



Anglican Grammar
Hume



Shaping Our Future

Strategic Plan

 let your colours shine

Mission:

As an Anglican diocesan multi-campus school we offer our local communities affordable, high-quality, independent co-education, in a caring and inclusive Christian environment.



Scope of Operation

We are committed to providing co-education from Prep to Year 12.

Values

Our community embraces the following core values:

1. CHRISTIANITY

compassion and service to others built within an inclusive community that is founded in the Anglican tradition.

2. EXCELLENCE

high standards in all that we do and individuals realising their full potential.

3. RESILIENCE

a positive approach, founded upon realistic expectations, strength of purpose and flexibility to help us deal with the challenges of life.

4. RESPECT

valuing ourselves, others and the environment through a principled, disciplined and compassionate approach.

5. INTEGRITY

a community that is accountable, responsible and trustworthy.

6. SAFETY

care for the health and wellbeing of all members of our community.

Vision

We aim to inspire in our students a love of learning, and through a rigorous and rounded educational experience, provide them with the means to achieve a fulfilling life.

Goals and Pathways

1. STUDENT WELLBEING

a supportive, caring and inspiring environment where all can thrive.

a. Create a culture that promotes student agency, a positive sense of wellbeing and self-worth based upon Christian values. Provide and promote a safe environment with zero tolerance of child abuse, and with emphasis on pastoral care that nurtures each individual student to feel valued, respected and empowered.

b. Equip students with confidence, skills and qualities so they become valuable, caring and respectful members of the community.

c. Develop programs that teach service leadership to encourage an aspirational mindset and a willingness to embrace personal improvement.

d. Provide for the social and emotional developmental needs of each student.

e. Establish an inclusive and culturally safe school where the strengths of all cultures, values and practices, including Aboriginal and Torres Strait Islander, are respected.

2. TEACHING AND LEARNING

engaged and motivated students committed to becoming lifelong, independent learners.

a. Provide opportunities to unlock individual strengths and virtues through a supportive and dynamic learning environment where young people flourish.

b. Deliver a rigorous, balanced future-focused curriculum that promotes global citizenship, collaboration and develops communication, creativity, and critical thinking skills.

c. Affirm our academic culture to challenge and empower students to pursue their personal best and prepare them for success in a changing world.

d. Promote excellence, innovation and continuous improvement.

e. Implement approaches to learning to cater for students from diverse backgrounds, abilities and needs.

f. Foster a holistic co-curricular program that extends beyond the classroom which nurtures student talents, gifts and passions.

3. STAFF

professional and dedicated staff committed to the School's success.

a. Attract, develop and retain staff of the highest calibre.

b. Maintain a supportive and collegial workplace culture based upon optimism, respect and professionalism.

c. Foster a stimulating and opportunity-rich workplace where staff are challenged and embrace continuous improvement.

d. Engender a professional approach to service excellence.

e. Provide a structured and targeted approach to professional development that enhances personal and professional growth and organisational performance.

f. Celebrate the contribution and successes of staff.

4. PARENTS

engaging families and forging strong relationships.

a. Foster a collaborative and positive partnership between home and school.

b. Maintain a model of home communications based upon the principles of timeliness, transparency and trust.

c. Encourage active involvement in their child's educational experience.

d. Welcome and embrace new families to support our values and sense of School pride.

e. Celebrate the diversity of the School community.

f. Promote community spirit and a sense of belonging to further the common goals of the School and families.

5. COMMUNITY

extending our community spirit, and raising awareness of our vision and values.

a. Maintain a close relationship between School, local parishes and the wider Anglican community.

b. Establish and promote our presence as an integral and respected organisation.

c. Pursue opportunities to reach out and engage with the community.

d. Create strong links with Grammarians to enhance the life of the School.

e. Recognise the heritage of the School and the distinctiveness of the communities we serve.

f. Understand and consider the external forces of change and their influence on our community.

6. LEADING

enhancing leadership capacity, creating an effective model of governance at all levels.

a. Continue building an effective structure and culture of governance to underpin improvement throughout the organisation.

b. Develop and refine comprehensive financial processes, planning and reporting systems to support effective decision-making and strategic planning.

c. Develop, implement and review policies and practices to manage risk and sustain the growth and success of the School as an enterprise.

d. Strengthen our relationship with the Anglican Diocese of Melbourne and pursue strategic dialogue as the School matures.

e. Maintain a model of continuous improvement to develop leadership capacity and establish a pipeline of emerging leaders to ensure a safe and robust organisation for a sustainable future.

f. Adopt a culture of enquiry and expression in which individual and group goals are explored, articulated and shared to strengthen our vision.

7. INFRASTRUCTURE AND DEVELOPMENT

a responsible organisation, looking after and making best use of our resources on a financially and environmentally sustainable basis.

a. Manage the grounds and buildings effectively based upon sound stewardship and environmental principles, and with full regard to health and safety.

b. Develop and deliver the master plan, providing creative and innovative learning spaces.

c. Achieve and maintain an optimum enrolment having regard to capacity.

d. Grow the School and enrich its educational offerings.

e. Explore ideas and opportunities for prudent enterprise development, property acquisition, sourcing of finance and cultivation of partnerships.

f. Employ practices and incorporate good design principles to promote and further environmental stewardship and sustainability of the School.



Outcomes

The school will:

1. instil students with school pride, who can embark on meaningful and productive lives as confident, authentic and respected global citizens.
2. be recognised as a dynamic and outward-looking Christian presence.
3. be acknowledged as a school of choice providing a relevant, progressive and prized education, and valued for its contribution to the community.
4. deliver improvements in performance across all areas, including our academic, wellbeing and co-curricular programs.
5. have staff who are engaged, collegial and dedicated to the School; who find fulfilment in a positive and stimulating environment.
6. have connected parents who support the School as an intrinsic and steadfast element of family life.
7. have strong and mutually supportive partnerships with external bodies and agencies.
8. shape our own destiny by being financially viable, operationally sustainable and organisationally robust.
9. fulfil the mission of the Diocese and, as a model in the promotion, growth and nurturing of Anglican schools.

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