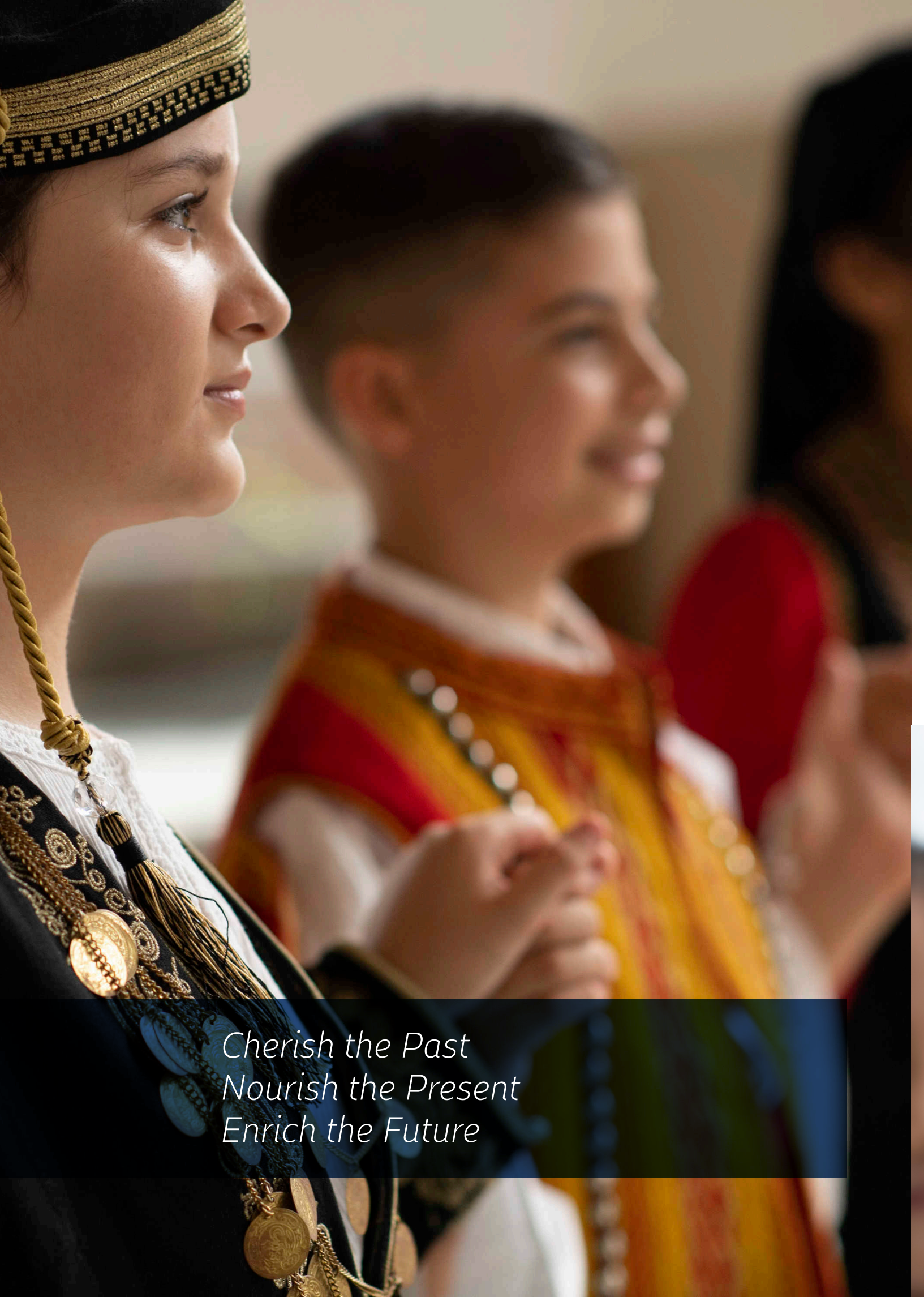




**All Saints**  
Grammar

# Strategic Improvement Plan

2022 - 2026



*Cherish the Past  
Nourish the Present  
Enrich the Future*



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# Message from the Head of School and Chair of Board of Directors

With over thirty years of educational experience and strong foundations in the Hellenic culture, All Saints Grammar is proud of its Christian values and the opportunities it offers students, not often found in other Australian schools. As part of this journey, we have developed and honed a unique holistic teaching approach which ensures every student is nurtured to not only achieve academic success but also the emotional and social stability required as they grow into better persons and better learners. Over the last three decades of our history, our school has made every effort to maintain the vision and intention of our founding predecessors.

This Strategic Improvement Plan is the result of many months of evaluation, consultation, and research, with which to formulate our way forward. Members of our Board of Directors, our Parish Priest and Chaplain, together with the School's Leadership Team and our school staff, have dedicated time and effort to ensure that what we present to you, embodies the spirit of excellence to which we all aspire.

We are conscious of the responsibility we have, to continue the journey of organisational growth and improvement, to achieve the level of excellence our students and our community deserve.

We believe that we must invest ourselves in this journey of improvement through continually cherishing of our past, nourishing our present, and working to enrich our future. With this intention and purpose in mind, we have reviewed and recrafted our Vision, Mission, and Value statements to best represent what our school stands for and aspires to be. In addition, our school philosophy functions as a tool for reflection through which we can inform our mindset and our daily operation.

We have focussed our areas of improvement so that, through the cultivating of a collaborative culture, we consolidate our organisation as a place of continuous learning and improvement, where, as a community, we take ownership and responsibility for our future.

We present to you our School's Strategic Improvement Plan for the years 2022 – 2026.

Sincerely,

**Mrs Elfa Lillis**  
Head of School

**Mr Steve Rafeletos**  
Chair of Board of Directors





# Mission Statement

All Saints Grammar is a co-educational school founded in 1990 by the Greek Orthodox Parish and Community of All Saints Belmore.

We are committed to providing a holistic educational experience to students and staff of our school, informed by the principles of our Orthodox Faith and the rich learning tradition of our Hellenic heritage.

We are a school community that fosters an appreciation of the fullness of an ethical life, in an environment that is intellectually rigorous and nurturing, where every person can be the better version of themselves.

Our students grow into confident and articulate individuals of strong moral character, who are inquisitive and courageous, ready to contribute positively and responsibly in a globalised world.







# Vision Statement

To provide educational excellence that fosters integrity, compassion, courage, respect, and a sense of purpose to become the best version of who we can be.

**Let Us Stand Well!**







# What We **Value**

Every member of the All Saints Grammar community is encouraged to become a better person and a better learner. We value and emphasise the following domains of that personal and collective learning journey.

## **Intellectual Rigour**

Accessing robust and relevant learning experiences.

## **Character Values**

Engaging with parents and broader community to instil in all of us core ethical values.

## **Emotional Balance**

Developing a strong sense of our ability to engage with and overcome challenges with confidence, and a positive and self-reflective mindset.

## **Cultural, Social, and Spiritual Connections**

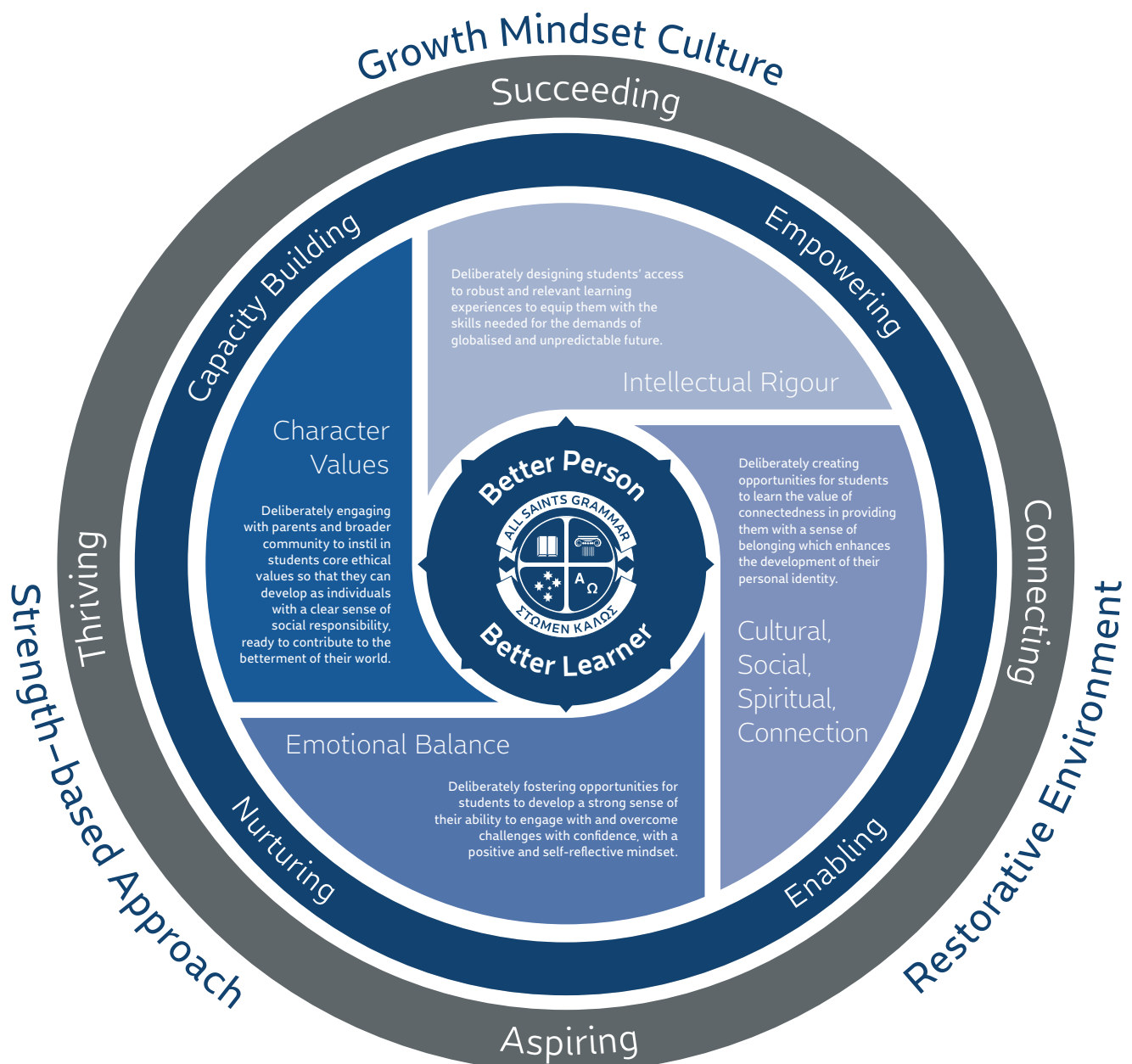
Learning the value of connectedness which provides us with a sense of belonging and enhances our personal identity.







# Our Philosophy







# Priority Areas of Improvement and Goals

## Key Area

## Aim

### 1. Excellence in Learning and Teaching

Develop an expert team of educators who are committed to their own learning and to improving their students' learning and achievement.

## Specific Goals

**1.1.** To promote engagement with effective research-based learning and teaching frameworks.

**1.2** To promote staff engagement in the gathering and interpretation of data to inform the delivery of learning and teaching that responds to students' progress.

**1.3** To promote and support the development of rich and relevant teaching programs to promote challenging learning experiences for all students.

**1.4** To achieve expertise in excellent classroom practices that promote high growth in student learning.

**1.5** To recruit, retain, value and develop staff as engaged and inspiring professionals.

**1.6** To achieve high standards of teacher expertise on student learning to enhance student performance.

## Key Area

## Aim

### 2. Student Excellence

Identify and nurture students' potential to grow into confident and articulate individuals of strong moral character, who are inquisitive and courageous, so that they can contribute positively and responsibly to their broader society.

## Specific Goals

**2.1.** To advance a culture in which students, parents and teachers have high expectations that every student will achieve their full potential.

**2.2.** To engage students in outstanding learning experiences and empower them to discover and understand their strengths.

**2.3.** To broaden the delivery of curricular and cocurricular programs that engage, challenge and enrich students' learning.

**2.4.** To cultivate the dispositions of integrity, compassion, courage and respect for others in daily interactions.

**2.5.** To enhance each student's spiritual growth by developing a deeper understanding of the values of the Orthodox Faith and the traditions within our Hellenic Heritage.

**2.6.** To promote high levels of self-efficacy, self-esteem, self concept, self-regulation, and resilience



## Key Area

## Aim

### 3. Pastoral Care and Wellbeing

Cultivate a shared understanding of student wellbeing to support positive relationships and enable students to build social and emotional skills to be respectful, resilient and safe.

## Specific Goals

**3.1.** To implement our Pastoral Care and Wellbeing philosophy, to enable us to care for each of our students by supporting them in becoming not only a better learner but a better person.

**3.2.** To promote effective partnerships with parents and extended families so that they can become partners in supporting the learning and wellbeing of their children.

**3.3.** To establish an additional Special Needs Learning Centre, to cater for the specific learning and social needs of students with special needs, such as autism, cognitive delay, and others, that implements our school's Pastoral Care and Wellbeing underpinnings.

## Key Area

## Aim

### 4. Faith, Culture, and Language.

Promote an understanding of and respect for the value of the Orthodox Faith; instill an appreciation for the richness of the Hellenic heritage; and encourage the study of the Greek language as a set of rigorous and transferable academic skills.

## Specific Goals

**4.1.** To inspire members of the community to become active members of the Orthodox Church; grow in their participation and knowledge of the Orthodox Faith.

**4.2.** To promote a deep understanding of the drivers of learning that have shaped a culture of exploration and discovery and how they continue to influence modern disciplines such as Science, Mathematics, and Literature.

**4.3.** To encourage the study of Modern and Classical Greek as academically rigorous courses.











## Key Area

## Aim

### 5. Learning Environment.

Provide a cultural environment that promotes a sense of belonging and appreciation for learning; a digital environment that enhances quality teaching and challenges new learning; a built environment that meets the needs of contemporary learning; and a natural environment that promotes responsibility, respect and stewardship.

## Specific Goals

**5.1.** To instill a high level of respect for the School's culture, faith, and heritage as influential drivers in the learning process and the school operation.

**5.2.** To establish a safe, reliable, and up-to-date digital environment that facilitates outstanding teaching and inspires challenging learning.

**5.3.** To develop the physical infrastructure and facilities that are attractive, innovative and functional, and that meet the demands of contemporary learning and teaching.

**5.4.** To improve the natural landscape of the campuses and establish programs and projects that promote sustainability and care for the environment at school and beyond.

**5.5.** To establish the physical infrastructure required to adequately cater for the learning and social needs of students in the Special Learning Needs Centre.

## Key Area

## Aim

### 6. Sustainable Organisational Leadership

Ensure high standards of educational leadership, financial management, and responsible governance that promotes individual and collective accountability, and builds networks with the broader community to strengthen the organisation's success and future viability.

## Specific Goals

**6.1.** To increase enrolments for the school to have a three streams structure from Kindergarten to Year 10.

**6.2.** Establish a School's Master Plan aiming for the completion of Stage 1 to provide a better environment for both teachers and students.

**6.3.** Attaining a strong financial position for the school by the end of this Strategic plan.

**6.4.** To establish an effective plan for the maintenance and refurbishment of existing facilities.

**6.5.** To continuously engage with the parent and broader community to establish processes for feedback and support of the school improvement plan.

**6.6.** To establish appraisal and performance review processes that enable the development of personal and collective accountability.







# All Saints Grammar

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