



Moreton Bay Boys' College

Strategic Plan 2011– 2015

Vision

Moreton Bay Boys College strives to be a leading internationally minded school that offers its boys an innovative, broadly based educational experience. Our philosophy is built on the foundation of Christian values and aims to develop each boy's critical thinking; and individual abilities, equipping them with the skills necessary to be successful, productive and responsible global citizens.

Values

*Our school community incorporates the core values of:
Faith and integrity,
learning and engagement,
community,
sustainability;
and accountability, and these underpin everything we do.*

Critical Success Factors

Relevant and engaging curriculum
Quality of teaching practice
Quality of student care
High expectations of students
Enrolments to meet financial management
Prudent financial management
Professional leadership
Christian underpinnings
Positive relationships in the community
Increased resilience showed by boys and parents.

Competitive advantage

Student Care

Outdoor Education program

Environmental program

Commitment to supporting the individual

International Baccalaureate

The collective ability of Staff – their qualifications, age, enthusiasm, and skills

Relationship with MBC

Goals	Strategies
<p>For our Boys:</p> <ol style="list-style-type: none"> 1. MBBC provides a safe, happy and secure environment. 2. MBBC offers an integrated, innovative, relevant and engaging curriculum. 3. MBBC provides a range of opportunities and pathways that optimise successful development of the potential of each boy. 4. MBBC supports each boy to become a critical thinker. 	<p>MBBC will achieve these goals by:</p> <ul style="list-style-type: none"> ✓ Promoting the Christian foundation for life; ✓ Embedding MIRROR/IB learner profile in school culture; ✓ Consolidating IB programs; ✓ Extending academically gifted program; ✓ Developing further innovations in curriculum; ✓ Providing all students with a strong foundation in literacy and numeracy; ✓ Maintaining and improving our outdoor education program; ✓ Supporting growth of science as subject of choice; ✓ Maximising technological access; ✓ Further developing our environmental education program; ✓ Consolidating opportunities for service locally, nationally and internationally through development of service strategy; ✓ Developing student exchange program; ✓ Pursuing further co-educational opportunities with MBC; ✓ Maintaining different learning pathway options catering for an individual's interests and abilities; ✓ Raising the skill set for successful participation in a variety of co-curricular activities (academic, cultural, environmental, social, spiritual and sporting); ✓ Promoting our public speaking and debating program; ✓ Further developing the P-12 student care program; ✓ Consolidating opportunities for student leadership; ✓ Extending guidance and counselling services; ✓ Offering Spanish and Japanese to Year 12.

Goals	Strategies
	<ul style="list-style-type: none"> ✓ Developing the use of allied health professionals; ✓ Building relationships with tertiary education providers.
<p>For our Staff:</p> <ol style="list-style-type: none"> 1. MBBC will provide a supportive, respectful and innovative work environment for staff. 2. MBBC will recruit and retain well qualified teaching and support staff who identify with MBBC core values and goals and who strive to achieve excellence. 3. MBBC will create an environment where staff are able to demonstrate a range of academic, sporting, creative and other skills and interests. 4. MBBC will provide an environment where all staff can act as exemplar role models. 	<p>MBBC will achieve these goals by:</p> <ul style="list-style-type: none"> ✓ Providing professional leadership ✓ Maintaining an effective recruitment and retention strategy; ✓ Building areas of additional responsibility and opportunity for staff ✓ Ensuring staff skills and abilities are maximised and challenged; ✓ Increasing support for the professional development and learning of staff; ✓ Extending mentoring and coaching relationships that enhance staff skills; ✓ Reviewing and extending reward and recognition strategies; ✓ Maintaining and improving staff wellbeing program; ✓ Enhancing the performance appraisal system; ✓ Maintaining a culture of continuous learning and improvement; ✓ Ensuring that all staff engage with the vision, Christian charter, and operating principles of the College; ✓ Developing a staff exchange program; ✓ Fostering the development and implementation of 'new ideas'.
<p>With our Community:</p> <ol style="list-style-type: none"> 1. Contribute positively and meaningfully to the local, national and international community. 2. MBBC will provide opportunities for community involvement in the College. 3. MBBC will provide opportunities for alumni involvement in the 	<p>MBBC will achieve these goals by:</p> <ul style="list-style-type: none"> ✓ Consolidating opportunities for service locally, nationally and internationally through development of service strategy; ✓ Cementing current and developing new partnerships with community organisations; ✓ Cementing current and developing new partnerships with local sports clubs; ✓ Being highly visible in the community; ✓ Planning, establishing and delivering effective activities to support philanthropy for the College; ✓ Developing & promoting our business network;

Goals	Strategies
<p>College.</p>	<ul style="list-style-type: none"> ✓ Maintaining and (continuously) improving communication lines between Board, Principal, Parents, Community and MBC; ✓ Supporting and encouraging the Parents and Friends Association; ✓ Ensuring all members of the school are able to promote the benefits of MBBC to the wider community; ✓ Establishing an alumni association; ✓ Utilising the skills of parents and others in the local community to provide mentors for senior students; ✓ Engaging the parents of alumni to support the development of the College. ✓ Enabling community access to MBBC's facilities.
<p>For our Finances and Assets:</p> <ol style="list-style-type: none"> 1. Develop new masterplan. 2. Allocate appropriate funding to ensure sustainability. 3. From 2011, begin to pay down our borrowings. 	<p>MBBC will achieve these goals by:</p> <ul style="list-style-type: none"> ✓ Meeting our enrolment forecasts; ✓ Increasing our catchment area for enrolments ✓ Meeting all fiscal responsibilities; ✓ Maintaining an annual business plan; ✓ Maintaining a sustainable future financial model for MBBC; ✓ Building a trustworthy long term relationship with lenders and guarantor; ✓ Increasing our range of revenue streams; ✓ Maximising use of assets; ✓ Identifying options for infrastructure development that take into account our current and projected financial position; ✓ Planning, establishing and delivering effective activities to support philanthropy for the College; ✓ Enabling community access to MBBC's facilities; ✓ Investigating international students; ✓ Engaging the parents of alumni to support the development of the College.
<p>With Moreton Bay College</p> <ol style="list-style-type: none"> 1. Implement Memorandum Of Understanding 2. Meet our financial obligations 3. Become known as the Moreton 	<p>MBBC will achieve these goals by:</p> <ul style="list-style-type: none"> ✓ Holding joint board meetings, retreats and planning sessions; ✓ Fulfilling the financial reporting requirements; ✓ Increasing interactions across curricular and co-curricular activities at all year levels ✓ Establishing shared teams where appropriate; ✓ Developing opportunities for shared curriculum planning, moderation and review;

Goals	Strategies
<p>Bay Colleges</p>	<ul style="list-style-type: none"> ✓ Branding jointly where possible; ✓ Investigating shared classes at Senior level to maximise subject choice across the Colleges; ✓ Investigating cost efficiencies; ✓ Ensuring commonalities in policies.
<p>In our Reputation</p> <ol style="list-style-type: none"> 1. Increase MBBC brand awareness in the community. 2. Develop a national and international reputation for excellence in boys education. 	<p>MBBC will achieve these goals by:</p> <ul style="list-style-type: none"> ✓ Ongoing review of our marketing plan and communication strategy; ✓ Working closely with MBC; ✓ Ensuring all members of the school are able to promote the benefits of MBBC to the wider community; ✓ Providing opportunities for staff to promote the College nationally and internationally; ✓ Promoting our public speaking and debating program; ✓ Showcasing our environmental education program; ✓ Developing a student and teacher exchange program; ✓ Investigating international students; ✓ Consolidating opportunities for service locally, nationally and internationally through development of service strategy; ✓ Being an IB school; ✓ Promoting our outdoor education program; ✓ Building relationships with tertiary education providers.

Key Result Areas

- IB- complete authorisation by end 2011, then ingrained in the school's psyche.
- NAPLAN results
- Students achieving preferred post school destination
- Co curricular – acceptance into a secondary schools competition;
- Competitive success at co-curricular level, both sports and creative arts ,
- Create niche co curricular alternatives, e.g. public speaking.
- High level of loyalty measured by
 - Staff retention and development
 - Increased student retention/reduced student attrition
 - Functioning alumni association
- Depth and quality of staff applications
- Meeting enrolment targets
- High level of student/parent/staff satisfaction
- Debt retired
- Construction of required facilities
- Increased community connections
- Active implementation of the MOU with MBC