



NEGS
MORE THAN
A SCHOOL



2023 - 2026 Strategic Plan





NEGS
MORE THAN
A SCHOOL

For over a century, NEGS has provided the opportunity for every student to be their best.

From the early years through to graduation, NEGS instil a love for lifelong learning. We provide a personalised and engaging academic program for each student. Our boarders relish in an immersive environment where they learn real-life lessons by sharing experiences every day.

From sports to co-curricular, NEGS provides choices for every student to thrive. A broad junior and senior school sporting opportunities encourages teamwork and wellbeing. 50 hectares of regional living provides the facilities, experiences and adventures, whilst our community - at the heart of our school - enables our students to establish and maintain life-long connections.

This is what makes NEGS more than a school.



NEGS

Our School, Our Community



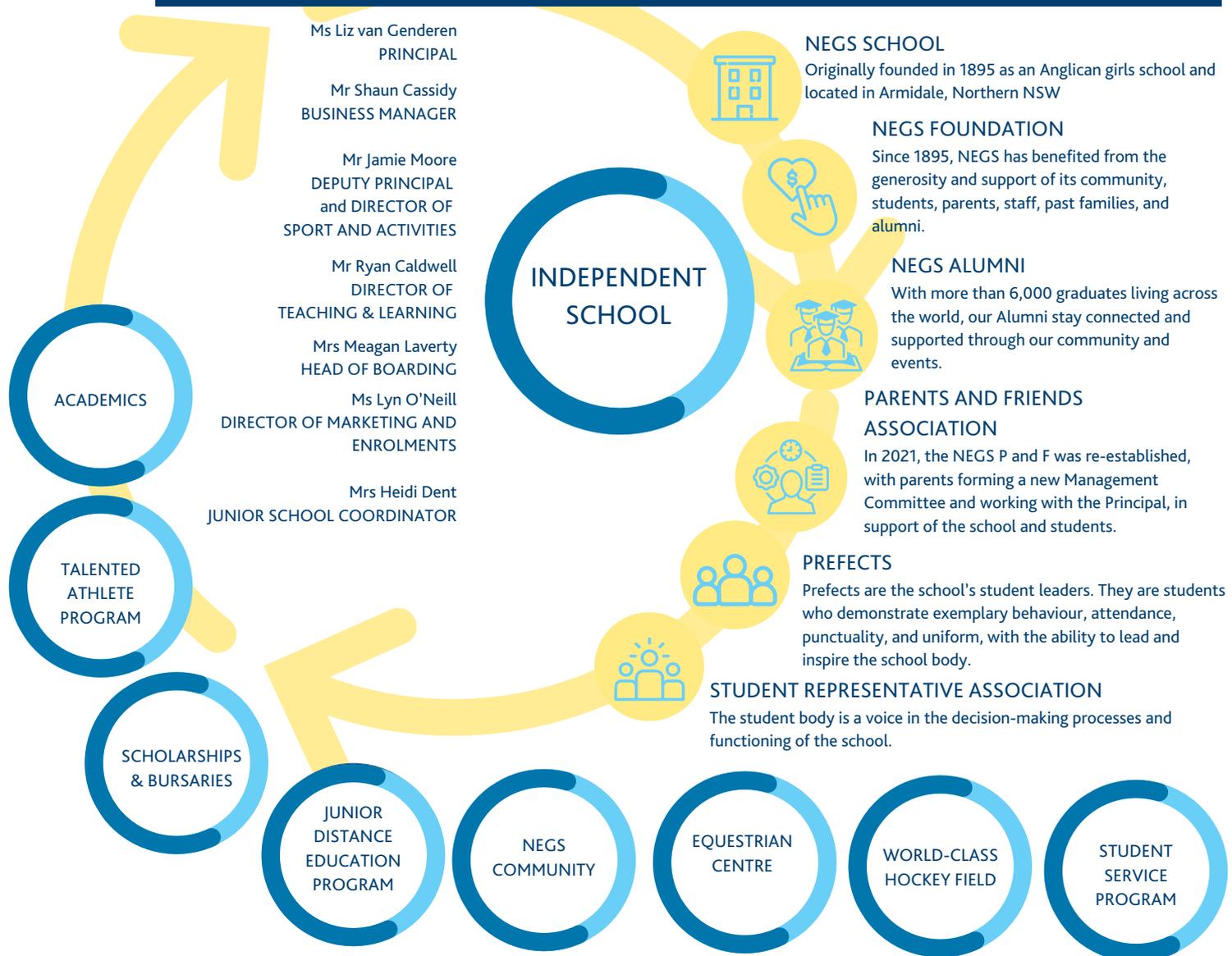
BOARD OF DIRECTORS

The Board of Directors are elected at the Annual General Meeting of NEGS Limited, a company Limited by Guarantee, which owns the assets and liabilities of the School.



EXECUTIVE TEAM

The Executive Team is responsible for implementing the strategic plan and oversees staff and student welfare, student academic achievement, boarding, marketing, enrolments and community relations, equestrian and co-curricular offerings. Their focus is on ensuring a supportive and enriching environment for all students and staff while maintaining the school's reputation and growth.



Ms Liz van Genderen
PRINCIPAL

Mr Shaun Cassidy
BUSINESS MANAGER

Mr Jamie Moore
DEPUTY PRINCIPAL
and DIRECTOR OF
SPORT AND ACTIVITIES

Mr Ryan Caldwell
DIRECTOR OF
TEACHING & LEARNING

Mrs Meagan Lavery
HEAD OF BOARDING

Ms Lyn O'Neill
DIRECTOR OF MARKETING AND
ENROLMENTS

Mrs Heidi Dent
JUNIOR SCHOOL COORDINATOR

NEGS SCHOOL

Originally founded in 1895 as an Anglican girls school and located in Armidale, Northern NSW

NEGS FOUNDATION

Since 1895, NEGS has benefited from the generosity and support of its community, students, parents, staff, past families, and alumni.

NEGS ALUMNI

With more than 6,000 graduates living across the world, our Alumni stay connected and supported through our community and events.

PARENTS AND FRIENDS ASSOCIATION

In 2021, the NEGS P and F was re-established, with parents forming a new Management Committee and working with the Principal, in support of the school and students.

PREFECTS

Prefects are the school's student leaders. They are students who demonstrate exemplary behaviour, attendance, punctuality, and uniform, with the ability to lead and inspire the school body.

STUDENT REPRESENTATIVE ASSOCIATION

The student body is a voice in the decision-making processes and functioning of the school.

ACADEMICS

TALENTED
ATHLETE
PROGRAM

SCHOLARSHIPS
& BURSARIES

JUNIOR
DISTANCE
EDUCATION
PROGRAM

NEGS
COMMUNITY

EQUESTRIAN
CENTRE

WORLD-CLASS
HOCKEY FIELD

STUDENT
SERVICE
PROGRAM



From our Principal and Board

The leadership team and Board of Directors are pleased to present to you our three-year strategic plan to drive NEGS towards being Australia's leading regional school by our 131 year anniversary.

The new strategy is designed to ensure continual enhancement of our regional education offering and a clear direction to have the most personalised education and boarding experience. It ensures that, over the next 3 years, our students and our connected community have the opportunity to thrive in today's ever-changing world.

Our values of Integrity, Responsibility, Excellence and Teamwork underpin these strategies.

The NEGS Strategic Plan 2023-2026 outlines three key strategies:

- LEAD as an independent Anglican regional co-educational junior school and girls senior day and boarding school;
- THRIVE to enable and facilitate a holistic and enriched student life; and
- EXPERIENCE to ensure life-long connection and support.

We trust you will be inspired by the opportunities this plan provides to the community.

Yours sincerely,

Liz van Genderen
Principal

John Cassidy AO
Board Chairman





Our Purpose, Vision and Mission

Purpose

NEGS believes in developing empathetic, fulfilled young people with drive and purpose who know themselves, take ownership, and embrace possibilities to contribute and thrive in a complex and changing world.

Vision

To be Australia's leading regional school.

Mission

Through our leading Teaching and Learning, Wellbeing and Boarding programs, and the rich co-curricular and spiritual life of our school. We instil in our students the school's values of excellence, integrity, responsibility and teamwork.

Values

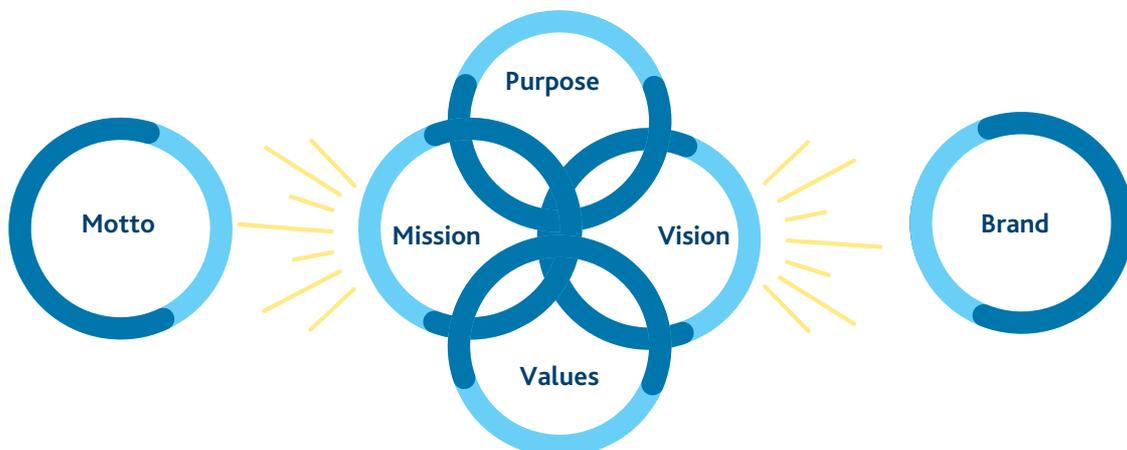
Excellence	We strive to be the best we can be
Integrity	We are honest, trustworthy, reliable and do what is right.
Responsibility	We are accountable for our actions and impact.
Teamwork	We achieve when we collaborate and work together.

Motto

'Whatsoever you do, do it heartily'.

Brand

More than a School







Key Internal, External and Industry Challenges







Key Opportunities to Leverage

Operational Best Practice

The complexities schools encounter today necessitate a proactive approach to stay relevant and effective. Therefore, it is essential to continually update, integrate and optimise operational processes, systems and practices. Aligning strategic initiatives with best practice is an opportunity for the school to be 'fit' now and into the future.

Brand Strategy

There is the opportunity to reinvigorate the NEGS brand strategy in alignment with the new NEGS Strategic Plan and position NEGS for the future.

Asset Utilisation

Schools and their facilities are assets that are also valuable for the community, when not required for school purposes. There is opportunity to increase the utilisation of NEGS main assets including the boarding houses, equestrian centre and hockey field and sporting complex. This opportunity converts to increased revenue to be leveraged for upgrades and new developments

Enrolment Growth

With greater local competition and capacity for private school's NEGS has a challenge to build back enrolments. A new strategic plan and a brand refresh will reinvigorate and focus the school on its vision to be the leading regional school.

Boarding Facilities

NEGS overall boarding capacity is 260 students. We have 4 boarding houses on campus. Current boarding enrolment presents an opportunity to upgrade our boarding facilities without interrupting our current boarding students. The new facilities would meet the boarding community's ongoing and changing needs to provide a contemporary and modern environment. Boarding is central to the life of NEGS and is close to the hearts of Old Girls and current students alike.

Enhance Academic Achievement

Teachers are the most important school-related factor influencing student learning. Teachers can help level the playing field and provide opportunities for success to all their students. NEGS has an opportunity to continually build on their individualised learning approach and ensure every student has the opportunity and support to be the best they can be.



Lead



Key Strategy 1: Lead

Lead as an independent Anglican regional co-educational junior school and girls senior day and boarding school.

1. LEAD WITH EXCELLENCE To ensure the foundational structures of our school secure the opportunity for growth and continual improvement.	2. EMPOWER THRIVING LIVES So students are able to fulfil their purpose, experience more and develop into confident, empathetic and resilient people.
TEACHING EXCELLENCE Attraction and retention of leading and innovative teachers and global best practices to enhance student academic ability.	STUDENT WELLBEING AND AGENCY Enabling students to be strong, confident, positive and caring people.
CULTURE AND RELIGION Demonstrating our values and preserving Christian traditions whilst embracing all faiths, cultures and backgrounds.	PARTNERSHIP AND PROGRAM PARTICIPATION Students are encouraged to participate in external opportunities that build their skills and character.
QUALITY REGIONAL FACILITIES Maintain, improve and maximise utilisation of our boarding, equestrian and sporting facilities.	NEXT GENERATION OF GLOBAL CITIZENS Students are prepared to navigate the changing world as strong, resilient, optimistic and confident global citizens.



Thrive



Key Strategy 2: Thrive

Enable and facilitate a holistic and enriched student life

3. NURTURING INDIVIDUAL SUCCESS So every student's interests, capacity and capability is nurtured, developed and celebrated as an individual.	4. ENABLING SPORTING ASPIRATIONS To enable students to be fit, healthy and focused on their interests, aspirations and ambitions.
PERSONALISED LEARNING A personalised academic program, with a flexible and individual approach to learning for every student.	SPIRITED SPORTING ENDEAVOURS A commitment to participation and team spirit across an all-year round sport offering.
CO-CURRICULAR ACTIVITIES A broad range of activities and opportunities from sporting, musical, spiritual, cultural, artistic and agricultural.	TALENTED ATHLETE PATHWAYS Pathways for talented rugby, netball, hockey and equestrian students.
IMMERSIVE BOARDING EXPERIENCE A lively, diverse and nurturing environment supporting individual student interests on campus and around the city.	INSPIRED EXPERIENCES We enable opportunities and experiences that will inspire students now and into the future.



Experience



Key Strategy 3: Experience

Ensure life-long connection and support

5. CONNECTED COMMUNITY FOR LIFE To differentiate our school with lifelong benefits from the experience and connections made.	6. CONTINUAL OFFER ENHANCEMENT To secure additional financial and in-kind support to optimise and evolve the NEGS experience.
NURTURING VILLAGE ENVIRONMENT Every student is known and individually supported to reach their potential.	RELEVANT LEARNING Contextualising learning in the complex and evolving real world.
CAREER AND PROFESSIONAL PATHWAYS We continually strengthen our connections with agricultural industries, TAFE sector and UNE to expose our students to career possibilities.	NEGS FOUNDATION ENGAGEMENT We ensure that our NEGS Community are engaged in our philanthropic endeavours.
CONNECTED STAFF, PARENTS AND ALUMNI We create, nurture and celebrate the NEGS shared experience and sense of belonging.	REGIONAL PARTNERSHIPS AND ADVOCACY We engage and provide opportunities for regional partnerships and collaborations.





Measures of Success

1. LEAD WITH EXCELLENCE

To ensure the foundational structures of our school secure the opportunity for growth and continual improvement.

AITSL Standards for Teachers
 Staff retention rates
 NAPLAN student academic results
 Facility utilisation rates and revenue generation

2. EMPOWER THRIVING LIVES

So students are able to fulfil their purpose, experience more and develop into confident, empathetic and resilient people.

Student participation rates
 Social Emotional Wellbeing Survey/Nurture
 Student and staff survey

3. NURTURING INDIVIDUAL SUCCESS

So every student's interests, capacity and capability is nurtured, developed and celebrated as an individual.

Monitoring the Academic Vision Program
 Student participation rates
 Student to Teacher ratio

4. ENABLING SPORTING ASPIRATIONS

To enable students to be fit, healthy and focused on their interests, aspirations and ambitions.

Student participation rates
 Talented Athletes Program rates
 Student Representative Honours

5. CONNECTED COMMUNITY FOR LIFE

To differentiate our school with lifelong benefits from the experience and connections made.

Student participation rates
 NEGS Community Survey
 Alumni and Student Engagement

6. CONTINUAL OFFER ENHANCEMENT

To secure additional financial and in-kind support to optimise and evolve the NEGS experience.

Value of annual capital funding from the NEGS Community.
 Value of annual sponsorships received.
 Participation and engagement with annual giving.
 Quantum of partnerships and initiatives



NEGS

Be Your Best @NEGS