



**SOUTH EASTERN INDEPENDENT
SCHOOLS ASSOCIATION**

STRATEGIC PLAN

2025 - 2029

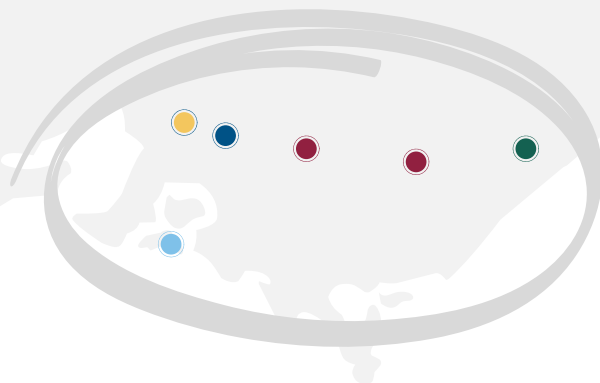
ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, SEISA acknowledges that its member schools learn, gather and engage on the lands of the Gunaikurnai, Wurundjeri and Bunurong - Boon Wurrung peoples of the Kulin Nation who are the Traditional Custodians of country where our schools are located. They have strong connections to the land, the rivers, the sky, the sea, our communities as well as our wildlife.



We pay our respects to the Elders past, present and emerging, for they hold with them the memories, traditions and hopes of all First Nations peoples. It is through stories and literacy that our cultures can be shared.

We would especially like to acknowledge any First Nations peoples who are members of our school communities. We acknowledge the past and stand together for our future.



CHAIR'S WELCOME

In 2023 SEISA celebrated its tenth anniversary. This provided an opportunity to look back on where the Association had been since emerging from the GIS, and to celebrate what it had achieved over that decade. What came through in recognising SEISA is just how special it is. While many school associations revolve around sport, SEISA does so much more, and aspires to be more for our school communities. Its size and geographical location is its great strength – and challenge.

SEISA is a genuine association that provides our students a depth and breadth of opportunity in a diverse range of areas they would not normally get. It also grows our young people's worlds as they interact beyond their local community. One of the many benefits of SEISA is seeing like-minded students from similar schools connect. This happens through music, art, leadership, cultural events –and of course the sporting competitions. Our students' worlds expand as they interact with students with similar passions from similar backgrounds.

As member schools, all of our involvement in SEISA requires commitment and sacrifice. We all experience the pressure SEISA participation creates through the demands it puts on our most precious of school commodities – time. Being reminded of the value of being part of the Association and the benefits for all of the young people at our schools is very important, particularly as we look towards the future.

In 2023 we also welcomed a new Executive Officer, Pam Sellings. So, as we celebrated ten years and welcomed Pam, the time was right to start to blueprint what the future looks like. We then began the process of facilitating a direction for SEISA. The following pages outline not just a strategic plan for SEISA, but our aspirations and priorities. The hope is it will guide us to a successful future for the benefit of all of the schools involved.

Tony Corr
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St Paul's 
ANGLICAN GRAMMAR SCHOOL



OUR VISION

To be a collaborative, contemporary and inclusive association of schools, empowering students to be engaged and active.

OUR MISSION

To enrich the educational journey of every student by providing a diverse array of co-curricular opportunities, including sport, music, the arts, leadership and cultural activities. We are dedicated to broadening students' experiences, igniting their passions, and expanding their interests. Through our programs and initiatives, we aim to ensure that all students have access to interschool activities that enhance their learning, foster personal growth, and prepare them for future challenges and opportunities.



**Building Connections,
Fostering Engagement,
Embracing Opportunities.**



STRATEGIC PRIORITIES

1

GOVERNANCE & ADMINISTRATION

To strengthen the governance and administration of our association, enhance our service provision and sustainability.

2

OPPORTUNITY & DIVERSITY

To enhance and diversify opportunities that allow all students to pursue passions and interests outside of the classroom.

3

COLLABORATION & PARTNERSHIPS

To provide a forum for people to work together to meet the needs of the association and enhance the delivery of our programs.

4

INCLUSION & PARTICIPATION

To create equitable access for participation in SEISA that supports the diversity in our communities.

5

ENGAGEMENT & REPRESENTATION

To foster a culture in which students are actively engaged and recognise the value in representing their school in high quality programs.

6

ACKNOWLEDGEMENT & CELEBRATION

To establish a practice of acknowledging and rewarding success to enhance the experience of our students.

1

GOVERNANCE & ADMINISTRATION

To strengthen the governance and administration of our association, enhance our service provision and sustainability.

Strategic Objective:

Measuring Success:

1.1 Create a risk management framework.	Consistent risk management practices applied across all SEISA activities.
1.2 Review the incorporation status of the Association.	An informed decision made and relevant legal structures implemented to support that decision.
1.3 Develop an association charter that clarifies the key functioning of the Association, such as but not limited to: code of conduct, decision making, membership structure and provides criteria for existing, associate and invitational members.	Charter completed and implemented.
1.4 Review the Association's policy suite and confirm additional policies required to maintain best practice.	Inclusion, adverse weather, child safety, privacy, etc. Policy suite completed and available on the SEISA website.
1.5 Revamp the SEISA website to establish it as the primary hub for all Association planning and resources, including the use of results management software, event planning information, policies and risk management templates. Incorporate the Association Handbook content into the SEISA website to guarantee the timeliness and precision of information.	Website updated for enhanced user experience.
1.6 Create a Business Operations Manual (Executive Officer handbook detailing SEISA's operational management) to guarantee continuous business functionality.	Business Operations Manual created, reviewed annually and updated as required.
1.7 Examine the SEISA calendar to optimise service delivery, including the possibility of scheduling separate days for sporting and cultural programs, while also coordinating school holiday breaks.	Review conducted and change implemented as required.



2

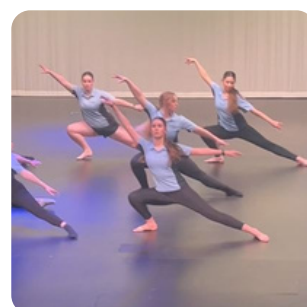
OPPORTUNITY & DIVERSITY

To enhance and diversify opportunities that allow all students to pursue passions and interests outside of the classroom.

Strategic Objective:

Measuring Success:

2.1 Each school to collect data on current participation levels and to solicit student feedback to help identify future opportunities.	Initial data collection completed, reviewed by the relevant committees and future program opportunities discussed.
2.2 Implement an annual stakeholder survey in Term 4 to establish student interests and explore contemporary program planning options with the aim of engaging new students and increasing participation.	Annual review to increase the number of students engaging with a SEISA program.
2.3 Identify students that are not currently engaged in or catered for within SEISA and establish where their interests lie.	Increase in the number of students who are actively engaged.
2.4 Introduce new programs to enhance the SEISA experience for member school students.	New programs implemented based on outcomes from student feedback.
2.5 Conduct a yearly audit on SEISA program offerings and venue utilisation.	An annual audit conducted by November on SEISA's current venues, collaborating to optimise the selection of venues for the program of events.
2.6 Create a comprehensive event planning template that seamlessly integrates inherent learning outcomes, ensuring each event serves as an enriching educational experience.	Document outcomes for each event and publish with planning information.



3

COLLABORATION & PARTNERSHIPS

To provide a forum for people to work together to meet the needs of the association and enhance the delivery of our programs.

Strategic Objective:

Measuring Success:

3.1 Expand the professional networks within SEISA to enhance collaborative partnerships and provide increased opportunities for professional development and learning among our staff.	Increased participation and opportunities in networking.
3.2 Establish shared administrative procedures to foster collaborative planning and networking opportunities, while centralising resources for streamlined access and efficiency.	Overhaul the shared resource drive and consider centralised provision via the SEISA website for enhanced accessibility and efficiency.
3.3 Introduce additional opportunities for students from member schools across various year levels to engage and collaborate, including the implementation of new student forums and additional interaction platforms for student leaders.	Increased number of student events spanning various year levels and diverse focus areas.
3.4 Investigate possibilities for collaborative activities among multiple member schools to foster cost-effective and collective learning experiences. This may encompass shared overseas trips, chaplaincy support, joint excursions and collaborative professional development initiatives across member schools.	Assessing the frequency of collaborative trips among multiple SEISA schools, along with the quantity of joint professional development endeavors.
3.5 Strengthening professional engagement with other associations via shared learning and engagement amongst Executive Officers and Association staff.	Prioritising Executive Officer attendance at School Sports Association of Victoria (SSAV) meetings and professional development opportunities and implementing shared learning within SEISA programs and operations.



4

INCLUSION & PARTICIPATION

To create equitable access for participation in SEISA that supports the diversity in our communities.

Strategic Objective:

Measuring Success:

4.1 Development of an inclusion statement unanimously endorsed by all member schools.	Inclusion statement implemented.
4.2 Increase the level of student participation in SEISA activities. Establish a benchmark for participation based on feedback.	Establish and maintain a high level of student participation - 60% of the student population within each member school.
4.3 Schedule events or activities as part of the regular SEISA program that create sufficient opportunities for all students at schools.	Track annual participation rates against a measure of student population at individual schools.
4.4 Conduct a review of the accessibility of current SEISA programs.	Establish regular stakeholder surveys to identify accessibility issues and improve opportunity for student participation.
4.5 Explore program options to cater for students with differing needs and abilities.	Examine the feasibility of introducing new programs to accommodate a broader spectrum of student interests and capabilities. This may involve competitions or development initiatives in literacy, STEM (robotics), culinary, mastermind challenges, pitch competitions, coding competitions, design projects and sustainability initiatives.
4.6 Investigate the viability of an "all abilities" program within SEISA.	Program options investigated and implemented as agreed.



5

ENGAGEMENT & REPRESENTATION

To foster a culture in which students are actively engaged and recognise the value in representing their school in high quality programs.

Strategic Objective:

Measuring Success:

5.1 Develop an understanding of the importance of ethical behaviour, fair play and sportsmanship. Establish routines and rituals around sportsmanship and ethical behaviour. Promote the SEISA code of conduct.

Incident register monitored for compliance with the code of conduct and to ensure accountability. Positive feedback received through event reviews to encourage ongoing improvement and excellence.

5.2 Explore elite pathways beyond SEISA for Senior premiership teams and Association representative teams.

Increase in the number of programs entered.

5.3 Delivery of high quality programs, including the development of comprehensive and well-structured program content, effective implementation strategies and ongoing evaluation to ensure outcomes meet or exceed expectations.

Measure participation rates across programs and previous years.

5.4 Establish guidelines to ensure a minimum level of officiating for SEISA competitions.

Feedback processes established, including reviews of umpires after each game and at the conclusion of each season.

5.5 Implement an online automated results management platform for the Team Sport program.

New software embedded within the SEISA website.

5.6 Source the best available venues to host SEISA events within our region.

Positive feedback received on venue bookings from staff, students and families.

5.7 Introduction of themed rounds for SEISA sporting competitions.

Introduce a themed round, with review and further implementation as required.



6

ACKNOWLEDGEMENT & CELEBRATION

To establish a practice of acknowledging and rewarding success to enhance the experience of our students.

Strategic Objective:

Measuring Success:

6.1 Determine what schools value in student recognition programs to ensure their sustainability and effective implementation.	Student forum created to gather stakeholder feedback regarding the SEISA recognition programs.
6.2 Develop a program to recognise staff for their contributions to SEISA events, integrating the presentation of staff awards into the annual Networking Dinner.	Program implemented.
6.3 Explore the concept of a SEISA awards event, celebrating various student achievements across a range of programs.	Event added to the annual calendar as required.
6.4 Implementation of the “SEISA Award”, presented annually to two students from each member school, honouring those who exemplify SEISA's values through their active involvement in a diverse array of events and activities.	New award implemented.
6.5 Consider the implementation of a “Team of the Year” award within the Team Sports competition, where individuals at senior level are recognised for outstanding performance across the season.	Team of the Year award implemented.
6.6 Establish a SEISA participation certificate template for each school to utilise, recognising student participation in various events and activities.	Participation template developed and available for schools to utilise.
6.7 Enhance the existing database of premier teams and champion schools into an extended section on the SEISA website, commemorating team achievements with a comprehensive results archive, highlighting student award recipients and acknowledging staff who have received recognition awards.	Website updated with enhanced results database and awards section.
6.8 Introduce a new award, the SEISA Aggregate Cup, amalgamating the cumulative scores from all sporting competitions held annually.	New award implemented.
6.9 Initiate the SEISA Hall of Fame, acknowledging former students that have achieved specified levels of success in their careers in Sport, Music, The Arts and Leadership.	Hall of Fame criteria and nomination process developed and implemented. Hall of Fame recipients published on the SEISA website. Options explored for the recognition process - certificate, guest presentation, etc.
6.10 Add a celebratory element to the Networking Dinner.	Implement an “Awards and Recognition” segment to the annual dinner.

PLANNING TIMELINE

2025

STRATEGIC PLAN IMPLEMENTED

2026

INTERIM REVIEW

2027

INTERIM REVIEW

2028

INTERIM REVIEW

2029

**COMPREHENSIVE REVIEW
AND FUTURE PLANNING**



**Building Connections,
Fostering Engagement,
Embracing Opportunities.**



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