Strategic Plan 2012 2015
Vision

The vision of Braemar College is to become a leading Preparatory to Year 12 co-educational ecumenical school with a reputation for providing an exciting curriculum that stimulates and engages students and enables them to achieve high quality learning outcomes underpinned by sustainable practices, a global outlook and Christian principles.

Mission

The College's mission is to provide the highest quality education in a supportive, inclusive and caring learning environment, which enables students to become collaborative, independent lifelong learners who contribute responsibly as members of the local and global community in a world of emerging digital literacies.

Values

Braemar College, through its educational activities and its community oriented approach will seek to give expression to the values that underpin the philosophy of the College based on Christian principles. The key elements of these values are:

- teaching excellence
- academic excellence
- educating the whole person
- christian principles
- innovation and creativity
- quality leadership and management
- continuous improvement.

The College places a high value on our learning programs so our students have an ability to not only cope well in a changing world, but to contribute meaningfully to the world. The key learning skills that underpin our academic program will strengthen their academic performance outcomes. They include:

- literacy and numeracy skills
- creative thinking
- critical thinking
- analytical thinking
- evaluation skills.

Our wellbeing philosophy strives to foster in our community the following personal attributes:

- resilience
- independence
- adaptability
- leadership
- compassion
- mutual respect
- integrity
- confidence
- sense of community
- fairness.
Braemar College is committed to identifying and embedding practices which enhance and promote outstanding learning and teaching practices across the College.

Our goal
To promote and enhance optimal student engagement, a motivation to learn and outstanding academic achievement.

Why do this?
The College values contemporary, engaging learning and teaching practices, including integrating digital media literacies, as essential to further enhance student academic growth and realise their potential as learners preparing them for life beyond the College.

strategies
- Implement the Australian Curriculum in ways that connect teachers, students and parents.
- Personalise learning for our students.
- Continuously build capacity within the teaching staff to maximise professional growth and performance.
- Provide practical support for educators which are student age and stage appropriate.
- Integrate agile technologies into learning and teaching.
- Gather, analyse and utilise feedback and data.

Braemar College seeks to embrace and nurture the whole student giving young people the ability to be highly engaged and motivated to learn.

Our goal
To provide opportunities to enhance the personal attributes which underpin our wellbeing philosophy within and beyond the College community.

Why do this?
Undertaking a sequential program, students will be comprehensively prepared for life beyond the College by being active contributors to their community through a well developed understanding of themselves and their role in society.

strategies
- Deliver a sequential, age and stage appropriate wellbeing program.
- Support individual student differences.
- Facilitate student initiated and led community social impact activities.
- Nurture interaction between students of all year levels.
- Reflect the Braemar Way in our student management.
Braemar College promotes a highly effective organisation with a shared vision and clearly articulated goals.

Our goal
To continuously improve practices which underpin performance, utilising contemporary educational thought and feedback based on data and a reporting mechanism visible to the College community.

Why do this?
Continuous improvement, highly effective and efficient leadership, management and educational support are critical to achieving our goals.

strategies
- Infuse a leadership culture in all its forms.
- Utilise mentoring to improve College culture.
- Ensure an organisational structure which supports the Strategic Plan.
- Embed reflective management practices linked to role accountabilities.
- Reflect on the Strategic Plan and report progress annually.
- Gather, analyse and utilise feedback data.

To accommodate the needs of the 21st Century learner, we aim to further improve our existing campus and to develop the College’s second campus in a way that continues to inspire our students to excel across all levels of schooling in an innovative learning environment.

Our goal
Provide contemporary learning spaces, meeting the needs of students at their specific stages of learning, which are respectful of the environment and reflects the key principles of sustainability.

Why do this?
The vision to broaden educational opportunities in the region by providing a Preparatory to Year 12 College will increase opportunities for members of the wider community to access a Braemar College educational experience for their children.

strategies
- Develop a comprehensive infrastructure master plan.
- Establish a programmed maintenance process.
- Enhance the monitoring of key indicators of compliance.
- Refurbish and renew existing facilities.
- Develop new facilities.
A sound and viable financial platform is required to facilitate the College’s growth and improve the quality of learning and teaching.

**Our goal**
To set and continually review achievable and realistic financial performance objectives to support the direction and growth of the College.

**Why do this?**
It is essential the College has a solid financial platform with robust processes and cost effective procedures to ensure best utilisation of available funds for the provision of educational opportunities.

**strategies**
- Establish revenue and expenditure programs underpinned by sustainable and agreed criteria.
- Develop and implement business improvement programs.
- Review, refine, or replace where necessary key business systems.
- Broaden the skill base of the staff.
- Build a College culture that recognises and manages risk.

To enhance the College in areas such as communication, staff partnerships and information technology, a solid foundation of educational support must be in place.

**Our goal**
To have educational support structures, processes and procedures in place which enhance the College's reputation and brand.

**Why do this?**
The first points of contact for our parents and the wider community set a tone of expectation for the College. Having effective and efficient electronic infrastructure, communication and people management processes are vital to achieve this.

**strategies**
- Develop and implement strategic policies and programs.
- Foster a positive work environment where people feel valued.
- Identify, articulate and enhance the values of the Braemar College brand.
- Build effective communication processes.
- Establish and embed digital media literacies in all areas of the College.