



Building our
FUTURE
through our
VALUES



Leadership Statement

Ms Annette Rome, FACE FACEL
Principal

As a non-selective and non-denominational school, St Margaret's and Berwick Grammar School exists to bring out the best of every child who attends our school, preparing them for life as a good global citizen. We aim to deliver this through our school's values.

Our values of **Courage, Curiosity, Character** and **Respect** have been developed through engagement with key stakeholder groups (students, parents, staff, alumni and our Council) and sit at the heart of our education community, guiding every aspect of our learning and decision making.

The strategic plan for our school has been developed starting from our values and their strategic intent through to their desired outcomes, from this tactical activities are developed.



This approach of having connected tactical activities for each of our values and our strategic plan, means that we are regularly able to track and review progress and pivot if required, to respond the rapidly changing external environments.

Our framework ensures that we live and breathe our values and deliver strategic outcomes that are linked to our mission and vision for our students, who are at the centre of everything we do.

Our Mission

Developing good people in an intellectually rich, supportive and challenging environment



Our Vision

Virtute et Labore:
Strive to be the best self, now and in the future, for the betterment of all humanity and the planet.

Our VALUES

COURAGE:

Strategic Intent

- Through employing staff that are themselves knowledgeable and wise risk takers, passionate and reflective leaders in their fields and humble learners who engender the same in their students.
- Ensuring that school leadership promotes relational trust that gives staff and students the support they need to try new things.
- Providing opportunities for student to develop self-knowledge and knowledge of the skills and practices required to lead self and others.



Strategic Outcomes

- Ensure all staff are capable of driving innovation and embracing change.
- The Principal will be an instructional leader and effective role model for staff and students and places high value on building social, human and professional capital in an environment of high relational trust.
- Encourage and support students to have the courage to lead change through authentic opportunities for leadership, advocacy, creativity, innovation and entrepreneurship within a framework of ethical understanding.



CURIOSITY:

Strategic Intent

- That results in the development of passionate and confident learners who strive for educational excellence, while understanding that others may have different ways of knowing and being.
- Curiosity that builds intercultural understanding and intercultural competence that supports our students to live in the future world and make a positive difference to the lives of others.

Strategic Outcomes

- Ensure a culture of rigor and striving for excellence in all fields of endeavour.
- Provide educational programs that challenge, enhance curiosity and creativity by knowing each student as a learner and as a young person. Provide programs that encourage young people to become comfortable with uncertainty, challenge and change and that enable students to explore and provide innovative solutions to real world problems.
- Ensure opportunities for students to test themselves nationally and internationally through involvement in a range of competitions, endeavours and programs.
- Encourage students and teachers to explore technologies that result in solutions to real world problems.
- Provide curricular and co-curricular programs and opportunities that enable students to develop attitudes, knowledge, skills and behaviours to live successfully as global citizens.
- Recognise that support of Mother Tongue, multilingualism and language learning opens minds and hearts to other ways of knowing and being. Develop knowledge and understanding of Australia's Aboriginal and Torres Strait Islanders so that we may learn from and with them.
- Look to the Asia Pacific region as a source of knowledge and experiences that may foster better understanding and thinking for staff and students.
- Ensure opportunities exist for staff to receive feedback and contribute to the body of educational knowledge nationally and globally.
- Enable Educational Support Staff to feel part of the educational journey of all students through involvement in initiatives across the School.



CHARACTER:

Strategic Intent

- That enables young people to know themselves academically, physically, emotionally, ethically and socially to enable them to embrace the future with confidence, resilience and responsibility.

Strategic Outcomes

- Ensure an environment that supports the wellbeing of all staff and students so that all embrace their own identity, are resilient and thrive so that they may contribute ethically to the lives of others.
- Facilitate relationships across campuses, across year levels and across the community to promote connectedness and provide opportunities to explore passions that in turn contribute to the wellbeing of self and others.
- Understand self and others to ensure a safe and inclusive environment that acknowledges that different cultures and ways of being can empower all to engage in action that will make a positive contribution to the lives of others.

RESPECT:

Strategic Intent

- That fosters an embracing, connected community that honours its past and present so that communication is maximised and that our community grows in trust and openness.
- That facilitates the highest levels of governance, financial and other operations, and sustainability regarding the environment, culture and enrolments.
- That builds a strong culture of Philanthropy and seek partnerships that enhance the functioning of all aspects of the school, particularly student learning.



Strategic Outcomes

- Ensure facilities and resource allocation maximise effective learning and supports the development of the School virtues for all members of the community.
- Encourage the growth of service learning through engagement with local, national and international communities.
- Develop local, national and international partnerships to create collaborative transnational digital and face to face learning opportunities.
- Maximise enrolments through contemporary and savvy enrolment and admissions thinking, effective and targeted scholarship programs, and prudent and wise profiling so that fee levels are appropriate for our community.
- Ensure sound and prudent financial management to enable a surplus for investment in exemplary and innovative programs, technology and infrastructure.
- Encourage and develop staff supported by the highest level of risk management and workplace health and safety.
- Facilitate the revised Master Plan to reflect what we know about good learning and teaching and engender the growth of the virtues of Curiosity, Courage, Character and Respect.
- Foster strong relationships with current and past parents, Alumni and the broader community. Facilitate opportunities to maximise parent engagement, as appropriate, with our school.
- Ensure all publications and media foster a sense of inclusion, pride and reflect the values of the school and the rich opportunities for students. Ensure the history and traditions of the school are honoured and celebrated with the community.
- Develop a strong culture of Philanthropy and service to humanity and the environment.
- Ensure all members of the community feel connected, valued and are heard.