



# Strategic Plan

## 2016 - 2019





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Publication: The Board meets monthly to determine the direction of Newcastle Grammar School. The School's Executive liaise and meet weekly to implement strategies.

Cover: Students on Founders' Day 2016

# Overview

*To grow as a school of excellence within the Newcastle region and wider NSW educational environment where students are encouraged to strive to reach their individual potential and are well placed to meet the challenges of a changing world.*

*To ensure the long term stability of Newcastle Grammar School as a leading educational provider.*

*Strategic Plan: 3 years' continuous improvement 2016-2019*

# Objective 1

## Academic Success

Identify and implement strategies to maintain and improve academic results. Extend staff mentoring, implement a gifted and talented program and develop strategies to further support individual student learning needs.

Introduce an effective data tracking system for each student. Improve communication with parents in relation to student progress.

Develop innovative curriculum offerings that respond to a growing and complex Australian and International environment. Evaluate and update the current curriculum offerings and implement a STEM strategy.

Enhance teaching and learning through technology integration and innovation.

Identify and implement a world class teaching and learning pedagogical framework. This will begin with the development of inquiry based pedagogy in primary and an evaluation of IBPYP or similar, for its relevance to the NGS context. It will ultimately expand into a school wide approach in a teaching and learning framework.

Widen student opportunities to connect with the outside world through worthwhile enrichment activities.



*Pursue high quality academic strategies, programs and pedagogies to enable all students to reach their academic potential*

# Objective 2

## Staff Development

Attract, develop and retain a quality workforce.  
Develop a professional learning model with appraisal system, improve channels of communication, encourage staff networks, extend opportunities for staff and investigate possible teacher exchanges.

Foster in staff a commitment to the School's wider aims and purposes.

Engage staff in career development and commit to best practice human resource models.



*Attract, retain and develop quality teaching and operational staff*

# Objective 3

## Wellbeing

Implement a best practice, evidence-based and dynamic wellbeing framework based on the principles of positive education.

Evaluate and ensure that support services are appropriate for each age group and support the wellbeing of individual students.

Integrate Chaplaincy services into the wellbeing programs and define the NGS approach to spiritual development.

Enhance service learning opportunities for students and provide significant social justice projects with International, National and local projects.



*Maintain and develop the School's commitment to best practice in student wellbeing*

# Objective 4

## Co-curricular

Evaluate current offerings and model a broad co-curricular program that is age appropriate and enables students to develop strengths of character.

Evaluate and deliver meaningful outdoor education programs that enhance wellbeing.

Develop a sequential age based model for outdoor education.



*Develop and offer a broad and engaging range of co-curricular and outdoor education opportunities*

# Objective 5

## Community Engagement

Communicate with parents by expanding the use of a range of media, structure parent groups and improve website interactivity.

Focus on quality and consistency in parent/teacher communication, including information nights and report writing.

Establish a professional and social organisation for alumnae.

The School will actively seek opportunities to engage in our local community.



*Enhance  
communication  
with our parent  
group and grow  
connections with the  
wider community*

# Objective 6

## Future Growth

Improve efficiency of business practice to meet the changing needs of the School.

Identify and mitigate likely risks associated with the long term stability of the School.

Enhance the technological capacity of the organisation.

Review and improve enrolment strategies to grow enrolments.

Develop a scholarship and bursary fund to attract a diverse student body that enriches the School community.

Grow school resources through the establishment of a Foundation to invest in the future needs of the School.

Commence a Master Planning process to plan for future needs. Focus on current facilities at Park and Hill Campus as well as the School's future needs in areas such as Rowing.



*Enhance the  
School's financial  
stability and plan  
for future needs.*



*Respect  
Integrity  
Service  
Excellence*