



*Our School  
Our Plan  
2020 - 2023*



Gippsland Grammar  
A PASSION FOR EXCELLENCE

SINCE 1924





# Empowering our community to learn, live and lead



We provide an outstanding contemporary, holistic education where our Community has a shared understanding of what we learn, how we learn and who we teach.

Our School culture is centred around our core values of Compassion, Leadership, Excellence, Responsibility and Respect and develops people of character who act with integrity and wisdom.

# Academic Care



Academic Care integrates all aspects of curriculum, teaching and learning and wellbeing with each pillar informing and enriching the others.

Academic Care requires teachers to develop curriculum and evidence-based approaches to teaching and learning that are made visible and enhance student learning and wellbeing and embed these in the classroom. It builds resilience, student agency, positive self-esteem, connectedness and optimism through pedagogies, organisational structures and teachers' relationships with students.

Academic Care activates growth, which enables personal excellence and promotes the development of a range of strategies and skills to enable students to flourish.

**We will;**

- 1.1 maintain a safe learning environment for all.
- 1.2 embed our whole school approach to visible learning.
- 1.3 embed an explicit wellbeing program and approach both within and beyond the classroom to build resilience and connection.

- 1.4 create service learning opportunities.
- 1.5 activate student voice and agency to drive initiatives which will support a global outlook and informed civic responsibility.



# Our Team



Our team is a strength of our School. It role models a culture of ongoing growth and learning and it is through our empowered, motivated and connected people that we successfully operate our School.

## We will;

- 2.1 promote a culture of positive support within the values of our School.
- 2.2 recognise, acknowledge and manage effective performance.
- 2.3 structure work systems and practices to support job satisfaction and the needs of the School.
- 2.4 support our team to be self-aware and share responsibility for their own wellbeing.
- 2.5 build the capacity of our team and develop their talents and passions through professional learning.

# Community



Gippsland Grammar prides itself on fostering a supportive, inclusive and progressive community of students, families, staff and Old Scholars. Gippsland Grammar is also an integral part of the wider Gippsland region and the School values its many established connections with local community groups, sporting organisations, businesses and associations. As part of the Anglican Diocese of Gippsland, our School is built on a foundation of

Anglican values and is committed to promoting meaningful, inclusive and strong connections for the mutual benefit of all.

## We will;

- 3.1 pro-actively build on and strengthen the existing relationships within our Community.
- 3.2 provide meaningful and timely communication to all in our Community.
- 3.3 continue to be an engaged member of the wider Gippsland community and to support our students in developing their own links and connections beyond the School environment.

# Sustainability



Our business practices are designed to optimise financial and environmental sustainability through best practice governance. Our values are reflected in the manner in which we responsibly conduct the business of the School and place student learning at the centre of our decision making.

## We will;

- 4.1 govern the School in a manner that balances needs with long-term viability.
- 4.2 strategically manage the School's long-term risk exposure.
- 4.3 identify and capitalise on market opportunities, funding, donations and increased enrolments.
- 4.4 ensure our business model is equitable and affordable.
- 4.5 reduce our carbon footprint and waste through operational and strategic sustainability goals.

# Resources



To ensure a contemporary, flexible and safe learning environment for our Community.

## We will;

- 5.1 implement a visionary Master Plan, which will guide capital expenditure and the development of our School.
- 5.2 provide our Community with a technologically-rich environment in which to learn and work.
- 5.3 ensure our facilities reflect our educational model of Academic Care. Our accessible and flexible spaces will facilitate vibrant learning and curiosity and inspire thinking, engagement, motivation and positive interactions with others.
- 5.4 develop a strategic and effective approach towards philanthropy and development in order to support our capital development plan.



Gippsland Grammar  
A PASSION FOR EXCELLENCE

SINCE 1924

