

# St Paul's

ANGELICAN GRAMMAR SCHOOL

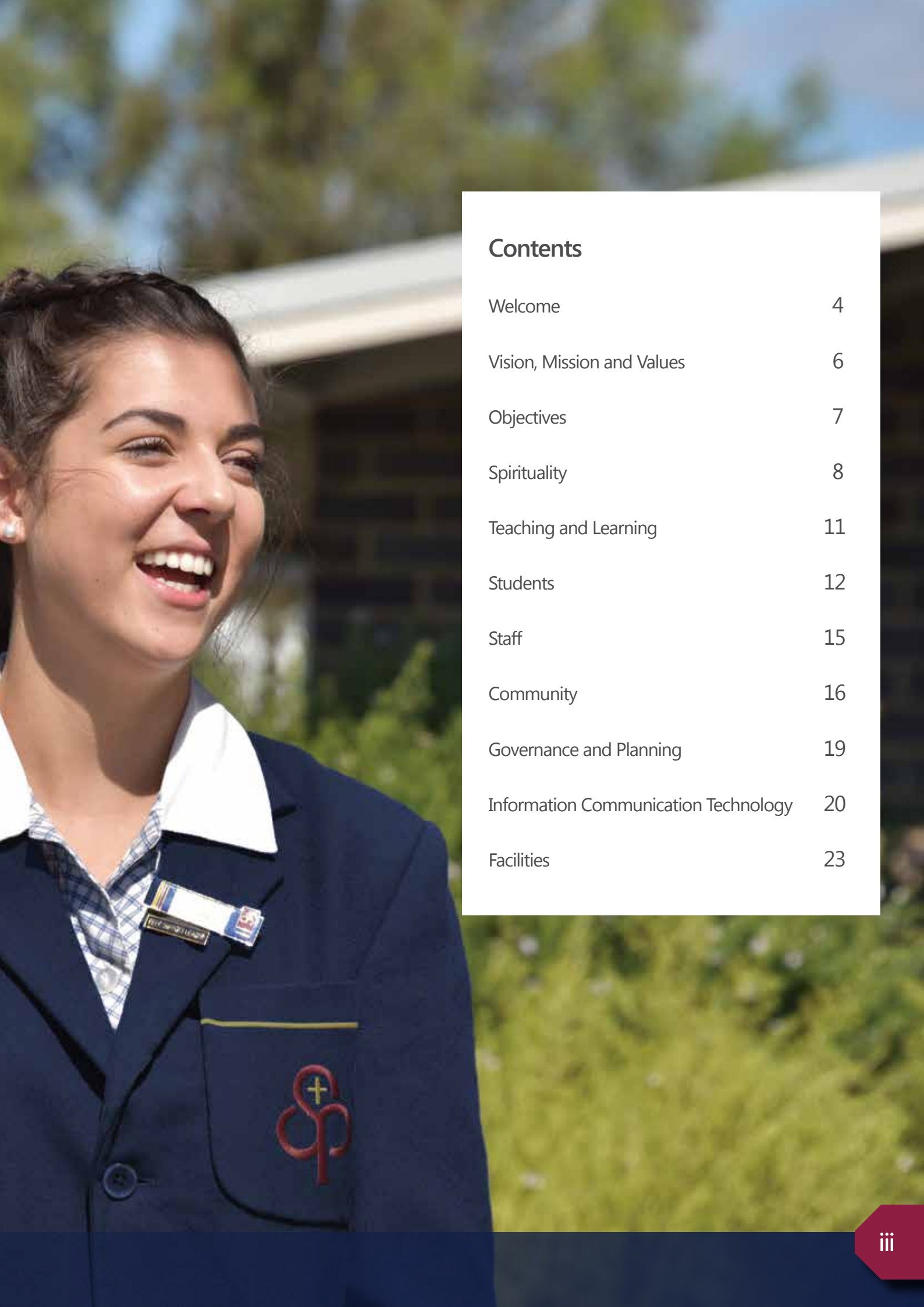


## LOOKING FORWARD

2017 – 2021

Wisdom | Integrity | Compassion | Respect





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# Welcome

The St Paul's Anglican Grammar School 2017 – 2021 Strategic Plan has been developed through extensive consultation and in an environment of high parental, student and staff satisfaction and positive relationships within the school community. The plan builds on our successes and maintains our commitment to the intent of the School's founders that "St Paul's be a school which has a happy, stimulating atmosphere, in which each student is encouraged to develop as a whole person and give of his best in academic study, social skills, cultural interests and human relationships". Through the actions proposed, the plan aims to provide an environment that encourages our students to develop a mindset that looks beyond their own experiences to the global community. In addition, the plan reinforces our aspiration to be an outstanding Anglican school, embracing the challenge to ensure that:

"At every level of its operation, an Anglican School will adopt policies that affirm the value of each person, builds community, responds to human need, affirms the principles of justice and sustainability and promotes peace." From the Anglican Diocese of Gippsland and St Paul's Anglican Grammar School agreement March 2011.

St Paul's has a proud history of providing an outstanding education to the families of Gippsland. The school was founded in 1982 through the efforts of parents within the community who desired that their children would have access to a high quality, Christian education. The school that we are today is a fulfilment of their vision. As a school of approximately 1400 students, we strive to be a community where each child is known and feels safe, happy and respected. With this in mind, there is no intent for the school to grow dramatically from its moderate size. While we encourage enrolments into those year levels where we have vacancies, we do not plan on becoming a significantly larger school, with the exception of our aspiration to offer VCE at the Traralgon Campus when student numbers allow.

St Paul's students are highly regarded for their commitment to learning, genuine care and compassion for others and enthusiasm for all that they do. Their commitment to the values of the School is evident in the way they treat each other, respect their teachers and wholeheartedly contribute to their community. As a result of the dedication of staff throughout the years, St Paul's also enjoys a reputation for academic excellence and a commitment to continual improvement in all aspects of teaching and learning.

While the direction for the School is clearly presented in the plan, there is still the potential for us to be flexible and adaptable. The School's facilities master plan will continue to be revised and updated in order to provide the best possible physical environment and to support the plan's objectives.

The strategic plan will be implemented through the development of annual goals and indicators of success, which will enable us to assess our progress and report to the school community regularly.

We thank all who have contributed to the development of the plan and look forward to implementing it over the coming years.

*Tia Navanteri*  
BOARD CHAIR

*Lisa Moloney*  
PRINCIPAL



# Our Vision

To offer an exemplary Anglican education through which students are inspired to develop a lifelong passion for learning and to contribute positively to the global community.

# Our Mission

As a school which values learning in all its forms, we are committed to providing opportunities for each student to achieve their personal best. In partnership with families, we will create a supportive, caring and collaborative environment where young people are challenged to think critically, strive for excellence and contribute constructively to the world around them.

# Our Values

Wisdom | Integrity | Compassion | Respect

# Objectives

## 2017–2021 Strategic Plan

To achieve the desired outcomes of the Strategic Plan, the School will focus its efforts around five major objectives:

- Define and then integrate the St Paul’s values and the Anglican nature of our school into all that we do.
- Identify, value and develop the potential in every child by providing an innovative and vibrant education.
- Prepare our students to be creative, outward looking, and service oriented global citizens.
- Nurture an inclusive, safe, connected and healthy school community.
- Secure the financial and educational future of St Paul’s through prudent management.

The goals of the Strategic Plan will be achieved through a focus on a range of strategies under the following domains:

Spirituality

Teaching and Learning

Students

Staff

Community

Governance and Planning

Information Communication Technology

Facilities

# Spirituality

We will...

*Develop and communicate a clear Christian identity which is found in our Anglican ethos by using language that links our core values and activities to their spiritual roots.*

## **Strategies:**

- Share with the broader school community what it means to be, and belong to, an Anglican school.
- Encourage the creation of opportunities for the exploration and development of Christian faith while also celebrating and promoting our understanding of diversity, acceptance of difference and inclusivity.
- Integrate the language and essence of Christian faith and our school values in our expectations, plans and traditions.
- Encourage all members of our community to work for peace, equity and justice.
- Promote good relationships and diligent stewardship of our talents, resources and the natural environment.







# Teaching and Learning

We will...

*Offer a rich learning environment where children are inspired to develop a passion for learning and are challenged to grow personally and academically, while maintaining our expectation of high academic standards.*

## **Strategies:**

- Provide an innovative and collaborative environment where each student is supported, guided and encouraged to reach their academic and personal potential and staff are inspired and supported to be life-long learners.
- Collaborate with parents to develop a shared understanding of the benefits of risk-taking, consistent effort and mastery in student learning and development.
- Develop learning and co-curricular programs that encourage students to become ethical and caring global citizens and enhance their personal and academic potential.
- Foster independent learning and personal accountability so our students learn and thrive both at school and beyond.

# Students

We will...

*Provide a safe, healthy and supportive learning environment where every child will have the opportunity to be appropriately challenged, thrive and actively engage with the wider world.*

## **Strategies:**

- Ensure that the wellbeing of each child, including their safety and academic progress, is our first priority.
- Offer diverse, challenging and inclusive academic and co-curricular programs, which provide each child with the opportunity to flourish.
- Foster a close and connected school community, which understands the importance of good physical and mental health.
- Instil the importance of constructive, respectful and healthy relationships and a mature sense of self through timely and effective Pastoral Programs.
- Facilitate opportunities that will enhance the intercultural awareness of our students, encourage a global outlook and provide opportunities for them to connect with people from different cultures and backgrounds.





# Staff

We will...

*Encourage all staff to use their strengths, skills and expertise to inspire by building a collaborative professional environment in which innovation and excellence are valued.*

## **Strategies:**

- Promote a culture which encourages professional excellence through innovation, continual improvement, collaboration, respect, trust and shared professional practice.
- Implement rich and relevant professional learning experiences for staff, whilst also ensuring that their efforts and capacity are valued and respected.
- Frequently encourage staff to share their knowledge, skills and expertise with the wider educational community.
- Promote physical and mental health for all staff and work collaboratively with staff to develop and promote welfare and care initiatives.
- Continue to use flexible and innovative approaches to the recruitment and retention of excellent staff.

# Community

We will...

*Nurture a caring, welcoming and connected community that is focused on the development and support of our students and our school, whilst embracing opportunities to engage meaningfully with others.*

## **Strategies:**

- Further develop an expectation of respectful, open, honest and positive communication between all members of the school community.
- Partner with the broader community to construct working partnerships that facilitate ongoing collaboration, including meaningful indigenous and global connections.
- Honour and promote the importance of a strong connected school community, and the value of collaboration between school and home, in the education and development of every child.
- Celebrate the School's history by sharing the stories that have contributed to its identity and encourage the continued involvement of parents, alumni and founding families.







# Governance and Planning

We will...

*Ensure the sustainability of the School through effective planning, accountability and prudent financial management.*

## **Strategies:**

- Continue to review school structures, plans and achievements to ensure a balance between financial sustainability, school community expectations and desired educational outcomes.
- Protect all members of the school community and school assets through the highest quality risk and compliance systems and Occupational Health and Safety procedures and reporting.
- Assist school families in times of need by encouraging a spirit of giving to the School's Education Support Fund and promoting its purpose.
- Explore programs and partnerships which may provide further opportunities and alternative sources of revenue for the School.
- Promote opportunities for Directors of the Board to engage with both the school community and the broader educational community.
- Maintain an active program of recruitment, induction, development and succession planning for Board members.

# Information Communication Technology

We will...

*Support best practice in teaching and learning, in communication, and in the collection, management and security of data by encouraging innovation and excellence in Information Communication Technology (ICT).*

## **Strategies:**

- Investigate and implement best practice in the use of new and emerging technologies in order to support outstanding teaching and learning, and to encourage collaboration, flexible learning and cross-campus learning.
- Invest in ICT infrastructure to support the rapidly changing technology environment, and review information services structures to ensure equity in technology use, equipment and resources across all areas of the school.
- Continue to encourage smart, safe and responsible use of ICT.
- Enhance the school's use of ICT to support effective communication, organisational efficiency and best practice in data management.





# Facilities

We will...

*Provide quality facilities which support the achievement of educational objectives, reflect consideration of financial and environmental sustainability, and maximise value to the school community.*

## **Strategies:**

- Continue to implement and renew the School's facilities master plan in light of educational objectives, government funding, program initiatives, and school enrolment levels.
- Prioritise sustainable practices in water, energy and waste management in all facility operations, including refurbishment, design and construction.
- Further improve the physical security of school grounds and buildings during, and outside of school hours.
- Maintain an active Minor Capital Works Program which supports regular maintenance and renewal of school facilities, grounds and equipment.



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