

STRATEGIC PLAN

2023 - 2025



NEWCASTLE
GRAMMAR
SCHOOL



FROM THE CHAIR OF THE BOARD

Dear NGS Community

It is with great pleasure that I introduce you to the NGS Strategic Plan for 2023-2025.

Providing a comprehensive strategic direction for the future of NGS, this Plan was developed in partnership with a global strategic consultancy firm who conducted widespread consultation across our community, including the Board, Executive, Staff, Students, Parents and Alumni.

We have set ourselves an ambitious overall objective for 2025, with corresponding priorities that are closely aligned to our school values.

NGS Staff will be working hard over the next three years on nine separate initiatives, all of which are focused on

achieving high-quality, innovative and tangible outcomes for our School and community.

You will be kept regularly informed of our progress towards these priorities as we strive to reach our goal of being 'recognised as the leading regional school and as a world-class centre for learning and wellbeing'.

With this Strategic Plan in place, we look forward to an exciting future for NGS.

Ms Catherine Wilkinson
Chair of the Board



SCHOOL VALUES

R.I.S.E



The new Strategic Plan has been written and developed in alignment with our four key school values:

Respect

At NGS, we believe that a shared humanity underpins respect. We expect that all members of our school community make respect the fundamental basis of their interactions with each other.

Service

The act of service means helping or doing work for other people and implies doing so without the expectation of reward. At NGS, we aim to enrich the lives of others and understand that this, in turn, enriches our own lives.

Integrity

At NGS, we encourage our community to demonstrate integrity, trustworthiness, and responsibility in all that they do.

Excellence

We work together in an environment where the pursuit of excellence is encouraged, fostered and valued. Students and staff are committed to being the best versions of themselves.

VISION, PURPOSE AND PRIORITIES

Vision

Outstanding futures: empowering people to change their world and succeed in life.

Priorities

The new strategic plan centres around five key priorities:

- We empower teaching excellence
- We enable NGS wellbeing
- We grow good citizens
- We drive sustainable performance
- We keep getting better

Purpose

By 2025, NGS will be recognised as the leading regional school and as a world-class centre for learning and wellbeing.



PRINCIPLES AND INITIATIVES

Principles

Four key principles guided the creation and development of the plan:

- **Responsibility** – Everyone in the school is responsible for delivering the strategic objective and achieving our vision.
- **Partnership** – We aim to build our community by working with humility and curiosity on mutually beneficial projects with our partners, parents, students and teachers.
- **Sustainability** – We aim to achieve our goals of sustainability by doing the right things and doing things right.
- **Co-design** – Our approach to executing the plan will be inclusive, participative and responsive to our stakeholders.

Initiatives

To achieve our stated priorities, we have identified several initiatives which will be pursued over the next three years. These will help us to:

- Support and guide our staff in their pursuit of teaching excellence.
- Deliver a distinct NGS digital pedagogy.
- Build powerful and beneficial partnerships across our community develop a powerful alignment of programs and practices across K-12, and beyond school to the tertiary sector and workplace.
- Pursue the goal of sustainability in our facilities and financial management.



NEWCASTLE GRAMMAR SCHOOL

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