strategic plan
boys first
enhancing a culture of achievement
Prince Alfred College has been a leader in the education of boys since 1869. Our motto fac fortia et patere (do brave deeds and endure) and our vision inspiring excellence has inspired the College to provide an environment where boys have been able to realise their academic potential and pursue their gifts and talents. We remain committed to the development of the Princes Man – intellectually developed and all rounded, ready and able to contribute to his community and the world.

After more than 140 years the College enjoys IB World School status, an enviable reputation, strong enrolment, and extraordinary success in academic achievement, and sporting and cultural pursuits. Innovative programs such as Wambana and eduKart are indicative of our commitment to the development of a culture of excellence in boys’ education. We are dedicated to a process of continuous improvement and determined to sustain and improve the College for the benefit of the boys, and the College community.

Our new Strategic Plan builds on the previous three years of hard work to advance our vision and purpose. Six priorities for our development to 2015 have been determined which chart a new and exciting direction for Prince Alfred College. We remain guided by our vision, purpose and values and project the College forward to sustain a culture of achievement. We build a future firmly based upon the accomplishments of our past.

We acknowledge the generous contribution of parents, staff, students, old scholars and members of the wider community in the development of our new strategic plan – to sustain a culture of achievement at Prince Alfred College.

Kevin Tutt
Headmaster

Ben Tidswell
Chair of Council
Our Vision
Inspiring excellence

Our Purpose
Prince Alfred College exists to develop men who will engage in the world with confidence and compassion. We are a community that seeks to challenge and inspire students and maximise the academic and all-round potential of every boy.
Our Values

• We value the pursuit of academic excellence, personal wellbeing and achievement.

• We believe that our vision and purpose is achieved through the pursuit of excellence in teaching, innovation, leadership and teamwork and an appreciation of Christian principles.

• We appreciate that the schooling experience is enriched by an international concept of curriculum, teaching and learning and sense of citizenship.

• We make every endeavour to develop a well-rounded young man. This holistic experience fosters and nurtures the intellectual, physical, social, emotional and spiritual capabilities of each boy.

• We know that boys grow into confident and compassionate men by developing independence, self-discipline, integrity and a sense of self-worth and social responsibility.

• We recognise the importance of sustaining and developing the College as a community of students, parents, staff, old scholars and friends of Princes, who have shared responsibilities in the education process.
Uniting Church in Australia
Prince Alfred College is affiliated with the Uniting Church in Australia. We value all people as created in the image of God and understand that education is a lifelong journey by which all people develop the ability to participate in society and lead lives that are life creating and life sharing. We call for quality education that is accessible and equitable for all, and, encourage excellence in education by which the God given gifts and talents of people are fully developed.

International Baccalaureate Organisation
Prince Alfred College is an International Baccalaureate World School. We aim to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. We provide challenging IB programs of international education and rigorous assessment. These programs encourage students to become active, compassionate and lifelong learners.

International Boys’ Schools Coalition
Prince Alfred College is a member of the International Boys’ Schools Coalition (IBSC). We aim to offer best practice teaching and learning and meet international benchmarks in boys’ education. The IBSC is dedicated to the education and development of boys world-wide, the professional growth of those who work with them, and the advocacy and the advancement of schools that serve them.
six strategic priorities
learning & achievement
wellbeing & character
participation & engagement
community & culture
communication & connection
space & place
1.0 learning & achievement

We value academic achievement and will maintain our commitment to providing opportunities for boys to maximize their intellectual potential through excellence in teaching and learning. We have an expectation of achievement for all boys. We will build on our tradition of academic success for boys by continually reviewing and strengthening the quality of teaching and learning. In doing so each boy can improve his performance and develop his abilities and strengths. We know that a great education depends on great teaching and attracting, recruiting and retaining great teachers.

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<thead>
<tr>
<th>Strategic Priorities</th>
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<tr>
<td>1.1 Ensure a highly professional teaching staff.</td>
<td>Apply and exceed National Professional Standards for Teachers.</td>
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<td>Enhance our performance review policy and procedures in order</td>
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<td>to meet requirements of the National Performance Framework.</td>
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<td>Recognize and reward high performing staff, and support</td>
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<td>underperforming staff in their professional growth.</td>
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<td>Establish a professional learning and coaching program for</td>
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<td>teaching staff.</td>
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<td>Introduce an induction program for new staff founded upon</td>
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<td></td>
<td>National Professional Standards for Teachers.</td>
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<td>Support teaching staff to undertake Highly Accomplished and Lead</td>
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<td>Teacher accreditation.</td>
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<td>Implement programs to develop high performing teams and</td>
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<td>build leadership capacity to empower and develop innovative</td>
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<td>and effective staff.</td>
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<td>1.2 Create a Centre for Excellence in Teaching and Learning.</td>
<td>Establish the premise, aims, and structure for a Centre for</td>
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<td>Excellence in Teaching and Learning.</td>
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<td>An educator in residence is engaged each year.</td>
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<td>Teachers are offered research and development opportunities in</td>
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<td>the Centre.</td>
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<td>Improve the effectiveness of information and communication</td>
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<td>technology in teaching and learning.</td>
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<td>Align instruction and assessment with research and best practice</td>
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<td>in teaching and learning, and boys’ education.</td>
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## 2.0 wellbeing & character

Wellbeing is central to learning. We aim to reinforce our beliefs about the values and character of the Princes Man who is confident, competent, compassionate and curious. In an increasingly globalized world requiring graduates with the lifelong capacity to learn and adapt, every boy must develop and maintain his own wellbeing, while strengthening his leadership capacity and being of service to others. We reaffirm our commitment to a culture of achievement within a spirit of holistic education.

### Strategic Priorities

#### 2.1 Implement the Student Wellbeing Framework across the College.

### Actions

- Develop and implement a wellbeing program across the Three Schools and Boarding House.
- Develop a professional development program for staff to ensure excellence in wellbeing outcomes.
- A Student Wellbeing Advisory Group and Wellbeing Management Team are established in each School.
- Renew and enhance student leadership programs and opportunities to enable every boy to develop his leadership potential.
- Align the wellbeing program with research and best practice in boys’ education.
3.0 participation & engagement

We aim to provide all boys with the opportunity to participate in a wide range of opportunities including but not limited to: sport, music, drama, performance, service and leadership activities, all of which help to develop the whole boy and constitute significant elements of the holistic, ‘Princes Education’. Research shows that the development of boys is different from girls in almost every way – socially, intellectually, physically, emotionally and spiritually. Boys demonstrate their differences in how they laugh, lead, and create and how they learn by doing. We will nurture their minds, challenge their bodies, motivate their spirits and see them rise to become leaders.

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<td>3.1 Create a Health and Sports Centre of excellence.</td>
<td>Develop and implement a program and structure to maximise the use of the RED Centre.</td>
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<td>3.2 Strengthen the House system.</td>
<td>Review and formalize the House Program across the Three Schools.</td>
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<td>3.3 Strengthen the boarding experience.</td>
<td>Continue the process of developing the Boarding House as a ‘Centre of Boarding Excellence’.</td>
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4.0 community & culture

The College Community comprises students, staff, parents and families both past and present from Australia and across the world. We also build mutually respectful relationships with learning partners, suppliers and organisations in the virtual, local, regional and international community. As an IB World School we aim to develop internationally minded people who will help to create a better and more peaceful world. Many of our learners come from rural and international locations and share a residential life at our College. We will maintain and strengthen a culture of tolerance, inclusion and understanding in a welcoming community.

Strategic Priorities

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<td>4.1 Develop mutually beneficial relationships with girls’ schools, industries and relevant organisations.</td>
<td>Create a social and emotional development program, and investigate curriculum sharing opportunities with girls’ schools. Develop initiatives between the College, universities and other relevant organisations.</td>
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<td>4.2 Broaden the involvement of the wider community in the College.</td>
<td>Develop and promote volunteer and other community contribution programs.</td>
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<tr>
<td>4.3 Develop programs to enhance our engagement in the international arena.</td>
<td>Develop and implement a global-mindedness program. Provide opportunities for student and staff exchanges. Achieve Council of International Schools (CIS) accreditation requirements. Enhance Language B teaching and learning.</td>
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## 5.0 communication & connection

We aim to have a strong and positive sense of community where staff, students and parents feel they belong. Internal and external communication between staff, students, parents, the College and the wider community must be effective. All our communications must be clear, accurate, timely, relevant, open and interactive and meet the needs of all stakeholders.

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<td>5.1 Develop and implement a Communication Strategy.</td>
<td>Review current communication systems and establish a strategy to improve communications across the College community.</td>
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<tr>
<td>5.2 Improve our Knowledge Management systems.</td>
<td>Audit the college management (TASS) and knowledge management (SharePoint) systems and implement their full functionality. Investigate and implement a Knowledge Management System to enable effective storage and access to student, family, and staff data.</td>
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6.0 space & place

The learning environment must accommodate our teaching, learning, and community programs. The College is more than a place of academic learning. It is home to boarding students, a space for sports practice and competition, a place of safety and care for students before and after hours and a venue for music, performance and worship. The wider community utilises our facilities and adds value to the vibrant life of the College. We must continue to provide a facility that supports our students and the broader community. We will remain financially and operationally sustainable and build our capacity to provide for the current and future development of the College.
**Strategic Priorities**

6.1 Enhance the financial and operational sustainability of the College.

6.2 Plan for the development of a new Boarding House.

6.3 Provide a safe and sound environment for the College community.

6.4 Improve and upgrade College facilities.

**Actions**

Develop an operations plan for continuous improvement in finance, ICT, catering, facilities, housekeeping, grounds and property services.

Develop a building and finance plan to construct a new Boarding House.

Develop a capital campaign in support of the new Boarding House.

Provide additional car parking and improve traffic management arrangements for the College.

Expand the Early Learning Centre’s facilities.

Develop spaces for the Three Schools that enable collaborative professional learning and social engagement.

Upgrade facilities at Scotts Creek.
towards 150 years of outstanding education for boys
Towards 2019

In 2019, Prince Alfred College will celebrate 150 years. This will be an appropriate time to commemorate an enviable reputation, extraordinary success in student achievement in academics, the arts and sports, all within a culture of excellence.

We aim to be a College of educational excellence, a leader in boys’ education, evidenced by:

• Outstanding academic and co-curricular programs
• The highest quality staff
• A caring, inclusive and nurturing school community
• An innovative, progressive and responsive educational environment.

Since the College’s foundation in 1869, the concept of the “Princes Man” – the well rounded boy, has been the defining characteristic of a Prince Alfred College education.

Towards 2019, we are committed to further realization of our vision for inspiring excellence with the following ideas in mind:

Learning and Achievement
• Establish a Research and Development Centre in Boys’ education
• Investigate the opportunities for online and anywhere anytime learning

Wellbeing and Character
• Review the Wambana Program with a view to extending it to 10 weeks

Participation and Engagement
• Develop a truly international school experience for our boys
• Develop the potential of Arts education to enrich teaching and learning

Communication and Connection
• Provide electronic access for parents to the whole school curriculum

Community and Culture
• Involve our old scholars in the daily experiences of our students
• Reinforce our partnerships with the community

Space and Place
• Look for opportunities to improve our existing facilities and extend our footprint
• Explore opportunities to extend our Library services to the wider community