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## Penrhos College

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Moderator, as visitor  
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Chairperson  
Deputy Chairperson  
Treasurer

Rev Steve Francis  
Meg Melville  
Paul Owen  
Prof Christopher Brook  
David Menarry

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### I. INTRODUCTION

In this report to Synod, we hope to give you an insight into the core shared beliefs we hold so firmly about the education of girls at Penrhos College, throughout the phases their development from the young child to the young adult. The early formulation of our vision began back in 2008 and continues to evolve today as we revisit and test the relevance and validity of those core shared beliefs. We have always placed our students at the very centre of all we do; they are the very reason for our existence. Our vision evolved out of the desire to inspire girls to become the best they can be, given their unique talents and gifts, so they go out into the world and make a positive

difference. In determining our purpose, we then needed to map out our strategy to realise this vision. From this, our four pillars of inspiration evolved:

- Inspirational Student Experiences: programs that engage, excite and challenge
- Inspirational Staff: educators with passion and deep understanding of their field of expertise
- Inspirational Environment: an environment that is nurturing, safe and welcoming to all
- Inspirational Community: a community that upholds our values, traditions and Christian ethos

The process adopted for strategic planning at Penrhos is in the following snapshot.

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### 2. STRATEGIC PLANNING 2008-2016

The Strategic Plan outlines the future direction for development of the College in student learning outcomes and is a collaboration between College Leadership Group and the College Council.

We plan through a cycle of Planning, Delivery and Evaluation of College priorities (externally and internally derived) that is reported to the Community through an annual report and is reflective of both Federal and State requirements and, of course, is based on our strategic directions. The National School Improvement Tool provides a framework for self-assessment of the plan.

The Strategic Directions of the College are reviewed every three years. This exercise involves joint meetings of the College Council and College Leadership Team, in workshops conducted by an external facilitator, where we explore questions such as: Does our vision still hold true?; What makes Penrhos a school of choice?; How do we upskill students for the 21st Century?; How do we balance compliance and innovation?

Simon Bowen, Rosscrae International, has worked with Penrhos College, as our facilitator, since 2008 to current day. The following gives a brief timeline of our strategic planning process:

#### 2.1 Stage I: 2008-2009

Workshops were held to explore and define:

- our commonly held core shared values
- our belief in the development of the whole person through mind, heart, body and spirit
- our strategic vision to inspire our students to their absolute personal best

These workshops resulted in:

- Our agreed values in respect, empathy, integrity, knowledge, growth, synergy. These values guide our actions and interactions with one another within our community and beyond and apply to students, staff and parents.
  - Our firm belief that education must nurture the mind, heart, body and spirit of the individual and all four parts must be in harmony if student learning is to be truly enhanced. Stephen Covey's "whole person paradigm" resonated well with us.
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- Our strong desire to deliver educational experiences that inspire our students which translated into our purpose, “to inspire girls to become extraordinary women, so they will go out into the world and use their unique talents and gifts to make a positive difference; “inspire” meaning to breathe life into; “extraordinary” meaning her personal best.”
- Our identification as to how this would be accomplished through inspirational student experiences, inspirational staff, inspirational environment and inspirational and enduring community.

## 2.2 Stage 2: 2010- 2012

Development, publication and distribution to our community of our key strategic documents:

- Core Shared Values
- Strategic Directions
- Phases of Development
- Annual Report

## 2.3 Stage 3: 2013- 2015

A collaborative workshop was held to test the strength and relevance of the Strategic Vision of the College, evaluate and update our action plans and refresh our documentation. The focus was to demonstrate the strategic plan as a continually evolving document founded in evidence, as to how we meet our vision through practice. This was shared with our community.

## 2.4 Stage 4: 2016

A series of collaborative workshops have been held from January to August to test the Strategic Vision of the College in the context of the changing economic environment in which we operate (enrolments, fee structure, cost centres, local competition from independent public schools, future funding). A more strategic focus this time around has been on costs and revenue and the future projected size of the College from 2017 to 2020.

## 3. PROPOSED EDUCATIONAL PRIORITIES FOR 2017

As at July 2016, the proposed priorities identified by the College Leadership Group (Academic Administration, Teaching and Learning, Pastoral Care) are as follows:

The Finance, Human Resources, ICT and Marketing implications of each of these priorities

are currently under discussion. Our final collaborative workshop with College Council and College Leadership will be held on August 4, facilitated by Simon Bowen. This will then be reported to the College community in our 2016 Annual Report.

WACE 2015/16 Courses (ongoing to 2018)	External compliance	Academic Talent Development Program 7-10 (new in 2017)	Inspirational Student Experiences
Western Australian Curriculum (ongoing to 2018)	External compliance	Elevate Program 7-10 (new in 2017)	Inspirational Student Experiences
Visible Learning - Learning Intentions (ongoing)	Inspirational Student Experiences Inspirational Staff	Amplify Program PK – 6 (new in 2017)	Inspirational Student Experiences
Visible Learning - Feedback (ongoing)	Inspirational Student Experiences Inspirational Staff	Will and Skill Program K-12 (new in 2017) Student Well-being 7-12 (new in 2017)	Inspirational Student Experiences
21st Century Learning Design (ongoing)	Inspirational Student Experiences	STEM (K-12) (ongoing)	Inspirational Student Experiences



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#### 4. IN CONCLUSION

2016 has been a busy year for Penrhos with the College undertaking Renewal of Registration and also developing the next phase of our Strategic Plan, 2017-2020.

Both Renewal of Registration and our strategic planning process are about continuous improvement in what we do and what we are able to deliver to our students in all areas of the College's operations.

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#### 5. REGISTRATION

Penrhos College underwent the process of Registration Renewal earlier this year. The approach taken by the Department of Education Services changed for 2016 and Penrhos was the first school to be reviewed under the risk-based approach; this was a new experience for us all!

Our last Registration Renewal took place in 2011 and our Leadership Group made the decision then to keep the registration standards on our school improvement agenda each year to ensure ongoing compliance and continual improvement.

The process of preparing the documentation for 2016 was very much a collaborative effort between the College Council, the College Leadership Group and staff contributions as required. Our staff and broader community were kept well informed of the process through staff briefings and in our Penrhos Community News.

We found the visit from the Renewal of Registration Panel to be a valuable two-way conversation; staff were able to engage knowledgeably with Panel Members' questions and we in turn gained some valuable feedback on policies from the Panel. We have recently been advised by the Director General, Department of Education Services, that the College has been granted the maximum period of 5 years Renewal of Registration, from 1 January, 2017 to 31 December, 2021. With the 2017 Standards just recently published, we will maintain our annual audit of policy, procedure and practice to ensure ongoing compliance and continual improvement.

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