



Kingswood College

Creating the future of education:

Towards 2025

 **Kingswood**College

Where potential soars

'Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can.'

Founder of Kingswood College, United Kingdom



Creating the future of education

The Kingswood College Council is proud to present our Strategic Plan *Creating the future of education: Towards 2025*.

This Plan is a strategic navigation that ensures the pieces are in place for a contemporary and vibrant approach to Kingswood College's education delivery in a mid- and post-pandemic world. Our approach enables our students to thrive in the complex, evolving, 21st century environment; where graduates achieve their personal best and leave the College better prepared for every aspect of their future life.

In the lifespan of this Plan, the world will be living, learning and working in the shadow of a global pandemic environment, one that has caused dramatic and unprecedented social and technological change and disruption.

This means that educators need to and will think differently. As a society locally, nationally and globally, we need to ReThink education and how best to prepare our students for a largely unknown future. Fortunately, Kingswood College has long accepted the challenge of thinking about the future, and this Strategic Plan continues the journey.

By building on our heritage, and continuing the College's development over the last ten years of relentless evolution, we will provide students with the foundational, emotional and higher order thinking skills to prepare them for life beyond the College gates.

At its very heart, the narrative of a Kingswood College education remains unchanged. It is a school that embraces holistic education and is deeply committed to the wellbeing of each individual.

Founded on a philosophy of responsive and futures-focused education, the history of Kingswood College tells us of challenges, changes and a courageous 'can-do' attitude. In this rapid-pace world, it is reassuring to know that Kingswood College's founding goals continue to be at the core of its future.



Campbell Chambers
Chair, Kingswood College
Council

Building on our success

Kingswood College will build on our success over the last five years, having met the Key Performance Measures set in the previous strategic plan *Education at Kingswood College: the future 2015 – 2020*, including:

Full implementation of our Model for Learning.

Implementation of the LATTICE framework.

Accreditation as an authorised provider of the International Baccalaureate Primary Years Programme.

Implementation of a global Community Based Learning experience.

Increased collaboration with the wider community.

A level of enrolment that allows for each student to be known.

Recognition as a school valued for wellbeing and nurturing students.

A reputation as a school characterised by innovation, collaboration and engagement.

Who we are



We are committed to holistic education

Throughout our long history the notion of wellbeing has always been at the heart of the College ethos, curriculum and programs – well before it became the latest buzz word.

At the heart of a Kingswood College education is the wellbeing of every student – their mind, body, heart and spirit. We know that students learn best when they feel safe, valued and challenged.



We are inclusive

Every student matters, every day. Every student in the College is known and valued for who they are and their individual skills and talents. They are empowered to use their strengths to address their personal challenges as well as those in our wider world.

We celebrate the individual, embrace diversity, and welcome all students to our community. Ours truly is a genuine community where everyone – students, staff and families – belongs.



Innovation is in our DNA

Innovation is all about doing things in new or different ways. Our students live in a fast-changing, borderless world – so they need a contemporary, futures focused education.

Since our humble beginnings, the College has been an innovator in delivering a contemporary education enabling students to be better prepared for life.



We are a challenger

Unencumbered by expectations of what a school should be, at Kingswood College we are free and encouraged to think and do things differently.

Unafraid, we make brave decisions and challenge outdated notions of schooling and outdated ways of thinking.

We will continue to create more flexible and innovative ways of learning, so that our students are well placed to adapt to an ever-changing world.

Our Future Learning model ensures that every graduate leaves school as a true citizen of the world - generous, creative and curious – and better prepared to create the future in their own way.

Kingswood College Vision

'To be a world class school known for our innovation, collaboration and engagement; where our students' potential soars because we nurture and challenge them to know themselves and achieve their personal best as global citizens.'

Mission: Educating you to be your best self.



How we will achieve our vision

Our four guiding frameworks – our Model for Learning, Jigsaw for a World Class School, LATTICE framework and My Learning Journey – are our blueprint for developing a world class education.

Interweaving through these four frameworks is our deep commitment to the concepts of Innovation, Collaboration and Engagement.

Model for Learning

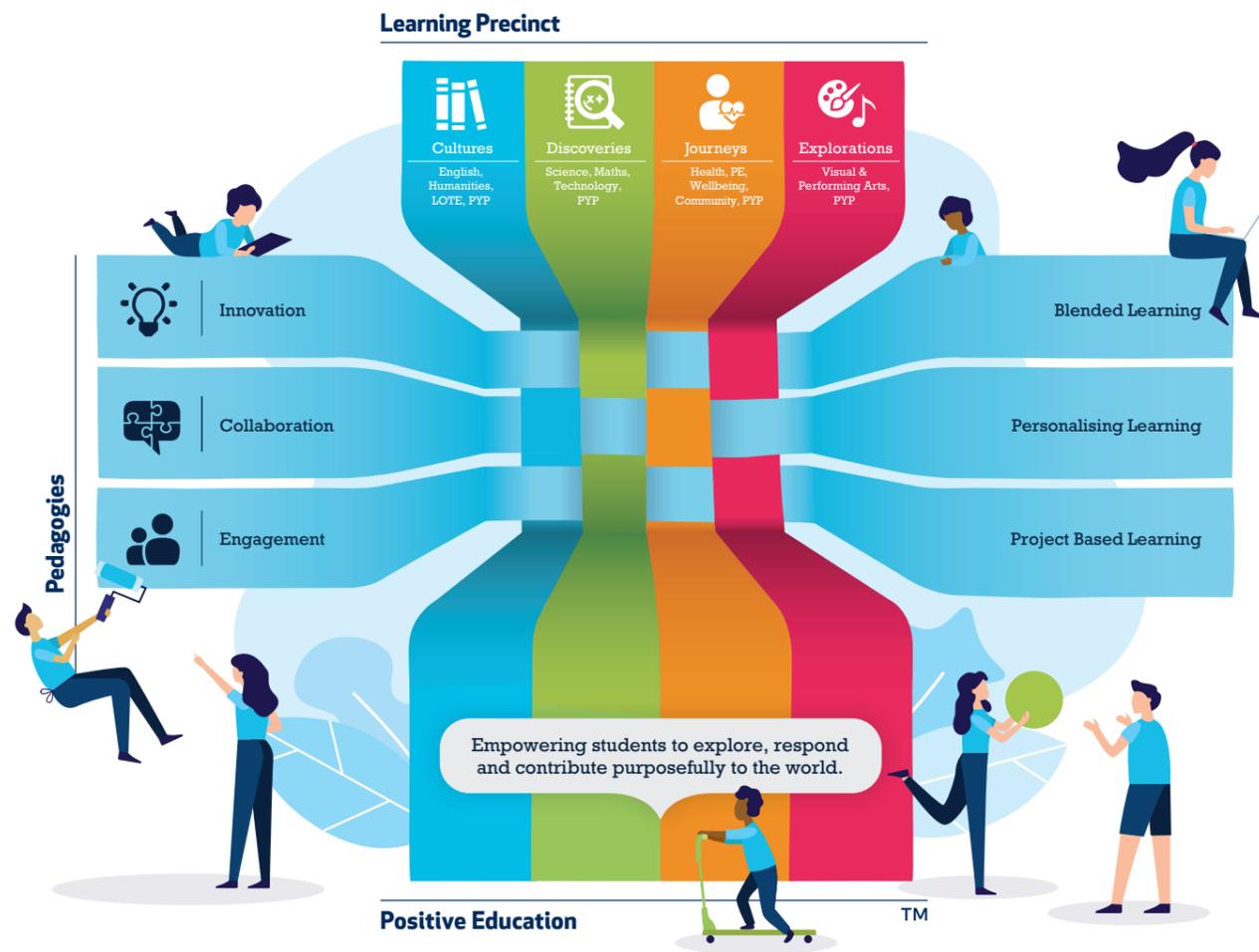
Kingswood College exists to provide students with a values-based, holistic and futures-focused education. Key learning initiatives are designed to instill respect, integrity, compassion and responsibility in every student as we educate their mind, body, heart and spirit.





LATTICE framework

The Learning And Teaching Through Innovation, Collaboration, Engagement (LATTICE) framework demonstrates how Kingswood College's learning program has evolved and will continue to develop to evolve student learning. LATTICE is the curriculum framework that is shaping the College's distinctive position as a leader in educating young people for the future rather than the past.



Innovation

The spirit of innovation lives in learning to think about the world in new ways; about making changes in order to improve outcomes. It's more than just improving education – it's about re-thinking goals and re-designing practices. Innovation can foster a learning environment that challenges, inspires and prepares.

Innovation is also about educational initiatives that promote flexible and engaging learning environments within the context of 21st century learning skills. Blended learning experiences – face to face and online – support students to learn in ways that prepare them for a dramatically different future. At Kingswood College innovation is lived through our:

- ways of thinking – creativity, critical thinking, problem solving and decision-making
- ways of working – communication, collaboration and teamwork
- tools for working – information literacy and digital fluency
- tools for living – focus on local, national and global citizenship
- ways of being – exercising wisdom and judgement



Collaboration

The future depends on humanity's capacity to collaborate deeply and respectfully to address the complex global challenges of our time.

Collaboration involves harnessing the energies and passions of our staff and students to achieve outcomes that would not be possible if they operated alone. It is the lifeblood of the evolution of our learning programs and is at the heart of our partnerships within and beyond the College gates.

Collaboration is a powerful tool that shares wisdom, solves problems and helps build a community of caring learners.

Through actively working towards common goals and meaningful partnerships, collaboration creates an environment that maximises our students' individual and collective potential.



Engagement

We take pride in really getting to know each student individually and providing personalised programs and pathways that support and improve their learning experience.

Engagement is more than just capturing our students' attention – it involves capturing their curiosity, enthusiasm, passion and purpose.

Engagement creates a culture of achievement and personal best, that inspires our students today and empowers them to tackle tomorrow. By winning their hearts and minds, we enable students to thrive, giving them freedom and confidence to follow their own pathway to a future they're creating.



My Learning Journey

My Learning Journey is a visual representation of an individual's learning and personal journey and the intersection between the individual, their communities and their place in the wider world. It clearly demonstrates that we learn for a purpose – to improve ourselves, and to use our talents to make a contribution to the world around us.



Jigsaw for a World Class School

Kingswood College has developed the Jigsaw for a World Class School. It informs our approach to delivering our Model for Learning. To do so, key supports or jigsaw pieces must be in place:

- Holistic, Broad Student-centred Learning
- Quality Staff
- Strong Community Engagement
- Desirable Work and Learning Environment
- Appropriate Facilities and Resources
- Sustainable Business Operations



Holistic, Broad, Student-centred Learning



Strategic directions

ReThinking education

- Developed from extensive research, our Future Learning model promotes new approaches to deeper learning by expanding traditional classroom structures with collaborative, project-based learning.
- Future Learning promotes an array of cross-curricular skills and focuses on developing high quality relationships between students and teachers.
- Teachers will both facilitate and mentor students, closely monitoring and promoting the progress and personal growth of every individual.

Future ready learners

- Students are challenged to apply their learning to the problems of our time and the issues they feel passionate about through the Primary Years Programme (PYP) in Junior School; Global Citizens Program (GCP) in Middle School; and our personalised pathways through Senior School. This shows young people their power to make a difference in the world and encourages them to develop their talents for good.

- Future Learning provides students with opportunities to think differently, critique, analyse, question and explore the world around them, to ensure they are well-rounded with a true sense of self and purpose in life.
- Create opportunities for all students to choose their pathway and finish school as true citizens of the world – generous, creative and curious – ready to create a better future in their own way.
- Our world needs graduates who are better prepared for life and all its rewards and challenges.

Holistic wellbeing

- Supportive programs that foster the positive wellbeing of students including their mind, body, heart and spirit.
- Implementation of an activewear wardrobe that provides choices, improves comfort and removes barriers to physical activity.
- An enhanced focus on healthy eating and lifestyle.
- A reimagined timetable that embeds daily physical activity for all students.
- Fostering productive long-term partnership between the College, students and families.

Key initiatives

The Imaginarium - Early Learning Centre

- Development and construction of a new purpose built educational facility for early learning.
- Capacity to increase student enrolments with more places available.
- Opportunity to provide new programs for younger students such as Play Group for 2-year olds.
- Implementation of a flexible '48/52' long day structure for students, providing a more affordable early learning program for families.
- Ongoing evolution of an outstanding Early Childhood education program that reflects staff expertise in early years pedagogy and maintains the centre's exceptional rating as 'exceeding expectations' in all seven areas.

The Discovery Centre - Junior School

- Ongoing evolution and implementation of an exemplary Primary Years Programme.
- Implementation of the recommendations of the International Baccalaureate Primary Years Programme (IB PYP) Evaluation visit in 2020.
- An even sharper focus on enabling students to shape, direct and apply their learning.
- Development of the outdoor learning environment to extend learning experiences outside the classroom walls.
- Student centred education that balances explicit and inquiry-based learning through the PYP.
- Evolution of the continuous learning journey and transition programs that students experience as they move from the Early Learning Centre to Junior School; from Prep as they move from one year to the next; and from Year 6 into the Middle School.
- Preparation for the five-year IB PYP Evaluation in 2025.

The Global Village - Middle School

- Revitalise the Middle School as a three-year program, Years 7 – 9, from July 2021.
- Development and implementation of the Global Citizens Program and Global Citizens Experience sequence into Years 7, 8 and 9.
- Work with students to develop challenging learning experiences that enable them to discover their passions and talents and apply them in the world.
- Evolution of a Middle School student leadership program culminating in Year 9.
- Effective integration of Melbourne Indigenous Transition School (MITS) graduates into Middle School learning and culture.

The Runway - Senior School

- Integration of Year 10 into the Senior School culture and programs.
- Implementation of personalised pathways through Senior School and beyond for every student.
- Development of our wellbeing agenda to support young people caring for themselves and each other.
- Independent, confident learners who are challenging themselves to achieve their personal best.
- Implementation of senior secondary learning approaches, including Harkness Table and blended learning.
- Improved Victorian Certificate of Education (VCE) outcomes.

**RETHINK
EDUCATION**

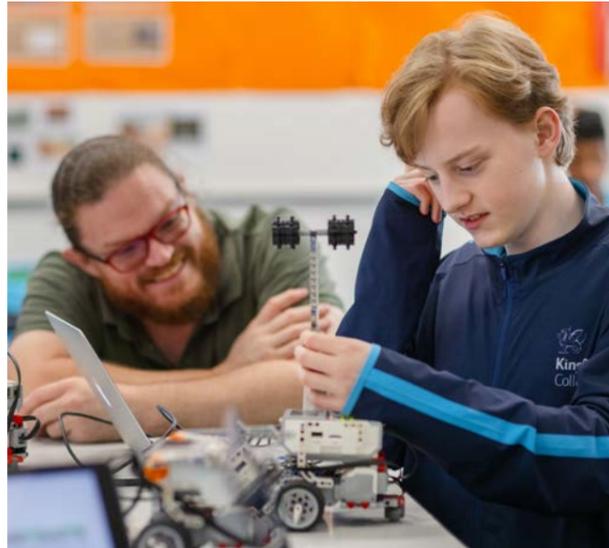


Quality Staff

Strategic
Direction 2

Strategic directions

- To attract, develop, retain, recognise and reward a talented force of teachers and allied educators.
- Implementation of My Learning Journey, to promote staff development and self-initiated opportunities for professional growth.
- To grow collective capacity through high quality professional learning programs including the College annual staff conference.
- To increase participation in structured mentoring programs for staff.
- Opportunities to build leadership capacity and contribute to improving education locally, nationally and globally, through higher degree study, collaborations and presentations at conferences



Strong Community Engagement

Strategic
Direction 3

Strategic directions

- Further developing and strengthening a distinctive and recognisable Kingswood College brand that clearly articulates and promotes the College's world class programs and contemporary approach to 21st Century education.
- An increased focus on promoting Kingswood College's expertise in innovation, collaboration and engagement of students through programs such as the Global Citizens Program and Community Based Learning so that these become signature programs that are strongly associated with the College.
- Improving the College's reputation for academic outcomes underpinned by growth and personal best as part of the broader improvement strategy.
- Developing effective communication channels and engagement programs with prospective parents and their families, current students, current parents through the Parents and Friends Association (PFA) and Alumni so that they feel connected to the College and become willing and active advocates.
- Strengthening connections with our local community and organisations.
- Continue to connect with the range of Uniting Church communities.
- Engage a changing market:
 - include Mandarin translation in correspondence;
 - appointment of a Mandarin speaker in the Community Engagement team;
 - adopt Mandarin as our Junior School language and through increased teaching time, embed it in our learning program.
- A strong enrolment moving towards a double-stream in Junior School.
- Exploration of engagement with one or more Indigenous communities to promote understanding and reconciliation



Sustainable Business Operations

Strategic
Direction 4

Strategic directions

- Further developing the College's operations so that they are sustainable and underpinned by a robust business plan.
- Sound and ethical governance with a commitment to best practice and innovation.
- Continuous improvement in financial processes for increased efficiencies.
- Focus on delivering sound financial performance to invest in infrastructure that is consistent with the masterplan
- A commitment to become more affordable for families in our community.



Appropriate Facilities and Resources

Strategic directions

Development and implementation of the College's Master Plan including:

- Construction of a purpose built early years centre to allow for the expansion of Kindergarten and Pre Prep programs and implementation of a '48/52' long day structure.
- Planning and construction of a Centre for Purposeful Living in partnership with the Surrey Hills Uniting Church.
- Consideration given to expanding the Junior School towards a double stream at each year level.
- Redevelopment of the Middle School Global Village.
- Renovation of Senior School to enable new modes of teaching and learning.
- Revitalisation of the street frontage onto Station Street.
- Continued development of outdoor spaces for learning, gathering and recreation.

- 1 Learning areas to improve connectivity between spaces & open to outdoors.
- 2 Existing Library area to be refurbished & reconfigured to create improved connectivity between spaces & into courtyard.
- 3 Enhance Multi-Purpose/Music space connection to courtyard.
- 4 Proposed two x two class modules to enable growth to two stream.
- 5 Proposed permanent replacement art room.
- 6 Extended staff space to include resource & planning area.
- 7 Replacement/ new build Prep & Yr1, located over the existing ELC planned for demolition.
- 8 New Early Learning Centre & associated outdoor play areas.
- 9 Proposal to relocate facilities maintenance behind the Sports Centre.
- 10 Activate the 'forest' area, by introducing nodal activities, i.e. environmental area, outdoor learning space, BBQ, etc.
- 11 Sculpt embankment and form terraced seating.
- 12 Potential pavilion change and viewing deck for College & community use.
- 13 Extended sports centre or improved outdoor courts.
- 14 Relocated Facilities Maintenance sheds.
- 15 Proposed Centre for Purposeful Living, provides a 'special place' for worship and wellbeing.
- 16 Proposed buildings and landscape designed to enhance the College's street presence and identity.
- 17 Potential re-purposed for relocated Library & IT.
- 18 Proposed outdoor hard playcourts/synthetic play area.
- 19 New toilet provision.
- 20 Proposed two storey Senior School learning building addressing Station Street as a celebration of the KWC learning.
- 21 Proposed creative arts building located adjacent to the existing Technology Centre. Creating an arts precinct.
- 22 Removal of current Yr9 Centre to create additional open space - potential kitchen garden and arts courtyard.
- 23 Improved Middle School arrival experience, including upgraded toilets.
- 24 Proposed relocation of art studios to enable Yr8 lounge and collaboration space to open out into landscape courtyard.



Desirable Work and Learning Environment

Strategic
Direction 6

Strategic directions

- Promotion of our College culture that enables all our people to Belong, Thrive and Achieve.
- Provision of programs and facilities that support the wellbeing of the mind, body, heart and spirit of all members of the community.
- Creation of a learning and working environment that inspires all our people to do all the good they can.
- Support opportunities to encourage lifelong learning for all members of our community.
- Continue to provide access to contemporary technologies that improve learning experiences, and support greater flexibility for remote learning.
- Foster an organisational culture that promotes personal best.
- Embed daily physical activity for all students, to support their wellbeing and their learning.
- Implementation of a contemporary wardrobe with activewear, so that students are always ready to engage in physical activity.



The Kingswood College offer

Kingswood College students Belong, Thrive and Achieve.

Belonging to a community – being a part of something great.

A place where every student is known and valued for their unique gifts and talents.

A school with heart. Each student is supported to be their best self and achieve their personal best. Educating you to be your best self.

Kingswood College graduates leave school wiser, more generous and even more curious and creative, so that they can use their talents for the good of the wider world.

Our commitment

Kingswood College is a world-class school focused on enabling our students to make a positive difference in the world.

We are committed to creating the future of education by giving students the skills, experiences and knowledge they need to go out into the world with confidence.

Our students are future-ready by taking their learning beyond the confines of the traditional classroom, introducing them to new ways of learning and thinking, and growing their minds and hearts to be compassionate citizens of the world.





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