



# Strategic *Plan*

Kingsway Christian College  
2025–2027



Where Learning  
Comes to *Life*





**We are pleased to present the preliminary strategic plan content emerging from the KCEA Board's Strategic Planning Retreat held in June 2024. This document serves to clarify and articulate crucial foundational statements and initial strategic thinking that will guide Kingsway through the strategic cycle from 2025 to 2027.**



---

## Mission

At the heart of Kingsway, our mission encompasses our primary purpose and enduring commitment as a Christian institution.

## Values

These are the immutable core principles that sculpt the culture of our College, embodying what is truly important to us.

## Vision

This encapsulates our aspiration for the future; a vivid depiction of what we aim to achieve as a faith-based educational community.

These pivotal elements have not changed and remain at the forefront of our strategic planning and decision-making processes, ensuring alignment and focus as we move forward.

## Strategic Priorities

Identified key focus areas deemed essential for mission and vision realisation over the next three years.

## Strategic Intent

A concise overview of what we intend to focus on and achieve for each of the strategic priorities.

## Strategic Initiatives

Essential actions and strategies designed to enable significant progress of each priority.

## Success Measures

The aspirational targets that we aim to gauge both the health and progress of each strategic priority.



Our *Mission* —

*Empowering and  
equipping students  
for life through  
Christ-centred  
education.*

# Our *Values* —

## Transformation

We are committed to personal transformation and becoming more Christ-like in all we do.

*(Romans 12:2; Ephesians 4:22-24)*

## Service

We are committed to the service of others as modelled by Christ.

*(Luke 22:27; Romans 12:10-11)*

## Collaboration

We are committed to working together in achieving our mission.

*(Ecclesiastes 4:9; 1 Corinthians 12:14)*

## Holistic

We are committed to the holistic development of our students, staff and our community.

*(1 Thessalonians 5:23; Ephesians 4:15-16)*

## Relationships

We are committed to developing authentic and supportive relationships.

*(Mark 12:31; Proverbs 17:17)*

## Integrity

We are committed to knowing and doing what is right and behaving in a way that sets an example for the community around us.

*(Proverbs 11:3; Colossians 3:23)*





# Our Vision

**In this vision, we are a school built on strong Christian foundation where there is community that teaches students what it means to bring “God's kingdom on earth”. We are not driven by society but renowned for placing Jesus at the centre of our College.**

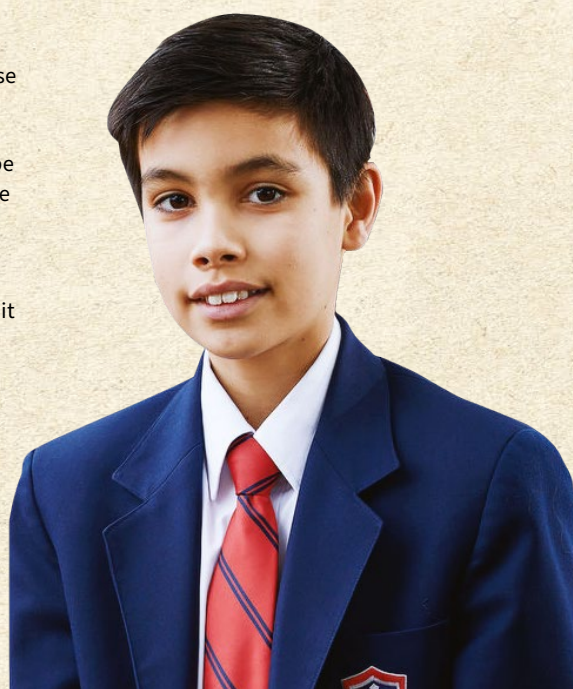
In this vision, our students are excelling in their education because they are supported and nurtured individually, because they strive for excellence and develop their character. Our students leave our College with a sense of optimism about the future and what God is calling them to. Our students go into the world and serve to the best of their ability in whatever capacity they find themselves, reflecting the values of the College throughout their life.

In this vision, our staff come to life when working here, they are committed to academic excellence and continuously improving their skills and gifts. Our staff are supported and resourced to collaborate together and go above and beyond to bring out the best in themselves and those around them.

In this vision, we have created a landscape that utilises its physical assets to enhance learning and development, where our technology and infrastructure supports creativity and innovation, where young minds are set free to see the world for all it can be.

In this vision, our community recognises that it is stronger when it works together and is unified in its mission and focus; our community celebrates and finds strength in its diversity because its mission is bigger than any one personality. Our families are excited to be part of the College; they are actively serving and contributing to make a difference. Our College thrives on bringing out the best in its people who go on to influence the world around, for the glory of God.

In this vision, we are Kingsway Christian College.





2025-2027

# Priorities





# Staff and Student Wellbeing

## Strategic Intent

We are committing to Staff and Student Wellbeing by enhancing support structures and professional growth opportunities for staff, monitored through regular wellbeing assessments and increased engagement in extracurricular activities for students' holistic development.

### Strategic Initiatives

- Develop and implement a psychosocial hazards management plan (including resource allocation)
- Professional development planning for staff wellbeing, leveraging internal and external resources
- Review and improve the staff induction approach and processes to set staff up for success
- Develop and publish a staff benefits overview as a recruitment and retention tool
- Review what is defined and expected of a full-time teacher loading, including ongoing monitoring and management
- Further develop outdoor spaces for students
- Development of a Secondary Pastoral Hub
- Development of a Student Wellbeing Framework

### Success Measures

- Improvements in results from wellbeing surveys conducted with staff each semester / term / month
- Improvements in results from wellbeing surveys conducted with students each semester / term / month
- Establish a mechanism to monitor student engagement in extracurricular activities, including ability to capture longitudinal data
- Improve/maintain staff turnover as a proportion of time of service





# Expressing our *Christian Identity*

## Strategic Intent

We are committing to solidifying and expressing our Christian Identity through 'Uniquely Kingsway', integrating it across policies, curriculum and the broader community, while ensuring continuous professional development and stakeholder engagement to embody our core values in all aspects of the College.

## Strategic Initiatives

- ★ Review Uniquely Kingsway against existing policies, procedures, and handbooks

## Success Measures

- ★ Clearly defined Kingsway's Christian Identity through the development and approval of Uniquely Kingsway
- ★ All staff completed professional development in Uniquely Kingsway
- ★ Attain > 70% positive feedback from parents and staff through annual survey on Kingsway's Christian identity





# Student Learning

## Strategic Intent

We are committing to enhancing Student Learning by implementing a robust strategy and focused professional development to align educational practices across all levels, aimed at reducing intervention needs and improving academic outcomes for every student.

### Strategic Initiatives

- ★ Develop a learning support strategy for staff to improve differentiation
- ★ Teacher training and development including expectations on learning support and differentiation (Learning Diversity Policy)
- ★ Greater alignment between Primary and Secondary learning support

### Success Measures

- ★ All teachers and Education Assistants complete professional development in learning and support
- ★ Monitor progress of students receiving E grades as part of ESC process
- ★ Above 95% of students pass OLNA
- ★ A benchmark established to determine the acceptable level of student achievement across each year group, reporting and monitoring through ESC process





# Communication *and Engagement*

## Strategic Intent

We are committing to revitalising Communication and Engagement by refining our communication strategies, developing a change management methodology and fostering inclusive dialogue, ensuring every member of our community feels informed, involved and integral to our collective success as reflected in annual survey feedback.

### Strategic Initiatives

- Develop a Kingsway change management methodology that includes greater communication and engagement of staff and parents
- Review and refine the College-wide communication strategy
- Introduce staff 'yarning circles' for greater engagement around decision-making
- Develop alumni connections and engagement in the College

### Success Measures

- Achieve a minimum of 70% in parent level of satisfaction with communication and engagement through annual surveys
- Achieve a minimum of 80% in staff level of satisfaction with communication and engagement through annual surveys
- Develop a metric to measure alumni engagement





# Strategy On A Page 2025 - 2027



Our <i>Mission</i> — Empowering and equipping students for life through Christ-centred education			
Priority	Strategic Intent	Success Measures	Strategic Initiatives
Staff and Student Wellbeing	We are committing to Staff and Student Wellbeing by enhancing support structures and professional growth opportunities for staff, monitored through regular wellbeing assessments and increased engagement in extracurricular activities for students’ holistic development.	<ul style="list-style-type: none"><li>Improvements in results from wellbeing surveys conducted with staff each semester / term / month.</li><li>Improvements in results from wellbeing surveys conducted with students each semester / term / month.</li><li>Establish a mechanism to monitor student engagement in extracurricular activities, including ability to capture longitudinal data.</li><li>Improve/maintain staff turnover as a proportion of time of service.</li></ul>	1. Develop and implement a psychosocial hazards management plan (including resource allocation).
			2. Professional development planning for staff wellbeing, leveraging internal and external resources.
			3. Review and improve the staff induction approach and processes to set staff up for success.
			4. Develop and publish a staff benefits overview as a recruitment and retention tool.
			5. Review what is defined and expected of a full-time teacher loading, including ongoing monitoring and management.
			6. Further develop outdoor spaces for students.
			7. Development of a Secondary Pastoral Hub.
			8. Development of a Student Wellbeing Framework.
Expressing our Christian Identity	We are committing to solidifying and expressing our Christian Identity through 'Uniquely Kingsway', integrating it across policies, curriculum and the broader community, while ensuring continuous professional development and stakeholder engagement to embody our core values in all aspects of the College.	<ul style="list-style-type: none"><li>Clearly defined Kingsway’s Christian identity through the development and approval of Uniquely Kingsway.</li><li>All staff completed professional development in Uniquely Kingsway.</li><li>Attain &gt;70% positive feedback from parents and staff through annual survey on Kingsway’s Christian identity.</li></ul>	9. Review Uniquely Kingsway against existing policies, procedures and handbooks .
Student Learning	We are committing to enhancing Student Learning by implementing a robust strategy and focused professional development to align educational practices across all levels, aimed at reducing intervention needs and improving academic outcomes for every student.	<ul style="list-style-type: none"><li>All teachers and Education Assistants complete professional development in learning and support.</li><li>Awareness and monitoring of students receiving E grades as part of ESC process.</li><li>Above 95% of students pass OLNA.</li><li>A benchmark established to determine the acceptable level of student achievement across each year group, reporting and monitoring through ESC process.</li></ul>	10. Develop a learning support strategy for staff to improve differentiation.
			11. Teacher training and development including expectations on learning and support and differentiation (Learning Diversity Policy).
			12. Greater alignment between Primary and Secondary learning support.
Communication and Engagement	We are committing to revitalising Communication and Engagement by refining our communication strategies, developing a change management methodology and fostering inclusive dialogue, ensuring every member of our community feels informed, involved and integral to our collective success as reflected in annual survey feedback.	<ul style="list-style-type: none"><li>Achieve a minimum of 70% in parent level of satisfaction with communication and engagement through annual surveys.</li><li>Achieve a minimum of 80% in staff level of satisfaction with communication and engagement through annual surveys.</li><li>Develop a metric to measure alumni engagement.</li></ul>	13. Develop a Kingsway change management methodology that includes greater communication and engagement of staff and parents.
			14. Review and refine the College-wide communication strategy.
			15. Introduce staff 'yarning circles' for greater engagement around decision-making.
			16. Develop alumni connections and engagement in the College.

Our <i>Values</i> — That underpin everything we do					
Collaboration	Holistic	Relationships	Integrity	Service	Transformation





# KINGSWAY

## CHRISTIAN COLLEGE

157 Kingsway, Darch  
Western Australia, 6065  
T: (+61 8) 9302 8777  
F: (+61 8) 9409 6179  
[Kingsway@kcc.wa.edu.au](mailto:Kingsway@kcc.wa.edu.au)  
[www.kingsway.wa.edu.au](http://www.kingsway.wa.edu.au)  
CRICOS Provider No: 01855M