21st century learner	2017-18	Pedagogical framework established Student satisfaction results regarding engagement increased from 2016-2018	Paul

### 3. Individuals as life-long learners cont.

3.3	Ensure approaches to teaching and learning are informed by evidence driven practice.	a. Within the context of the IB Approaches to Teaching and Learning, ACARA standards and the Early Years Framework, investigate the Visible Learning model to meet student outcomes.	2018	Visible Learning introduced across at least one sector of the College	Paul	
		b. Construct a College wide system for the collection, communication and analysis of data that is shared with the KIC community.	2017-18		Paul	
		c. Provide support for leaders and teachers to use data to identify gaps in student learning for the purposes of differentiated teaching and personalised learning.	2017-18		Data Team established as a PLT Data Coaches working across the College	Paul
	3.4	Informed by best practice, develop a K-12 pedagogical framework that underpins all teaching and learning.	d. Convene a K-12 PLT charged with the responsibility of administering the development, implementation and change management of a pedagogical framework.	2017	Pedagogical Framework endorsed by Board by 2017	Paul
			e. Develop a realistic timeline to address the research, the formulation and the implementation of the pedagogical framework.	2017		Paul

Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead	
<b>4. Technological Advancement</b>	4.1 Develop a dynamic social media framework reflective of the values and sense of purpose of Kardinia	a. Minimise risk through the creation of appropriate policies and procedures	2017	Social media policy endorsed	Diana	
		b. Form a dedicated representative social media team	2017		Diana	
		c. Complete online inventory of social media usage across the community	2017		Diana	
		d. Establish a planning process to define, implement and improve our online presence	2017		Diana	
		e. Provide ongoing training for all staff and students on all campuses	2018-20		Social media PD offered to staff on an annual basis	Diana
		f. Streamline College communication systems (calendars, enews etc)	2018		Lead survey data regarding communication improved from 2016-2018	Diana
	4.2 Create a digitally agile/flexible teaching and learning environment	a. Audit of subject/phase needs	2017-18		Nathan M and Geoff G	
		b. Maximise connectivity and accessibility for an extended range of digital technologies	2018-19		Diana	
		c. Implement the most effective Learning Management system in each sub-school	2017-2018		Diana	

## 4. Technological Advancement cont.

4.3	Create digitally literate and responsible learners equipped for the 21st century	a. Define what we mean by 21st century skills (College focus)	2019	21 <sup>st</sup> Century skills for KIC students established and reported against	Nathan M and Geoff G	
		b. Fully Implement Digital Technology curriculum (P-10) with a focus on innovative technology such as robotics and programming.	2017		Nathan M and Geoff G	
		c. Upskill all teachers to be able to teach Digi Tech (use of e-learning coaches)	2018-19		All staff meet KIC minimum operating requirements	Diana
		d. Audit of current coverage	2017			Diana
		e. Review and update SS intro Tech subject	2018			Nathan
		f. Incorporate the involvement of external resources, technology based groups and industry	2019		Diana	
		g. Instigate a maker movement	2017-20		Nathan M and Geoff G	

## 5. Facilities

Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead
5. Facilities	5.1 The inherent structure and aesthetics of Kardinia International College's environment will be characterised by physical spaces that are safe and nurturing, with facilities that promote a respect towards diversity, are age appropriate and provide opportunities to gather as a community.	a. Conduct a staged Asbestos Removal Program	2017-20		Property Manager
		b. Refurbish & build toilet/change room facilities	2017-18		
		c. Develop external gathering places for students throughout Senior & Junior Schools	2017-20		
		d. Review sporting / activity spaces including the development of COLA (Covered Outdoor Learning Area) spaces	2017		
		e. Upgrade security systems and processes throughout the campus	2017-20		
		f. Provide facilities friendly to those with specials needs	2017-20		
		g. Review, repair and develop sealed and safe pathways and walkways	2017-20		
		h. Refurbish staff offices to improve quality & functionality	2018-19		
		i. Audit every classroom on the campus using a prescribed minimum standard for basic necessities and educational resources.	2017-18		



Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead
<b>5. Facilities cont.</b>	5.2 That the College's learning environment will facilitate a quality education that meets the needs of each individual, provides opportunities for creativity, is innovative and flexible, inspires a sense of wonder in the world around us and facilitates shared learning opportunities	a. Engage the services of an architectural firm to develop a Facilities Masterplan encompassing both buildings and landscape.	2018		Property Manager
	5.3 Property governance is proactive in the management of facilities and grounds, with particular attention given to aged building stock, through a consistent approach towards repair and replacement schedules.	a. Create a dedicated property manager position to proactively monitor and assess the facilities, safety and grounds of the college.	2017		Property Manager
		b. Review existing Cleaning Program including enhancements such as mid-day cleaning of student toilet facilities, cleaning of outside items and mechanisms for feedback from staff on cleaning issues	2017		
		c. Improve the College's maintenance alert systems including feedback to staff reporting concerns.	2017		
		d. Audit outdoor playground areas	2017		

## 5. Facilities cont.

5.3	Continued.	e. Review guttering and downpipes, storm water drains and water flow through College grounds	2017			
		f. Evaluate Amphitheatre site and future usage	2019-20			
	5.4	Ongoing grounds development, refurbishments and new building projects are recognised for their adherence to their ecologically sustainable planning, energy efficiency and promotion of biodiversity while implemented with green procurement principles	a. Ensure building and maintenance developments follow ecologically sustainable planning and energy efficiency principles	2017-20		Property Manager
			b. Ensure the Master Plan for Grounds & Gardens incorporates sound sustainable and biodiverse practices around water usage, mulching, water flow and planting	2018-20		
			c. Ensure green procurement assessments are utilised in purchasing and design planning	2017-20		

Strategic Priority Area/Cornerstone	Goal	Strategy	Timeline	KPI	Lead
<b>6. Governance</b>	6.1 Successfully gain VRQ reregistration in 2018	a. Compliance audit using ISV Compliance Framework	2017	Compliance Audit completed	David
		b. Address any issues to be addressed from audit	2017	VRQA reregistration 2018	
		c. Renew Board policies and procedures	2017	VRQA reregistration 2018	David
	6.2 Successfully complete IB evaluations (PYP and DP) in 2020	a. Implement PYP Action plan b. Implement DP Action plan	Ongoing Ongoing	Successful IB Evaluations with no matters to be addressed	Geoff G and Nathan M