



THE
HAMILTON
AND ALEXANDRA COLLEGE

CONFIDENT FUTURES

Strategic Plan 2023- 24

Plan Extension



Our Focus

Known. Valued. Challenged



Our Values

Respect. Gratitude . Compassion. Resilience. Optimism.



Our Commitment

To improve outcomes for all students - in their levels
of achievement and wellbeing



Our Strategic Priorities



A Learning Culture

SYSTEMATIC CURRICULUM DELIVERY

- Provide a curriculum with choice + balance while acknowledging changing expectations and requirements (community, state, national)
- Ensure contemporary and responsible use of ICT
- Create a community of learners where creativity and independent learning are valued and where parents are seen as integral members of our school community and as partners in student learning
- Develop an explicit, sequenced delivery of the Victorian Curriculum that is shared with parents
- Establish shared curriculum expectations and the development of cross- curricular skills

BUILDING A LEARNING CULTURE

- Establish high expectations that all students will learn successfully
- Set ambitious targets for improving student outcomes
- Encourage a culture of inquiry and innovation
- Promote targeted interventions for senior students
- Continually improve assessment and reporting

DIFFERENTIATED TEACHING AND LEARNING

- Embed formative assessment practices
- Value individual differences and provide for different learning needs from special needs to gifted learners

EFFECTIVE PEDAGOGICAL PRACTICES

- Build a high quality and stimulating learning environment at each campus
- Research and promote highly effective teaching practices based on evidence
- Refine excellent transition processes that ensure a smooth experience for students
- Deliver best practice professional learning for all staff

USE OF DATA TO INFORM PRACTICE

- Develop effective learning analytics that use data to inform teaching and learning practice
- Research and implement a coaching culture that encourages honest feedback to and from students and teachers based on evidence
- Utilise tools for tracking student growth

Positive and Caring Relationships

AN AUTHENTIC CULTURE

- Promote mutually respectful and inclusive relationships across the school
 - Embed values into all aspects of co-curricular programs
- Further explore pathways for student leadership, recognition and voice
- Improve staff skills and understanding of welfare issues

A JUST COMMUNITY

- Develop global citizens who have a strong ethical compass
- Embrace clear strategies that promote appropriate behaviour
 - Sustain and enhance our sense of spirituality
- Implement best practice social and emotional strategies
 - Improve our students sense of connectedness
- Recognise and support students from vulnerable and diverse groups, including students from varied cultural backgrounds

A HEALTHY AND BALANCED LIFESTYLE

- Adopt relevant aspects of Positive Education that foster student and staff wellbeing.
- Promote a healthy and balanced lifestyle for staff and students
 - Continue to develop a range of opportunities to explore and give expression to each child's talents and skills

A VIBRANT BOARDING CULTURE

- Provide quality pastoral care for boarders
- Maximise academic opportunities for boarders as part of their holistic development

A Team of Excellent Staff

DEVELOP EXCEPTIONAL TEACHING TEAMS

- Further refine a collaborative culture and teamwork
- Continue to use a coaching approach to develop teachers and leaders within the school

QUALITY STAFF APPRAISAL

- Refine regular and effective feedback on performance, identifying areas for improvement and obstacles
- Establish clear professional learning goals for all staff

BUILD A COMMUNITY OF LEARNERS

- Identify clear succession planning and pathways
- Enhance opportunities for staff to advance their knowledge and skills

ATTRACT AND RETAIN EXPERT STAFF

- Provide a nurturing and enriching environment for all staff
- Ensure staff care programs address the significant demands on modern teachers
- Explore opportunities for attracting expert academic staff, including attracting pre-service and graduate teachers

A Connected Community

FOSTER PARTNERSHIPS

- Develop strong partnerships with current parents
- Build strong links with alumni and past parents
 - Expand strategic alliances with other educational institutions, local businesses and community organisations
- Nurture a mutually supportive, collaborative and trusting relationship with the community
- Advance opportunities to link, interact and engage with our neighbouring schools across a range of areas
- Strengthen our relationship with the Uniting Church

SUPPORTING OUR COLLEGE COMMUNITY

- Increase opportunities for closer cross campus interaction
 - Continue to engage, acknowledge and support College Ancillary Groups

SERVING THE WIDER COMMUNITY

- Encourage students and staff to give back to the community through service
- Promote opportunities to share College facilities and resources with local community

A Secure Future

GOOD GOVERNANCE

- Ensure financial stability
- Maintain an effective risk management program
- Instil best practice in corporate governance
- Increase and promote accessibility for deserving students

PROMOTION + COMMUNICATION

- Promote College as a school of first choice for parents seeking an independent education
- Implement a comprehensive marketing and communication plan to effectively engage with the community

HIGH QUALITY PHYSICAL ENVIRONMENT

- Refine priorities of the approved Buildings Masterplan and Landscape Masterplan
- Maintain a safe and accessible physical environment
- Develop appropriate ICT strategies, policies and practices

ATTRACT + RETAIN STUDENTS

- Responsively communicate with parents and students
- Recognise boarding as an integral element of College life
- Actively pursue additional markets, including international markets
- Review transition success from ELC to Junior School

TARGETED USE OF RESOURCES

- Ensure sound and conservative financial management strategies
- Encourage a spirit of philanthropy to support ongoing development

We are committed to driving improvement in the quality of classroom teaching and learning at the College.





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www.hamiltoncollege.vic.edu.au

