

Our Mission

To provide a welcoming and inclusive Catholic education and care for all in our community, following Christ as our Light in the spirit of our founders.

Our Commitments

Tenison Woods College is a vibrant, transformative and pastoral learning community that:

- Values the gifts and talents of each person and facilitates achievement in the spiritual, academic, social, personal and cultural aspects of life.
- Invites and encourages the development of faith, bearing witness to God's presence in the world through our call to action.
- Inspires positive relationships that are life giving, collaborative and respect the dignity of each person created in the image and likeness of God.
- Nurtures a sense of wonder, hope and peace grounded in the relationships we have with self, others, God and creation.
- Fosters the understanding that we are integral parts of a greater creation called to respond with loving action and relationships.
- Delivers excellence and innovation in teaching practices that inspire a love of lifelong learning.

Our Vision

Tenison Woods College community lets its light shine for the world through faith and action.

Focus Areas

1. Catholic Identity and Mission
2. Excellent Learning Experiences
3. Proactive Wellbeing Initiatives
4. Communication and Collaboration
5. Community Building
6. Ecological Stewardship
7. School Renewal and Staff Development
8. Student Voice and Leadership

Our Motto

Let your light shine (Matthew 5:16)

Our Unique Organisational Goal

To be recognised as the best Australian School because of our religious education, faith formation, learning and wellbeing programs for students, as well as our efficient and effective operations. The way our students engage with and contribute to our global community will testify to the calibre of our education offering and partnership with families.

Catholic Identity and Mission

These Domains and Elements refer to the CESA *Continuous Improvement Framework for Catholic Schools (CIF)*, which has drawn inspiration from the AITSL *National Professional Standards for Teachers*.

Target	Measurement method	2016	2017
Faith Formation	Regular parish-school planning meetings Collaborative work - school and parish celebrations.	Continue Parent sessions Continue Staff /parish dinner. Staff formation	
Jubilee Year of Mercy	Students and staff engage with the themes of the Jubilee year	Fr Michael connected to classes to discuss our response to this	
Founders and Our Story	Student, parent and staff knowledge of our school and Catholic story.	Staff Reflection Day on Julian TW Founders sculptures Junior School Founders Awards.	Quotes in each area of the school
Visible Catholic Identity & Tradition	A site and resources which convey our Catholic story and tradition.	Consider the visual impression of the College site, including: sculptures; little libraries; murals Founders sculptures. Explicit acknowledgement of our Indigenous spirituality.	
Charity & Justice	All community members clear about the focus, reason and articulation of our Social Justice and Faith In Action programs.	Documented and articulated program EY-staff for our College community. Provide opportunities for families	
RE Curriculum	Contemporary Catholic learning experiences.	Student Engagement and Entry Points including EAL. Curriculum Poplars and Year 12	
Timor Leste Links	Timor Leste program informs the learning of all students in the College community.	Website for classes to access what is happening in those communities – photos, stories, videos. Walk for Timor	
Youth and Faith	Youth mass numbers Youth group activities	Deliberate targeting of Youth for masses and gatherings Involvement of young staff	

Key Initiatives (2016)

- Christian Meditation to enhance our wellbeing, as well as our expression of our inclusive Catholic faith community.

Excellent Learning Experiences

Target	Measurement method	2016	2017
Literacy and Numeracy Initiatives which Re-imagine Child and Adolescent Competence.	Longitudinal data of student literacy and numeracy development. Staff involvement in classroom research.	Discern the specific data gathering tools, approach and frequency that will offer the best support, analysis and celebration of student learning progression and transition.	
Supporting the Competent Learner Using an Instructional Rounds Approach	Students being accountable for learning. Students self-actualising. Faculty reviews informed by classroom observation data and action research.	Whole school approach to critiquing classroom practice and accentuating the student voice.	
Behaviours We Expect – Community Consistency	Consistent approaches to the craft of teaching and collegial support in the accentuating the competence and responsibility of the child.	Attention to induction of staff. Discussions with staff in relation to our team approach.	
Refine our Asia Literacy Strategy	A community that understands the opportunities, imperatives and nuances of engaging with Asia.	Documented policy and approach to fostering our community's engagement with Asia.	
Learning Transition Strategy in Light of ACARA.	Improved student transitions. Increased collaborative programming.	Programmed learning transition staff meetings to discuss articulation and sequencing issues.	
BYOD, Online Learning, Technology Integration in Teaching and Learning	Self-directed learning. Exploration of the use of technology in a variety of contexts.	Fostering an action research approach with BYOD.	
Pathways Approach and Individualised Learning	Range of strategies to support individual student progress. Increased acceleration and extension initiatives.	Support staff in developing nuanced differentiation strategies. Explore acceleration and extension possibilities. Handbook refinements.	Collaboration with other schools. VET TAFE Day. Research 4 day timetable.
Review Approach to Sport Development and High Performance	Success of students in a range of sport pursuits. Being recognised as a school which invites students to a broad range of experiences but which also produces high performing student athletes.	Develop a policy and approach document. Gain community support. Build high level partnerships to inform the revised approach.	

Key Initiatives (2016)

- Successful SIMON and PAM Implementation.
- Supporting the Competent Learner using Instructional Rounds as a vehicle to reflect on classroom practice.
- Task design, assessment, moderation and learning transition.

Proactive Wellbeing Initiatives

Target	Measurement method	2016	2017
Positive Relationships, Positive Behaviours and Restorative Practices (p.20, 7.1)	EY-12 Processes that are used and validated. Resilience measures of staff and students.	Accentuation of general relational, wellbeing and resilience skills across the whole community.	
Kids Matter and Mind Matters	Improved resources and facilities for student recreation and engagement. Increased student sense / measure of belonging to the community.	Front Office displaying students work. Winter lunchtime activities. Develop peer support leaders and peer mediation programs.	
Social and Emotional Learning Programs (Brain Elasticity Programs)	Increased community understanding of the brain and its effect on emotional and cognitive wellbeing	Develop a program of staff development and student skill learning and development.	
"Behaviours We Expect" – to Allow Proactive Initiatives to Flourish	Reduced intervention in relation to student conduct. Improved academic focus and achievement.	Develop a programme in the JS that focuses deliberately on virtues. Review use and care of our toilets.	
Review of Pastoral Care Programs	Reduced crisis intervention in relation to student wellbeing initiatives. Increased understanding of self and individual journey of life in a supportive environment.	Review of the Year 10 PLP Program.	
Proactive Student Mental Health and Positive Wellbeing Strategies	Reduced intervention in relation to student wellbeing and resilience initiatives. Improved learning engagement in the classroom.	Implement a Wellbeing and Resilience Training Course for the whole community. Develop a Fundamental Movement Program in EY – 7 classes.	
Social Media and Technology Education for Parents and Students	Reduced incidents of social media relational problems.	Development sessions for parents and students.	
Proactive Staff Wellbeing Initiatives	Staff attendance. Staff professional success and fulfilment.		

Key Initiatives (2016)

- Positive behaviours, wellbeing and resilience (p.20, 7.2)
- Refining the documentation and accessibility of school policies and practices (p.20, 7.3)

Communication and Collaboration

These Domains and Elements refer to the CESA *Continuous Improvement Framework for Catholic Schools (CIF)*, which has drawn inspiration from the AITSL *National Professional Standards for Teachers*.

Target	Measurement method	2016	2017
Common Expectations and Processes	Decrease in the number of families querying varied expressions of our policies.	Accentuate induction processes. Precise clarification and action in relation to staff performance. Agreed practices to systems of feedback and tracking initiatives.	
Enhance Parent Connection to Student Learning	Parent use of PAM in SIMON. Successful engagement of our Indigenous and recent arrival parents.	A program of parent PAM training sessions. Targeted and even personalised engagement strategies or plan.	
Effective Use of Student Information and Data	Ease of recalling and using student data to plan learning pathways and validating student progress and achievement.	Refinement of ILP process incorporating SIMON tool. EY-12 Awards and Recognition Policy used and validated through the SIMON LMS Strategy.	
Review, Further Development and Clarity in the Use of our Website, Office 365, SIMON and Skoolbag Strategy.	Ease of use. Client feedback.	Revise website strategy. Support staff, students and parents to become proficient in SIMON use. Staff development in Office 365.	
Refined Parent Data Collection and Use	Knowing and utilising the skills and discretionary effort of our parent and carer community.	Review of our parent data collection processes and use of the data.	
Parent Education and Support	Parents accessing PAM, newsletter. Annual survey responses.	Wellbeing and Resilience program as a vehicle of substantially engaging parents in the learning and life of their children.	
Parents as partners with teachers	Effectiveness of the Parent Representative Program, EY - 9.	Strategic use and fostering of the Parent Representatives.	
Refined Use of SIMON LMS and the PAM	Reduced use of emails as a means of communication. Staff, student and parent satisfaction in relation to the collaboration and partnership involved in the learning endeavour.	Accentuate deliberately SIMON capabilities to create communication efficiencies.	

Key Initiatives (2016)

- Clarity and simplicity of our message and feedback systems.

Community Building

Target	Measurement method	2016	2017
Support OSHC Program	Number and diversity of families using the OSHC service.	Refine a staffing model that supports the reliable running of the service. Resource the OSHC	
Expand ELCC Parent Support and Development Programs	Range of support offered to families	Explore the range of allied health and wellbeing initiatives to support families.	
Development of the Friends of Tenison (Old Scholars) Association	Number of old scholars re-connected to our community. Number of old scholars attending events.	Build Friends of TWC database. Shining Lights Awards actioned. Awards presented at the 2016 reunion.	
Evolve the Tenison Woods College Foundation	Established processes and documentation finalised.	Finalise Foundation documentation. Clarify governance and legal issues. Prepare launch of the Foundation.	
Support New Arrival Communities to Build a Life in Australia	Number of students involved, Number of community partnership initiatives which result in programs for the students.	Develop a revised program involving range of pathway options for students.	
Collaboration with Our Local Parishes and other Catholic Schools	Range of initiatives that accentuate our regional Catholic story, identity and solidarity.	Support Deanery gatherings. SE Catholic Schools Learning Network. SECPA.	
Foster Parent Involvement in a Range of Ways and Refine Models of Engagement	Parent activities attendance. Working bee attendance	Two working bees planned each year.	
Invitation of Staff, Students and Parents to a Deeper Faith Journey and Relationship with God	Youth involvement in Youth Masses. Student leadership opportunities.	Fortnightly youth masses. Opportunities to discuss and celebrate our faith.	

Key Initiatives (2016)

- Fostering parent and community discretionary effort and support.

Ecological Stewardship

Target	Measurement method	2016	2017
Embed Contemporary Waste Management and Recycling Processes	Reduced waste sent off-site.	Develop a dedicated and contemporary waste management centre for the College.	
Commence a Sustainable Whole School Green Waste Management Program	Volume of compost production. Reduced general waste. Student awareness and behaviours.	Lease a commercial green waste composter and develop a financially viable and whole school supported process.	
Expand Nutrition Knowledge and Healthy Eating Policies	Student nutrition choices.	Develop a school endorsed policy and well supported practices.	
Re-imagine Outdoor Play and Recreation Spaces	Number of nature play and outdoor garden spaces on the school site.	Consolidate yr. 4/5 garden spaces.	
Consolidate the Stephanie Alexander, Jamie Oliver and Hospitality Programs	Refined programming that is supported by all staff and synergises with a range of learning areas.	Review program and resourcing. Planned and programmed staff planning sessions.	
Pursue School and Community Ecological Programs	Increased student participation.	Accentuate the RE and Faith in Action dimensions. Involve the local Aboriginal community with their traditional knowledge and experience in ecology.	
Accentuate a School Site that Supports Walking and Riding Access	Increased number of students riding and walking to school.	Review pedestrian and bike access to the College.	
Reduce our Carbon Footprint Throughout the College	Decreased use of paper. Decreased use of electricity	Develop data sets to assist the community in measuring improvement.	

Key Initiatives (2016)

- An integrated and articulated systems approach that gives evidence to our ecological commitment.

School Renewal and Staff Development

These Domains and Elements refer to the CESA *Continuous Improvement Framework for Catholic Schools (CIF)*, which has drawn inspiration from the AITSL *National Professional Standards for Teachers*.

Target	Measurement method	2016	2017
Implement AITSL – Australian Professional Standards for Teacher	Staff understanding their skills, stage in career cycle and development plans.	Staff development initiatives referencing AITSL.	
Staff Self-understanding, Collaboration and Inquiry	Increased staff involvement in: Instructional Rounds and Educator Impact Processes. Leadership Team involvement in Human Synergistics reviews. Refined understanding of our actions and our culture.	IR process and the competent learner. Educator Impact process for interested staff. LSI, OCI and OEI completed by Leadership Team.	
Digital Literacy Training and Support for Staff	All staff using SIMON LMS	ICT Coach strategy.	
Refine Support for New Staff, Mentors and Critical Friends	New staff feedback.	New staff survey after first year.	
Futures Thinking and Master Planning	Sound financial planning and resource provision. Number and quality of Leading Edge Programs, Resources and Buildings.	Revise Master plan to discern next building project for the College. Implementation of a Media Studies Program.	
Refine Teacher Registration Processes and Practices	Staff using TRB online recording process for PD.	Allocating time and support to assist staff to become familiar with TRB Online.	
Refine our Service Guarantee to our Community	Staff clarity in relation to the nature of our service, response time, and non-negotiables.	Connecting our service guarantee explicitly with our Mission, Vision and Commitment document.	
Refine Annual Staff Reflection Processes	Staff feedback in relation to the support offered by the annual staff reflection processes.	Ensure time allocated to the process by staff.	

Key Initiatives (2016)

- Staff, student and parent proficiency, comfort and innovation with the SIMON LMS and PAM.

Student Voice and Leadership

Target	Measurement method	2016	2017
Review Student Leadership Structures	Student, staff and parent feedback. An acknowledged, implemented and celebrated policy in relation to Student Leadership at Tenson Woods College.	Establish a Student Leadership Planning Committee. Review, document preferred structures, clarify approach, areas of activity and responsibility.	Implementation of preferred program.
Explore Student Leadership Development Initiatives	Community perception of student leadership in the College.	Develop a program of induction and strategic planning to be conducted at the commencement of each year. Accentuate our founders and our Catholic tradition in the leadership program and house based activities.	
Resource Student Councils and STARS Activities	Increased student leadership initiatives.	Clarifying budget and governance issues.	
Accentuating Student Ideas and Actions re Ecological Conversion And Care for Self.	Students leading in sustainability initiatives and nutrition initiatives in the school and understanding the nuances of the issues.	Students given increased responsibility in our Ecological Conversion approach. Students involved in the process of review of nutrition offerings in the school.	
Refine School Classroom Service / Buddy Programs	Increased student wellbeing and connection with the College community.	Refine R-12 Buddy Program. Develop an 8 & 10 Buddy Program.	
Foster our Global Citizenship	Students who understand that they are called to servant leadership and who offer their talents to our world.		
Increase Recess and Lunch Initiatives and Programs	Number of behavioural incidents occurring at lunchtime.	Media Studies Lunchtime Program. Sports activities in the gymnasium.	
Develop Student Leadership and Voice in the College	Documentation acknowledging the diversity of student leadership in the College community: JS, MS, SS, School Captains, Sports Captains, House Leaders, Music Leaders.	Develop a program of meetings	

Key Initiatives (2016)

- Structures to express significant student competency and to facilitate substantial student voice.