



Anglican Grammar
Hume



Shaping Our Future

Strategic Plan

 let your colours shine

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

Our community embraces the following core values:

1. CHRISTIAN

compassion and service to others built within an inclusive Christian community whose foundations are found 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 flexible actions that help us deal with the challenges of life.

4. RESPECT

care for ourselves and others through principled and disciplined respect.

5. INTEGRITY

accountability, responsibility and trustworthiness.

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.

- Create a culture that promotes a positive sense of wellbeing and self-worth based upon Christ's example
- 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
- Equip students with confidence and qualities so they may be valuable, caring and respectful members of the community
- Develop programs that teach service leadership to encourage an aspirational mindset, a willingness for personal improvement and to be of service to others
- 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.

- Provide opportunities to unlock individual strengths and virtues through a dynamic learning environment, enhanced by technology, where young people flourish
- Deliver a rigorous, balanced, dynamic and future-focused education that promotes collaboration and develops communication, creativity and critical thinking skills
- Affirm our academic culture to challenge and empower students to pursue their personal best and prepare them for success in a changing world
- Promote excellence, innovation and continuous improvement
- Implement approaches to learning to cater for students from diverse backgrounds, abilities and needs.

3. STAFF

professional and dedicated staff committed to the success of the School.

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

4. PARENTS

engaging families and forging strong relationships.

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

5. COMMUNITY

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

- Build a close relationship between School, local parishes and the wider Anglican community
- Establish and promote our presence as an integral and respected institution
- Pursue opportunities to reach out and embrace the community
- Create strong links with the Old Grammarians to enhance the identity of the School
- 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.

- Continue building an effective structure and culture of governance to underpin improvement throughout the organisation
- Develop and refine comprehensive financial processes, planning and reporting systems to support effective decision-making and strategic planning
- Develop, implement and review policies, procedures and practices to manage risk and sustain the growth and success of the School as an enterprise
- Refine our relationship with the Anglican Diocese of Melbourne and pursue strategic dialogue as the School matures and the Commission looks to establish other schools
- 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.

- Manage the grounds and buildings effectively based upon sound stewardship and environmental principles, and with full regard to health and safety
- Complete and carry out the campus masterplans with a view to optimising facilities and the utilisation of grounds and buildings
- Achieve and maintain an optimum enrolment having regard to capacity
- Grow the School and enrich its educational offerings through development of new campuses
- 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, caring 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. help to fulfil the mission of the Diocese and be seen as a model in the promotion, growth and nurturing of Anglican schools

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