



WELLESLEY COLLEGE

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# STRATEGIC PLAN

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**2016 - 2025**



Wellesley  
COLLEGE



## WELLESLEY COLLEGE'S VISION, MISSION AND VALUES

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### VISION

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Each boy has every opportunity to excel.

### MISSION

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We bring out the best in each boy: body, mind and spirit.

#### We do this through:

- empowering, personalised education in our unique environment
- our Anglican ethos
- our inclusive culture and community
- blending over a century of tradition with future-focused teaching and learning

### VALUES

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#### Respect and empathy

Respect and empathy for self, others and Wellesley; we treat others as we wish to be treated; we 'stand in the other's shoes' to understand them; we 'look out' for one another; we display fairness; we build strong relationships across the school community.

#### Perseverance for personal bests

Everyone strives for personal bests. Each boy has aspirations and is supported to achieve these. We build resilience for learning. Perseverance is celebrated along with success. We create diverse opportunities for leadership and personal bests.

#### Risk taking in learning

We are happy to be challenged and to challenge; it's fun to try new experiences. 'It is cool to try and to fail rather than not to try at all.' We are inquiring, flexible, critical thinkers and questioners. As a school community we have passion and skills for life-long inquiry and learning.

### WHAT SUCCESS LOOKS LIKE

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Each Wellesley boy leaps into their future with confidence, self-direction, resilience and empathy; he is an enterprising learner for life connected to a world of opportunities.





## STRATEGIC GOALS FOR WELLESLEY 2016 - 2025

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### WELLESLEY COLLEGE WILL:

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1. Promote personalised, leading-edge learning so each boy excels; enabled by teachers who embrace professionalism, in partnership with parents.
2. Grow new educational opportunities, while enhancing our values and special character.
3. Cultivate an engaged, enterprising school community, developing new relationships and collaborations to benefit Wellesley's mission.
4. Sustain and enrich Wellesley's unique learning environment: assets, staff and our school culture.

Each strategic goal is described in more detail: priority strategies to achieve the goal, and the indicators and measures of progress on this goal.



## STRATEGIC GOALS FOR WELLESLEY 2016 - 2025

### 1.

Promote personalised, leading-edge learning so each boy excels; enabled by teachers who embrace professionalism, in partnership with parents.

#### Priority strategies to achieve this goal:

- 1.1 Implement a personalised, holistic curriculum that caters for each boy's passions and needs, in partnership with parents.
- 1.2 Articulate and progress Wellesley's unique blend of personalised, holistic, future-focused teaching and learning for each boy in partnership with parents, boys and teachers.
- 1.3 Empower teachers as agents of their own professionalism and learning, who utilise their talents, learning and development to bring out the best in each boy.
- 1.4 Enrich the Science, Technology, Engineering and Maths (STEM) curriculum and resources.
- 1.5 Sustain and strengthen the specialist teaching and learning opportunities with a priority on science, languages and the arts.
- 1.6 Advance the use of interactive technology in flexible classrooms and remotely, so that boys are skilled, adaptive and focused users of connectivity.

#### Measures and Indicators

Indicators and metrics are established to measure and report on each boy's development and results; and on teachers' development and results.

Parents' surveys give increasingly high ratings to: their boy's personalised learning and development; STEM subjects; specialist curriculum and their use of the digital environment.

Predominate reasons for enrolling at Wellesley are: its unique educational approach, professionalism of teachers and its special character.

Wellesley attracts the best teachers by having excellent resources, conditions and an environment that promotes our vision, mission and values.

### 2.

Grow new educational opportunities, while enhancing our values and special character.

#### Priority strategies to achieve this goal:

- 2.1 Develop effective communication, marketing and engagement plans and processes to ensure a wider diversity of families are attracted to Wellesley. Fundraise for future proofing the school in collaboration with the Foundation.
- 2.2 Strengthen and expand leadership development for our boys; social and resilience programmes for staff, boys and parents.
- 2.3 Develop an interactive technology portal for parents so they are an active part in their son's learning. Provide parents with opportunities to develop their own technological capability to work with their son on new technologies of learning.
- 2.4 Acquire a technology platform that supports the Wellesley way of teaching and learning and its communication needs.
- 2.5 Investigate the establishment of, or relationship with, an outdoor centre as a resource for leadership and experiential learning without technology. Explore sharing this resource with diocesan schools and communities.

#### Measures and Indicators

Increased diversity of families enrolled in Wellesley.

Success indicators and measures are set and used for leadership development; social and resilience programmes and pastoral care.

High on-line engagement metrics and satisfaction with new interactive technologies, from boys, parents and teachers.

Increased support for the Wellesley Foundation's fundraising efforts.

## STRATEGIC GOALS FOR WELLESLEY 2016 - 2025

### 3.

Cultivate an engaged, enterprising school community, developing new relationships and collaborations to benefit Wellesley's mission.

#### Priority strategies to achieve this goal:

- 3.1** Create welcoming, effective induction processes for teachers, boys and parents so that each new teacher, boy and family quickly feels part of the Wellesley community.
- 3.2** Plan and provide high quality opportunities for engagement, contribution and leadership by parents, the school's friends and stakeholders; all for mutual benefit.
- 3.3** Strengthen and celebrate alumni relationships between each other and the school, increasing alumni contributions to the school's development. Foster old boys' learning exchanges with current boys.
- 3.4** Establish long term, genuine partnerships with communities and/or voluntary organisations to enrich the boys' and school's experiences of service; generosity and the Anglican ethos.
- 3.5** Extend Wellesley's collaborations with local, national, international schools, researchers, educational expertise for the benefit of the school community.

#### Measures and Indicators

Communication with new boys, parents and teachers indicate they feel part of Wellesley, soon after joining.

Parents and other stakeholders report positively on their engagements and contributions to the school, and that their skills and talents are well utilised.

Alumni actively contribute to the school through a variety of means, measured by interactions on line, with current boys, at events and giving to the school.

Establish partnerships with the local, parent and business community.

Increased awareness by staff of national and international research.

### 4.

Sustain and enrich Wellesley's unique learning environment: assets, staff and our school culture.

#### Priority strategies to achieve this goal:

- 4.1** Plan, invest and upgrade the physical assets of the school, with the next priority being the pool facilities. Include plans for innovative ways to extend the use of the school's environment by the wider community, for mutual benefit.
- 4.2** Build the capability of each staff member and the capacity of the whole team, to enact the school's mission each day.
- 4.3** Embed Wellesley's values and culture by displaying these in: leaders' and staff's actions; teaching and learning; performance reviews, recognition and awards; and in communications.
- 4.4** Plan for and foster Wellesley as a healthy, environmentally-friendly school: mindsets; practices and curriculum including healthy food; waste recycling; and energy use.
- 4.5** Sustain an optimal financial model for ensuring the school meets its vision and mission.

#### Measures and Indicators

High use and satisfaction with Wellesley's physical assets by boys; teachers, and the wider community.

Development of a Master Plan with priorities for the built environment.

Wellesley creates metrics and then measures the benefits of environmentally-friendly practices; and gains recognition for its practices.

Wellesley's financial model is sustainable; the fee structure is accepted as appropriate for the value received.