



# Canterbury

## World Ready Strategic Direction 2020 – 2023

Canterbury College is an Anglican Kindy to Year 12 coeducational school serving the communities of Logan, the northern Gold Coast and southern Brisbane since 1987.



Our...

## Motto

Fortior Quo Paratior –  
The better prepared, the stronger.

## Vision

To inspire and nurture confident,  
optimistic and compassionate young  
people who are ready for the world.

## Aspiration

To be recognised nationally as  
a leading K-12 coeducational  
school, delivering holistic  
academic and co-curricular  
excellence within an  
inclusive culture which  
honours our Anglican  
heritage.

## Values

### Respect

Treat everyone with decency  
and kindness, regardless of their  
ethnicity, gender, culture or religion.

### Integrity

Be accountable for your decisions  
and earn trust by matching words  
with actions, even when nobody is  
watching.

### Community

Take pride in being part of  
something bigger than yourself.  
With parents, teachers, students  
and alumni joining together, we  
can achieve so much more.

### Scholarship

Commit to mastering the  
unfamiliar and the challenging.  
Seek to improve every day.

### Compassion

Choose forgiveness, demonstrate  
generosity and ‘take a walk in other  
people’s shoes.’

### Social Responsibility

Promote equality, justice, the voice  
of the marginalised and care for  
the environment.





# Looking forward, looking back

In 1987, Canterbury College was established by local Anglican Church parishioners to meet a need in the local education market: a faith-based coeducational pre-school to Year 12 school serving the then Albert and Logan Shires.

The College was founded with four overarching aims:

- » A caring, disciplined environment.
- » A sound, traditional academic emphasis.
- » A committed Christian environment.
- » A wide range of sporting, cultural and service activities.

Reverend Cichero in 1984 announced to the prospective new community: “students will receive the nurture, care and instruction which will enable them to realise their full potential, spiritually, mentally, physically and socially.”

In the decades that followed, Canterbury has continued to honour this commitment and has developed an approach to teaching and learning that values the development of the whole student.

As we look to the future, the development of the whole student has never been more important. The vision laid out in this Strategic Plan has as its singular focus, the blueprint for a successful holistic school education built on inclusivity and innovation.



# From the Chair of the Board

Canterbury College has successfully developed into a significant educational institution as a result of the commitment of the founders and successive governors of the College, the dedication and professionalism of five College Principals as well as staff and the enthusiasm of past and present students and their families.

The Strategic Direction 2020 - 2023 is based upon extensive work and comprehensive responses from the whole College community. Actions with timelines will be developed annually to ensure effective implementation and to respond to the changing educational world articulated by the Principal.

The Strategic Plan enables:

- » The College Board of Directors to lead and govern the College strategically;
- » Mr Walker as Principal to coordinate the production of operational plans which will initiate and evaluate the success of implemented strategies in each focus area;
- » The College Executive and staff to determine the most effective actions to be taken for implementing each strategy within the available;
- » Parents, students, Alumni and supporters of the College to understand the direction the College is taking so that they can participate and have increased involvement in the College and its future.

The Board looks forward to the next exciting phase for Canterbury College to support Mr Walker's vision for Canterbury graduates to be World Ready.

**Jeff Thomas**  
Chair of the Canterbury College Board of Directors

## Implementing the Strategic Direction 2020 – 2023

The Strategic Direction will be implemented in accordance with the following guiding principles:

- » Overseen by the Canterbury College Board;
- » Managed by the Principal and the College Executive;
- » Responsibility of all staff;
- » Realised through a collaborative approach involving staff, students and parents;
- » Implemented according to annual priorities.





# World Ready.

If our young people are graduating into a world undergoing unprecedented disruption and volatility, what needs to be different about their school education? What do they need to learn about? How do they need to be taught? What experiences outside of the classroom do they need?

As a modern Anglican school, how do we build attitudes and dispositions in our young people that align to our Christian values of social justice, forgiveness, kindness and compassion?

A **VUCA** world [volatile, uncertain, complex, ambiguous] is a reality for our students. Being world ready doesn't just mean being tech-savvy. It is not necessarily the possession of a particular base of knowledge or skills.

It means an ability to be confident, compassionate and optimistic whilst enduring setbacks, roadblocks or inequity. It means a collaborative mindset. More than anything else, it means a desire to solve problems and be part of the solution.

The world's big problems will not be solved easily or with single strategies. They will be solved by bold innovation, courageous advocacy and principled leadership. A Canterbury education delivers an outstanding academic and co-curricular experience, but it also represents an opportunity for our young people to gain experience as innovators, advocates and servant-leaders.

Our aspiration is for each Canterbury graduate to be, in a multitude of different ways, World Ready.

The six pillars of this Strategic Plan will help us achieve our ambition.

**Daniel Walker**  
Principal and Chief Executive Officer



## Strategic Pillars



**Student Programs**



**People and Culture**



**Student Development**



**Engagement**



**Sustainability**



**Operations and Infrastructure**





# Student Programs

By 2023, Canterbury will:

## Distinctive Curriculum

Offer and be known for, the widest offering of academic subjects of any school in Queensland.

## Feedback, reporting and tracking

Track the achievement of every student throughout the year and provide a responsive and innovative continuous reporting platform for parents and students.

## Instructional framework

Use a research-based framework which promotes thinking and academic resilience, to inform classroom instruction.

## Sport Academy

Nurture high performance in a select range of targeted sports through the Sports Academy.

## Arts Academy

Review and reposition the Arts Academy to focus on areas of strategic advantage.

## Entrepreneurship pathway

Deliver a cohesive approach to entrepreneurship education which culminates in a viable 'third pathway' to complement academic and vocational streams.





# Student Development

By 2023, Canterbury will:

## House system

Embed the six Houses as the critical component of the pastoral and wellbeing system in the Secondary School.

## Wellbeing blueprint

Support the overall wellbeing of all students by mapping individual student development across all domains of the Wellbeing blueprint.

## Academic resilience

Deliver a study skills and academic resilience program which responds to the changing nature of assessment in Queensland.

## Service and social justice

Entrench a refreshed array of justice and community service partnerships linked to our Anglican values, emphasising transformational service.

## Leadership and adventure

Implement a new framework of 'adventure learning' which challenges students and builds grit, independence and interdependence.

## Spiritual development

Expand the range and context of worship opportunities, whilst ensuring relevance and responsiveness to our community.



Introducing the  
6 House System





# Sustainability

By 2023, Canterbury will:

## Plastic

Eliminate 50% of single use plastics from College operations and purchasing procedures.

## Recycling

Implement a successful paper, cardboard, can and bottle recycling program.

## Water

Collect and store a greater quantity of rain water, for use in grounds and ovals.

## Energy

Utilise solar generation to reduce the College energy consumption by 25% by 2023, working towards self-sufficiency by 2035.

## Master plan

Prepare a 20-year College Master Plan to revitalise the connections between indoor and outdoor spaces, as well as anticipate future priorities.

## Paddock to plate

Implement an integrated model of sustainable farming, food technology and hospitality from Kindy to Year 12.





# People and Culture

By 2023, Canterbury will:

## Teacher quality

Be an employer of first choice for Queensland's best and brightest teachers.

## Retention and attraction

Utilise an array of tactics to attract and retain talented staff, as well as improve leadership density.

## Mentoring and development

Use a coaching and mentoring model which nurtures early career teachers and motivates all teachers to continuously improve.

## Staff profiles and networks

Ensure Canterbury teachers, middle leaders and Executive staff have well-developed profiles through professional associations and national conferences.



**Pictured:** Miss Georgia Gibbons, Canterbury Junior School Teacher, 2019 recipient of The Educator Magazine's Rising Star Award.







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# Engagement

By 2023, Canterbury will:

## Logan City

Contribute as a powerful advocacy voice for Logan and its future strategy and maturity as a growing, diverse and dynamic city.

## Canterbury Alumni Network

Use the network of alumni to build a more powerful connection to Canterbury, its students and staff.

## Canterbury Parent Supporters Groups

Engage authentically with parents in their support of both the co-curricular program and the general life of the College.

## Canterbury Business Network

Be known for our active and dynamic network of business owners and operators, which build a strong sense of community.

## Round Square = Student exchanges and global partnerships

As a member of the Round Square alliance of schools, provide opportunities for students to collaborate with other students from around the world, in academic, outdoor education, service and leadership pursuits.





# Operations and Infrastructure

By 2023, Canterbury will:

## Financial prudence

Operate sustainably and within its means, whilst investing carefully in future programs and infrastructure which serve the best interests of students.

## Risk and compliance culture

Establish a clear and accountable culture of risk and compliance management.

## Canterbury Clubs

Operate a range of successful community sporting clubs, including Tennis, Swimming and Athletics in our world-class facilities.

## Canterbury “After-Hours”

Investigate the viability of offering Certificate level and other academic short courses in the evenings and during school holidays, to position the College as a true community hub.





# Continuous improvement

As well as implementing strategy which will position the College strongly, we commit to continuous improvement in the following areas of the College:

## Communication

- » **Website and app** – improving the flow of information to parents and students.
- » **Parent-teacher engagement**– meaningful opportunities for parents to be informed about academic progress.
- » **Calendar** – accurate, individualised calendar of events, assessment and key dates for each family.

## Co-curricular program

- » Coaching qualifications for all internal and external coaches, where possible.
- » Clarity and transparency around team and ensemble selection processes.
- » Effective leadership of all programs.
- » Canterbury+ programs run by industry professionals.

## Teaching and Learning

- » Training, mentoring and development of all teachers, regardless of experience.
- » Subject area experts in all Secondary classes.
- » Quality literacy and numeracy instruction for all students, across the curriculum.
- » Updates on progress and overall wellbeing through Heads of House (SS) and Academic Care Coordinators (JS).







# Canterbury College

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