

Our Preferred Future

The Strategic Plan for St Peter's College,
Adelaide, Australia.

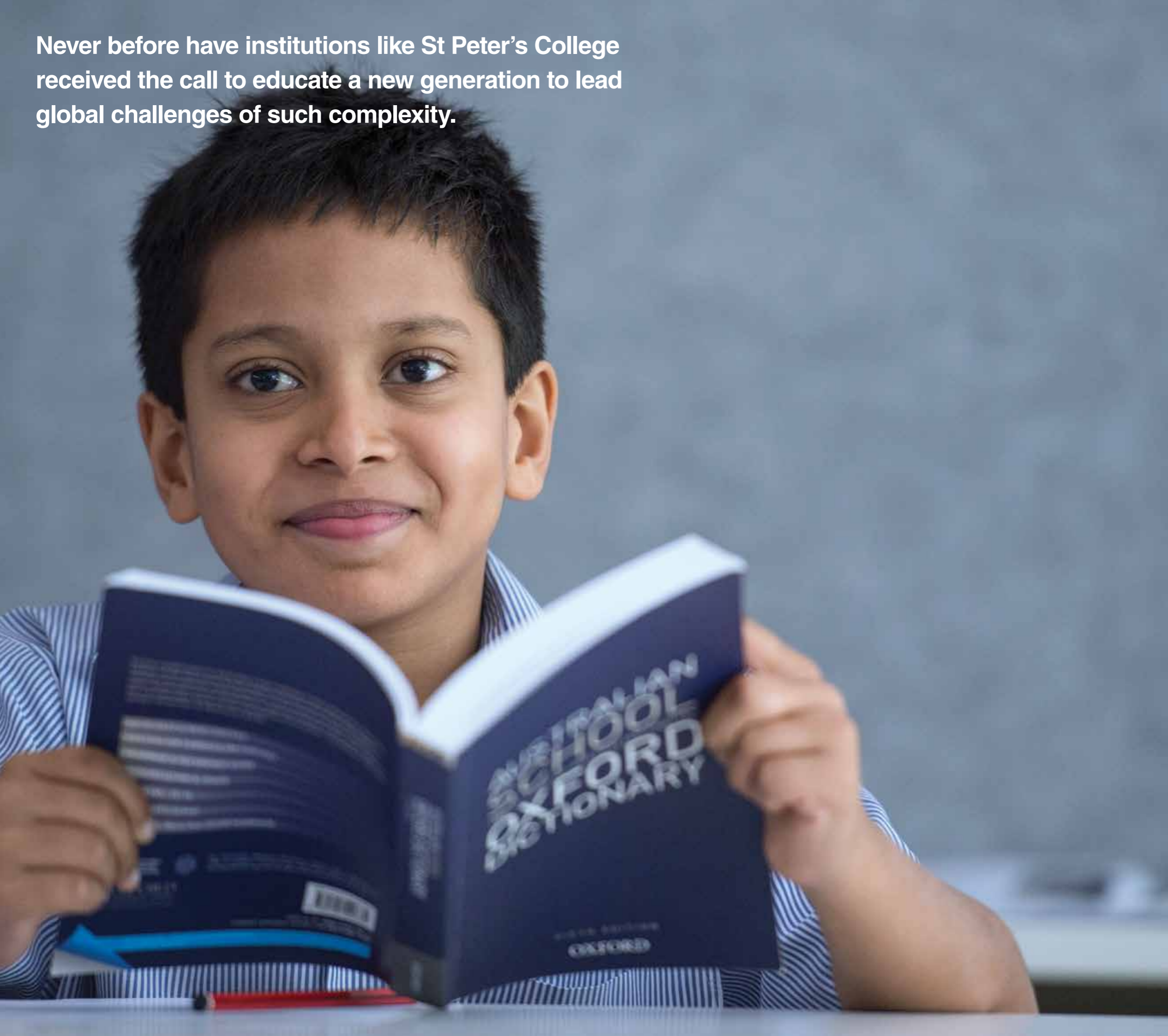
2015 - 2018



St Peter's College
ADELAIDE, AUSTRALIA



Never before have institutions like St Peter’s College received the call to educate a new generation to lead global challenges of such complexity.



Contents.

| | |
|--|----|
| Introduction. | 4 |
| Welcome from the Chairman. | 6 |
| Welcome from the Headmaster. | 7 |
| Vision, Mission, Impact, and Values. | 9 |
| Academics. | 14 |
| Wellbeing. | 16 |
| Student Life. | 18 |
| Entrepreneurship, Innovation, and Partnerships. | 20 |
| People, Culture, and Change. | 22 |
| Sustainability and Environment. | 26 |
| Community Engagement, Advancement, and Philanthropy. | 28 |

Statement of Acknowledgment.

Ngadlu Kaurna miyurna tampinhi. Parna yarta mathanya puki-unangku. Ngadlu tampinhi Kaurna miyurna purru purruna. Pangkarra Wama Kaurna, Kaurnakunti yarta.

We acknowledge the Kaurna people as the original custodians of the Adelaide Plains and the land on which St Peter’s College is built. We recognise and respect their cultural heritage, beliefs, and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today. We are committed to a united Australia, which respects the land and values of Aboriginal and Torres Strait Islander cultures and heritage.

**Our vision is to be a world-class school
where all boys flourish.**





**Our vision is to be a world
where all boys flourish.**

Introduction.

St Peter's College, Adelaide, is one of the world's most prestigious schools for boys. The measure of a St Peter's College education is that so many of our boys leave us determined to make the world a better place. St Peter's College is unique and we have a proud and notable history of uncompromising commitment to public service.

We are inspired by the ongoing impact of our School's alumni, who have literally changed the world. Our School's three Nobel Laureates, ten Australian Premiers, 42 Rhodes Scholars and a new generation of young leaders, inspire current generations of boys to aim high. Mindful of, but not bound by, this tradition, we look up and plan our preferred future.

Established in 1847 as a leading Anglican institution, the Church of England Collegiate School of Saint Peter's Adelaide was incorporated in a Private Act by the Legislative Council of South Australia in 1849 – the first Parliament of South Australia – by ordinance enacted by the Lieutenant-Governor of South Australia, Sir Henry Fox Young.

As we are an Anglican school, Christian values are at the centre of everything we do. They enrich the minds, bodies, and spirits of our students. In the spirit of the foundation of South Australia, St Peter's College has always been open to boys of all denominations, from all faiths and from none. We are enriched and strengthened by this diversity.

We aspire for every boy to live with meaning and purpose in all corners of the globe. We cultivate within each boy leadership and virtuousness—the highest aspirations of humankind.

We guide every boy to be caring and compassionate, forgiving and honest, generous and kind. We encourage every boy to be inspirational and have integrity.

As an all-boys' school, we focus on the specific learning needs to build great men. We do this by promoting learning growth and engagement, and approach challenges with courage and forethought. Our educational programs harness the natural energy of boys.

We believe that diversity contributes powerfully and directly to the quality of a boy's education. We are committed to being a boys' school that promotes positive attitudes towards girls and women. We are uncompromising in being a safe and inclusive learning community respectful of backgrounds diverse in their race, ethnicity, gender, sexual orientation, nationality and religion.





Welcome from the Chairman.

St Peter’s College, informally known as “Saints”, started with humble beginnings in a room behind South Australia’s leading Anglican church, Holy Trinity, on North Terrace in Adelaide 168 years ago.

Today’s world is very different from that of 1847. Imagine what it must have been like as one of the 11 boys on their first day: having lessons in a tiny classroom built as a temporary, single-gabled room.

The St Peter’s College of today – with its wonderful educational offering, extensive facilities and strong community supporting all facets of the School – did not happen by accident. The spirit of innovation and service to the community characterised by our school’s earliest founders, benefactors and pioneering students is our contemporary legacy.

The School of today is the effort of many people. It is the result of the vision and hard work of successive Councils, Headmasters, staff and supporters over the generations which have created a well-rounded education for the boys of St Peter’s College and fostered a culture of service.

We are uncompromising in our ambition for St Peter’s College to be at the forefront of education and equip our boys to live full and purposeful lives. The Council of Governors ensures the School develops and implements strategies and supporting policies to enable it to fulfill the objectives of the School’s Act and Statutes, make prudent financial decisions and monitor the School’s investments for the future. Together with the Headmaster, the Council of Governors supports the School’s Senior Leadership Team to oversee decisions of strategic significance for the future.

It is vital that the Council of Governors has strong and coherent plans for the future and strives for continuing enhancement in all facets of the School. To this end, the Council of Governors, Headmaster, and staff collaborated for many months to refine *Our Preferred Future*: The Strategic Plan for St Peter’s College (2015-2018).

On behalf of the Council of Governors, I commend this plan to the whole St Peter’s College community.

James Harvey
Chairman, Council of Governors



Welcome from the Headmaster.

Over the past 25 years as a Head and since I was appointed Headmaster at Saints in 2010, I have given a lot of thought to the potential of every boy: what he will do, how he will live his life, and how he will serve others.

I have been mindful of our School’s standing in the world, the social responsibility of a St Peter’s College education, and how we must increase our public contribution to educational debate and help others less fortunate than ourselves.

While enrolment at St Peter’s College is at its highest point in history, this is not the time to sit back. Instead, it is the time to advance towards our vision. We live at a pivotal and transformative time, very much like the early years of St Peter’s College. Yet never before have institutions like St Peter’s College received the call to educate a new generation to lead global challenges of such complexity.

We have seen advances in new learning, the entrance of new players in the education space, the emergence of new governance regulating education, the discovery of new ways of measuring a student’s educational and social growth, the need for a new leadership, and the creation of a new teaching profession.

Throughout 2014, the St Peter’s College Council of Governors and the Senior Leadership Team collaborated to build this strategy. We consulted internationally-recognised experts on policy and education strategy and every staff member.

My leadership objective is to ensure we create a St Peter’s College that enables every boy to flourish and prepares us to achieve the noble mission of St Peter’s College.

This strategic plan builds on the substantial achievements of the past five years, which were reported to our community in 2014.

We will focus on seven goals:

- **Academics** – creating a world-class education.
- **Wellbeing** – advancing an inspiring social and emotional environment.
- **Student Life** – developing character, meaning, values, and creativity beyond the classroom.
- **Entrepreneurship, Innovation, and Partnerships** – advancing strategic partnerships and programs of innovation.
- **People, Culture, and Change** – fostering a positive and collaborative workplace culture that drives change and attracts, develops, and support staff.
- **Sustainability and Environment** – creating a sustainable St Peter’s College.
- **Community Engagement, Advancement, and Philanthropy** – creating a St Peter’s College for the next century.


Our Senior Leadership Team has reviewed each goal, creating well-defined, measurable actions as a team for 2015-2018, and consulted all staff to define our measures of success. An extensive planning retreat and process of review achieved this.

This strategic plan enables each of us to extend the legacy we inherited from our founders. Our school must continue to make a positive impact on the world we live in today. Our responsibilities reach much further than the gates of St Peter’s College.

As a school, together, we can either shape our progress or drift apart. Never before in the history of St Peter’s College have our vision and mission had so much resonance. We are on the threshold of compelling educational innovation, collaboration, and creativity.

The world needs graduates of St Peter’s College. *Our Preferred Future* is the plan for this new horizon.

Simon Murray
Headmaster

A photograph of four young boys in school uniforms walking and laughing. They are wearing light blue short-sleeved button-down shirts, dark blue pleated shorts, white socks, and black belts. They are standing in front of a stone wall with large rectangular blocks. The lighting is warm and natural, suggesting an outdoor setting during the day.

Our mission is to provide an exceptional education that brings out the very best in every boy. We do this within an intellectually and spiritually rich environment that nurtures international-mindedness, intercultural understanding, respect, and a commitment to social justice.



We build great men:

- who believe safety, service and integrity are fundamental parts of their lives;
- who are active members of communities that are socially and culturally diverse;
- who engage in political, ethical, and environmental challenges as good citizens.

Vision

Our vision is to be a world-class school where all boys flourish.

Mission

Our mission is to provide an exceptional education that brings out the very best in every boy. We do this within an intellectually and spiritually rich environment that nurtures international-mindedness, intercultural understanding, respect and a commitment to social justice.

Impact

We build great men:

- who believe safety, service and integrity are fundamental parts of their lives;
- who are active members of socially and culturally diverse communities;
- who engage in political, ethical, and environmental challenges as good citizens.

Values

Our values are central to enabling us to achieve our vision and mission. Our values underpin our behaviours. They inform how we interact with each other and engage with our local and international communities.

- **Building lifelong commitment to serve others.**
- **Building leadership capability.**
- **Celebrating the uniqueness of each boy.**
- **Celebrating accomplishment.**
- **Developing emotional maturity.**
- **Developing lifelong learning, engagement, meaning, and purpose.**
- **Embracing creative potential.**
- **Fostering honesty, integrity, and wellbeing.**
- **Honouring diversity.**
- **Valuing teamwork, collaboration, and communication.**
- **Unlocking individual virtues and strengths.**

We will focus on seven goals:



Academics

Creating a world-class education.



Wellbeing

Advancing an inspiring social and emotional environment.



Student Life

Developing character, meaning, values, and creativity beyond the classroom.



Entrepreneurship, Innovation, and Partnerships

Advancing strategic partnerships and programs of innovation.



People, Culture, and Change

Fostering a positive and collaborative workplace culture that drives change and attracts, develops, and supports staff.




Sustainability and Environment

Creating a sustainable St Peter's College.



Community Engagement, Advancement, and Philanthropy

Creating a St Peter's College for the next century.



As we are an Anglican school, Christian values are at the centre of everything that we do. In the spirit of the foundation of South Australia, St Peter's College has always been open to boys from all denominations, from all faiths, and from none.



Academics

Creating a world-class education.

We must educate every boy for the world. St Peter's College is committed to providing every boy with an exceptional education through outstanding curriculum, learning and teaching experiences. We want every boy to commit to being a creative, open-minded, lifelong learner and develop an inquiring mind.

We want every boy to be responsible for his own learning. This will be achieved through approaches to learning based on creativity, discussion and problem-solving. Teachers will work with every boy to enable him to show independence of thought, test unconventional views, and develop the intellectual tenacity to challenge his own thinking.

Our goal is to enable every boy to be involved actively in intellectual and academic pursuits and come to an understanding of himself, his community, and the world. Our efforts focus on the use of evidence-based learning teaching frameworks that concentrate on academic growth and rigorous assessment from ELC to Year 12.

International developments have profound implications for us all, most notably in shaping the global world every boy will enter.

A defining feature of the 21st century is the rise of Asia. We must build on the combined potential of the digital age and the Asian Century. We must enable boys to know and understand our South-East Asian neighbours. We will do this through exposure to internationalism and global issues throughout educational programs across the School.

St Peter's College is recognised for its innovation, leadership, and educational excellence in eLearning. We will continue to integrate eLearning programs so that everyone will become systems-thinkers who know and understand relationships between systems for better decision-making. Our eLearning and teaching programs will improve collaboration in multidisciplinary teams and create action-based solutions in the curriculum. We will implement new approaches to learning and teaching that are personalised, collaborative, and engaging to boys.

We must be at the vanguard of educational research, integrating global perspectives into our learning and teaching programs. Our curriculum will enable boys to develop cross-cultural learning competencies so they may know and understand their own and others cultures, gain a deeper understanding and appreciation of Aboriginal and Torres Strait Islander histories and cultures, and develop a broader worldview.

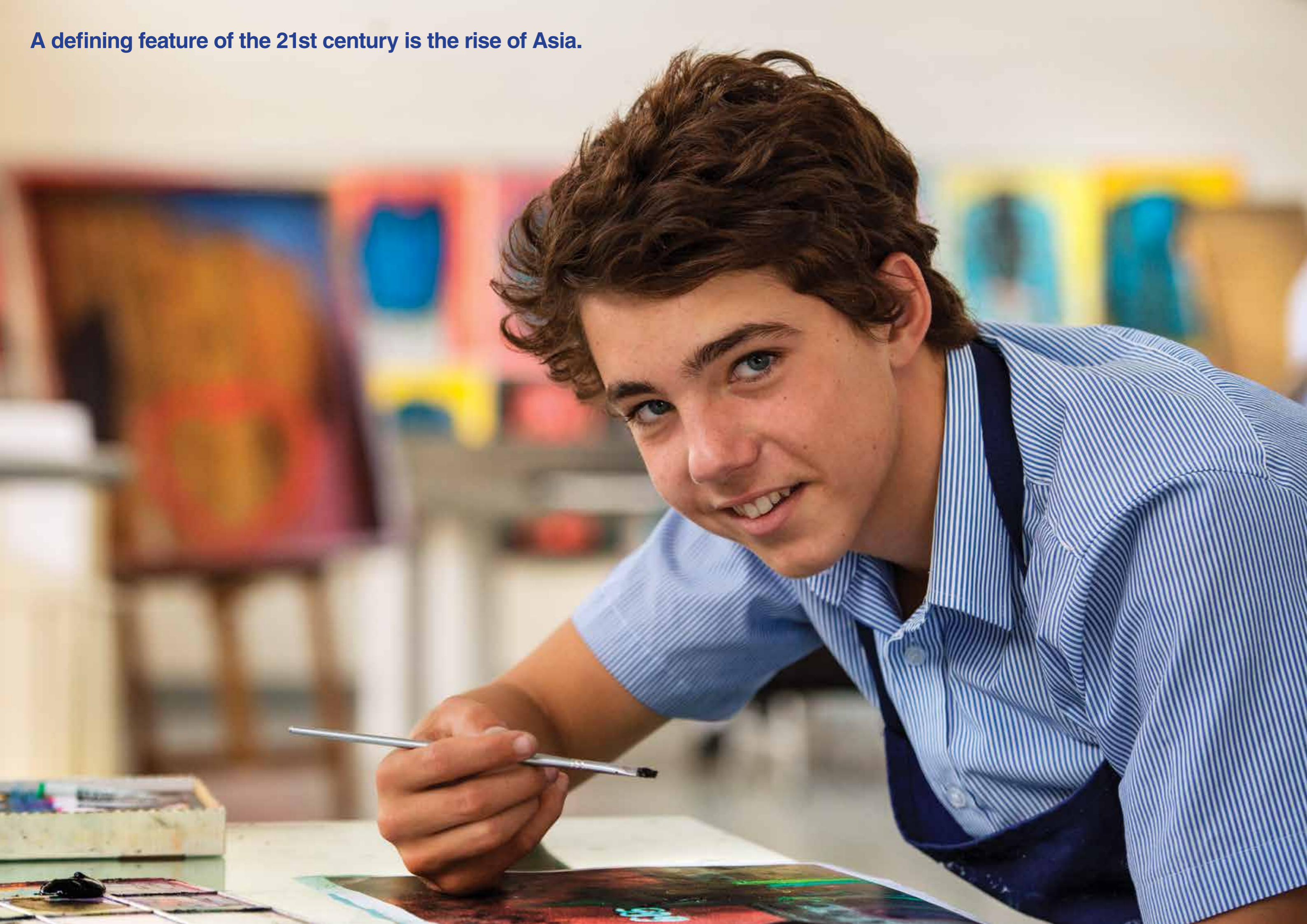
We will:

- 1. Ensure an inspiring, rigorous, and intellectually rich learning experience through quality teaching.**
- 2. Implement an evidence-based approach to learning and teaching.**
- 3. Enable every boy to know, understand, and build upon his learning capabilities.**

We ask every boy to show independence of thought, the ability to test unconventional views, and the intellectual tenacity to challenge his own thinking.



A defining feature of the 21st century is the rise of Asia.





Wellbeing

Advancing an inspiring social and emotional environment.

Aristotle said “educating the mind without educating the heart is no education at all”. Since the School’s foundation, St Peter’s College has understood the importance of developing every boy’s character as well as the School’s virtuousness. We argue that developing a boy’s character is as important as fostering his intellect.

We want every boy to be himself at St Peter’s College. Our traditional House and class-based pastoral care system provides a safe, inclusive, and supportive place for boys, with mentoring to help them find their niche at the School.

By 2030, the World Health Organisation predicts depression will be the most prevalent disease in the world. Our internationally recognised Wellbeing Strategy and Positive Education programs enable St Peter’s College to be a world leader in contemporary developments and preventative approaches to boys’ mental health.

Wellbeing at St Peter’s College focuses on five elements: positive emotion, engagement, relationships, meaning, and accomplishment. Across the School, we teach seven scientifically informed Positive Education programs from Australia, the United Kingdom, and the United States of America that have demonstrated impacts on student wellbeing. We regularly collaborate with the world’s leaders in this field to ensure our programs are relevant.

Our Positive Education programs teach lifelong personal competencies to develop a boy’s resilience, an understanding of his own strengths and those of the teams he will collaborate with and lead. We focus on the significance of optimism, physical fitness, and sleep to a boy’s health, and on the importance of doing personal and social good.

We will:

1. **Be a safe, inclusive, supportive, and respectful learning and working environment for all members of the School community.**
2. **Ensure all staff embrace student wellbeing as central to their roles and responsibilities.**
3. **Teach, build, and embed personal and community competencies for wellbeing.**
4. **Advance St Peter’s College as an international centre of excellence for best-practice in wellbeing, by leading educational debate and sharing our learnings with others.**

Developing a boy’s character is as important as fostering his intellect.





Student Life

Developing character, meaning, values, and creativity beyond the classroom.

We expect every boy to seek opportunities to champion social justice.

Our student life program emphasises social justice, physical activity, creativity, and good global citizenship. We do this through our ongoing local service learning programs, including the enduring work of St Peter’s College Mission Inc, which has supported hundreds of thousands of South Australian’s in need for more than a century.

St Peter’s College is a community of learners and friends. Student life is no longer confined to classrooms and textbooks. We know that every boy will learn as much from the world outside the classroom. We know and understand the value of teamwork, fair play, tenacity and perseverance.

We want every boy to experience joy and engagement as he kicks a goal in football, plays the violin in the orchestra, rock climbs on camp, devises a team split for debating, or hatches a service project to help make a difference in answering one of life’s big questions.

We will:

- 1. **Advance a School service-learning program that enables boys to demonstrate commitment to social justice to learn, think, and act on issues of local, national, and global significance.**
- 2. **Continue inclusive activities, creative and performing arts, and sports programs.**
- 3. **Deliver an exceptional, evidence-based and dynamic outdoor education program.**

We know and understand the value of teamwork, fair play, tenacity and perseverance.





Entrepreneurship, Innovation, and Partnerships

Advancing strategic partnerships and programs of innovation.

What distinguishes a St Peter's College education is that as we innovate, we teach our boys an innovative and entrepreneurial mindset. We recognise that we must invest in skills, ideas, and innovations that will have a positive impact. The 21st century is a world of unparalleled connectivity and opportunity and our students must be prepared to capitalise on the connectivity to grasp those opportunities. The challenges on the horizon are real.

Now, more than any period in history, the role institutions such as St Peter's College play in the development of leaders is being brought to account. Throughout our School's history, our alumni have been called to lead. We must now equip a new generation of boys with the skills to make the world a better place.

We must offer more prominence and invest in innovation and hands-on discovery by convening leaders for discussion and action who will motivate every boy. To do this, we will introduce programs that teach innovation through project-based learning teams, in which students will focus on solving real-life challenges.

Our innovation programs across the School will ensure every St Peter's College boy leaves with intellectual ambition, empathy for others, and practical skills for developing partnerships, entrepreneurship, and innovation.

We will:

1. **Establish a centre for Entrepreneurship, Innovation, and Partnerships with multi-national, university, non-government, not-for-profits, and businesses from across the globe to drive innovation and new initiatives.**
2. **Pioneer entrepreneurial educational programs to prepare boys with the skills for an increasingly dynamic world.**
3. **Share our learning and expertise for the benefit of the broader community.**

As we continue to innovate, we need to teach our boys an innovative and entrepreneurial mindset.



5

People, Culture, and Change

Fostering a positive and collaborative workplace culture that drives change and attracts, develops, and supports staff.

Our culture consists of our shared values, beliefs, symbols, and behaviours and is central to everything we do to achieve our vision and mission. Our culture guides our decisions and actions and has a potent effect on our School’s wellbeing and achievements.

Central to people and culture is developing systems that help us understand and manage organisational change. Our aim is to increase our school’s effectiveness. Workplace culture is essential to supporting innovation and change. Ideas to improve our school can come from anywhere. A culture of innovation and entrepreneurial spirit helps drive the change necessary to build a robust community.

Our desired culture will be reinforced by a real commitment to sustainable success and performance improvement. We must continue to attract and develop talented staff who have a passionate, determined, and uncompromising commitment to perform as individuals and in teams.

We will:

1. **Attract, retain, and develop staff of the highest calibre.**
2. **Foster a culture that embraces change, strives for improvement and is underpinned by the School’s values.**
3. **Create a safe, healthy, supportive, and respectful learning and working environment for all members of the School community.**

We must continue to attract and develop talented staff who have a passionate, determined, and uncompromising commitment to perform as individuals and in teams.





We want every boy to experience joy and engagement as he kicks a goal in football, plays the violin in the orchestra, rock climbs on camp, devises a team split for debating, or hatches a service project to help make a difference in answering one of life's big questions.



Sustainability and Environment

Creating a sustainable St Peter’s College.

Financial sustainability in a fluctuating global economy is critical to the success, future, and ongoing operational progress of St Peter’s College. To do this, we aim to deliver a beneficial yet cost effective education for every boy.

At the same time we must consider environmental sustainability is one of the world’s greatest challenges. A publicly spirited school like ours must promote sustainability through educational programs and school operations.

Our approach is to identify and respond to issues that are critical to our business model. We must be mindful of changing social and economic challenges facing our state and region. Our focus is to anticipate and shape our responses to pressing issues.

We must focus on minimising our carbon emissions and environmental footprint through energy, water consumption and waste recycling.

We will:

- 1. Ensure the School is financially and operationally sustainable now and for the next generation.**
- 2. Minimise the School’s carbon footprint and costs with clear energy-efficiency strategies.**
- 3. Facilitate the development of major projects of strategic importance to the School to provide a world-class sustainable infrastructure and physical environment.**

A publicly spirited school like ours must promote sustainability through educational programs and school operations.





Community Engagement, Advancement, and Philanthropy

Creating a St Peter's College for the next century.

To be a global leader in education requires St Peter's College to lead in philanthropy. The Council of Governors has adopted a strategic goal to make St Peter's College accessible, regardless of circumstance, within a generation.

Our family includes more than 9000 active alumni and even more parents of current, former and future students, spread across the globe. We must ensure that we know and understand all who contribute to the School community and communicate with them in an agile way.

We must continue to nurture both interest in the School and the desire to ensure that St Peter's College continues to build great men in the next 100 years.

We must encourage those who can to help us shape the future of the School. We should seek and encourage their participation as active Old Scholars, volunteers, members of community groups such as Friends of Saints, Friends of Music, Friends of the Chapel, and the Mission Guild. We will ask them to support the school through gifts of time, expertise or funding that will help us transform boys' education and lives beyond school.

Making the School as accessible as possible to all and providing facilities of the highest quality are key to our success. We will continue to restore, rebuild, and re-energise the School to meet the challenges of 21st-century learning. Providing scholarships to support those students with great potential who do not have the financial means to attend the School remains a central priority. Developing our grounds and facilities as outlined in our visionary Building Master Plan is just as significant.

We will be clear, transparent, and bold in discussing our plans and the importance of philanthropic gifts in the process. There will be alignment between what we offer our students, what we want to be, and the funding priorities we need.

We will:

1. **Engage and communicate the progress, achievements and aspirations of the School with the broader St Peter's College community and enable alumni to reconnect with their peers and the students of today.**
2. **Advance and enhance the School's Fund Development Programs to support infrastructure needs identified in the Building Master Plan.**
3. **Grow and foster a culture of giving and philanthropy to create new and strengthen existing scholarships for a diversity of boys: high academic achievers, Aboriginal and/or Torres Strait Islanders students, boys from low socio-economic backgrounds and students from rural and regional areas.**

Our family includes more than 9000 active alumni and even more parents of current, former and future students, spread across the globe.



Three generations of the Sarah family.
Don Sarah AM KLJ (Da Costa House '54), Hamish Sarah (Da Costa House), Meredyth Sarah AM,
James Sarah (Da Costa House '82), Robyn Sarah and Alistair Sarah (Brooks House).



St Peter's College
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