



# SHAPING OUR FUTURE

[HUMEGRAMMAR.VIC.EDU.AU](http://HUMEGRAMMAR.VIC.EDU.AU)

## MISSION:

AS AN ANGLICAN DIOCESAN SCHOOL WE OFFER OUR LOCAL COMMUNITIES AFFORDABLE, HIGH-QUALITY, INDEPENDENT EDUCATION, IN A CARING AND INCLUSIVE CHRISTIAN ENVIRONMENT.

## SCOPE OF OPERATION

We are committed to providing co-education from Prep to Year 12 and are open, where practicable, to provide early learning and long-term day care.

## VALUES

We embrace the following core values:

### 1. CHRISTIAN

an inclusive Christian community in the Anglican tradition built upon compassion and service to others

### 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 flexible actions that help us deal with the challenges of life

### 4. RESPECT

principled and disciplined; we care for ourselves and value others

### 5. INTEGRITY

a community whose members are accountable, responsible and trustworthy

### 6. SAFETY

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

## VISION

We want to inspire in our students a love of learning, and through a rigorous and rounded educational experience, to 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 a positive sense of wellbeing and self-worth based upon Christ's example.*
- b. *Maintain and promote a safe and secure environment with a zero tolerance towards child abuse, with an emphasis on pastoral care that nurtures each individual.*
- c. *Equip students with confidence and qualities so they may be valuable, caring and respectful members of the community.*
- d. *Develop programs that teach service leadership to encourage an aspirational mindset and willingness for personal improvement.*
- e. *Strive to provide for the developmental needs of each student, enhanced through the Primary and Secondary school structure.*

## 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 dynamic learning environment, enhanced by technology, where young people flourish.*
- b. *Deliver a rigorous, balanced, future-focused education that promotes collaboration and develops communication skills.*
- c. *Affirm our academic culture to challenge and empower students to pursue their personal best and prepare them for success.*
- d. *Promote excellence, innovation and continuous improvement.*
- e. *Implement approaches to learning to cater for students from diverse backgrounds and abilities.*

## 3. Staff

professional and dedicated staff committed to the success of the School

- a. *Attract, develop and retain staff of the highest calibre.*
- b. *Establish a supportive and collegial workplace culture based upon optimism, respect and professionalism.*
- c. *Create a stimulating and opportunity-rich workplace where staff desire to be challenged and embrace continuous improvement.*
- d. *Engender a professional approach to customer service.*
- e. *Provide a structured and targeted approach to professional development that enhances personal and organisational performance.*

## 4. Parents

engaging families and forging strong relationships

- a. *Foster a fruitful partnership between home and school.*
- b. *Establish a model of home communications based upon the principles of timeliness, openness and trust.*
- c. *Encourage active involvement in their child's educational experience and develop community spirit.*
- d. *Welcome and integrate new families and share our sense of School pride.*
- e. *Celebrate the diversity of the School community.*

## 5. Community

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

- a. *Build a close relationship between School, local Parishes and the wider Anglican community.*
- b. *Establish and promote our presence as an integral and respected institution.*
- c. *Pursue opportunities to reach out and embrace the community.*
- d. *Create strong links with the Old Grammarians to enhance the institutional identity of the School.*
- e. *Recognise the heritage of the School and link this to the distinctiveness of the communities we serve.*

## 6. Leading

enhancing leadership capability, 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. *Implement and review policies and business practices to sustain the growth and success of the School as an enterprise.*
- d. *Refine our relationship with the Anglican Diocesan Schools Commission and the Diocese and pursue strategic dialogue as the School matures and the Commission looks to establish other schools.*
- e. *Adopt a model of continuous improvement to develop leadership capability to ensure a robust organisation and sustainable future.*

## 7. Infrastructure and development

a responsible organisation, looking after and making best use of our resources on a 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. *Complete and carry out the master plan with a view to optimising facilities and the utilisation of grounds and buildings.*
- c. *Achieving and maintaining an optimum enrolment having regard to capacity.*
- d. *Grow the School and enrich its educational offerings through development of the new campus at Donnybrook.*
- e. *Explore ideas and opportunities for prudent enterprise development, property acquisition, sourcing of finance and cultivation of partnerships.*





## OUTCOMES

### The School will:

1. instil students with school pride, who can embark on meaningful and productive lives as confident and respected global citizens
2. be recognised in our community 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
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 workplace
6. have connected parents who support the School as an intrinsic and steadfast element of family-life
7. have strong and mutually supportive alliances with external bodies and agencies
8. be financially viable, operationally sustainable and organisationally robust - so shaping our own destiny
9. be seen as helping to fulfil the mission of the Diocese and as a model in the promotion, growth and nurturing of Anglican schools

 let your colours shine

**HUME ANGLICAN GRAMMAR**

100 Mount Ridley Road, Mickleham VIC 3064 AUSTRALIA

Telephone: (03) 8339 6900

Email: [info@humegrammar.vic.edu.au](mailto:info@humegrammar.vic.edu.au)

CRICOS Provider: 03304D

[humegrammar.vic.edu.au](http://humegrammar.vic.edu.au)