



20 June 2019

Dear Families

I write to inform you of some important changes taking place at the College as we prepare to launch our new Strategic Plan. Given the scale of the changes and the impacts on the daily administration of the College, this will be the first in a series of updates to keep you informed throughout the change process over the next six months.

As you know, we have been collecting considerable feedback from our community regarding all aspects of what we do at Rostrevor and we recently shared some draft materials for public comment. In our new Strategic Plan, to be launched at the Principal's Assembly on 02 August, we have named the following four Strategic Priorities to guide our efforts over the next four years:

- Student Wellbeing
- Academic Success
- Service and Spirit
- Success Beyond the Classroom

Just as the Strategic Priorities will not be a surprise to most, the following changes to the College's organisational and leadership structure seek to refine what already exists; with a few changes to help us meet the priorities above. Some of the changes began in late 2018 with the strengthening of the Student Wellbeing roles in the Senior School and a realignment of the Religious Education and Identity roles.

The most significant change, from the start of Semester 2, is the appointment of Mr Geoff Aufderheide to a new role as Director of Student Wellbeing - Aboriginal and Torres Strait Islander students. I am sure that you will join me in congratulating Geoff on his appointment to this new role and to thank him for his leadership of the Junior School over the past five years. Geoff took up the role of Director of the Junior School at a challenging time of declining enrolments. Through his leadership, Rostrevor Junior School is now widely recognised as a rich environment for boys and integral to our mission as a College in the Edmund Rice Tradition.

As you know, Rostrevor has a long and proud history of educating young Aboriginal and Torres Strait Islander men. We also make a significant contribution to the national goals of closing the gap in Indigenous education. Having said that, there is much more work to be done if we are to fulfil our commitment to the Aboriginal and Torres Strait Islander families who entrust their sons and grandsons to our care. As a College, we also need to have greater contact with these families in their communities. Having worked with and known Geoff for many years, I know of his gift for building strong relationships with boys and families and his professional background as a consultant in the field of Indigenous education. Therefore, I can think of no better person to lead our efforts to build an even stronger foundation for Rostrevor's commitment to Closing the Gap as we approach our Centenary year.

In the coming weeks, we will also be advertising the following three leadership positions which will commence in 2020:

- Deputy Principal - Dean of Faculty (R-12)
- Director of Student Wellbeing - Junior School (R-6)
- Religious Education Coordinator - Junior School (R-6)

Under our new structure, Mr Frank Ranaldo will become Deputy Principal - Dean of Students (R-12). He will oversee the work of the following leaders:

- Director of Student Wellbeing - Junior School (to be appointed)
- Director of Student Wellbeing - Middle School (Mr Trewartha)
- Director of Student Wellbeing - Senior School (Mr Pezos)
- Director of Student Wellbeing - ATSI students (Mr Aufderheide)
- Director of Boarding (Mr Evans)

While the curriculum and faculty leadership roles will remain largely unchanged, the appointment of a Deputy Principal - Dean of Faculty will provide a new and invigorated focus on Teacher Coaching and Mentoring from Reception to Year 12. The new Dean will spend the majority of their time working in classes with our teachers driving educational innovation and excellence to achieve our strategic priority of Academic Success for all students.

The staged implementation of leadership changes is designed to minimise disruption to the day-to-day routines of the College and student learning. Most of the changes in the area of College Identity and Mission (Service and Spirit) occurred in 2018 and will be completed with the appointment of a specialist Religious Education Coordinator - Junior School. Similarly, the 2018 appointments of Mr Baccanello and Mr Manuel to leadership roles in Co-Curricular Sport have been an important step in achieving our strategic priority of success for all students Beyond the Classroom.

Junior School Leadership in Semester 2

Mr Aufderheide will begin his new role at the start of Term 3 in preparation for 2020 enrolment interviews and to help new families through the transition process. Recruitment of new school leaders for next year is also best done in Term 3 to ensure the strongest field of applicants for each role and seamless inclusion into the 2020 timetable.

While leaving a leadership gap in the Junior School for Semester 2, it creates a valuable opportunity for Frank Ranaldo, Ric Sachse and I to immerse ourselves in the life of the Junior School for the remainder of the year. As we embark upon a new phase in the development of Rostrevor, what better way for us to strengthen the R-12 nature of the College than to have the Principal, Deputy Principal and APRIM working out of the Junior School for a semester. I suspect and hope that it will lead to many new conversations with staff, students and families and, through that, open up a host of new opportunities for us to enhance our work with the boys.

If you have any questions about the emerging changes, please do not hesitate to email me at principal@rostrevor.sa.edu.au. I look forward to your comments and questions knowing that they will help me keep all parents/caregivers informed.

Yours sincerely



Brian Schumacher
Principal