




GERALDTON  
GRAMMAR SCHOOL

# Strategic Plan 2024 and beyond



*Striving for Excellence*



Geraldton Grammar School was established in 1996 and is a nonselective Junior Kindergarten to Year 12 Anglican day school with a boarding option, set in the picturesque Midwest regional town of Geraldton which is 422 km North of Perth. With more than 600 students, our boutique size allows us to personalise the learning journey for all our students. The founders of the school wanted a choice for families in a regional area of a school that provided an all-round education so that families did not necessarily have to send their children to the city for schooling.

Geraldton Grammar School is a co-educational school that caters for boarding students through our relationship with the Geraldton Residential College. Students who attend Geraldton Grammar School come from a diverse range of ethnic and religious backgrounds. The majority of the students are born in Australia including a small number of Aboriginal students with the remaining coming from more than 20 other countries. The students born in other countries originate from European, Asian, American and African continents. The religious background of Geraldton Grammar School is similarly diverse. Parents have nominated more than 20 different religious groups, predominantly of a Christian faith, with which they have an affiliation.

The School upholds the following values of:

- Respect
- Responsibility
- Perseverance
- Inclusivity

We represent and support these values and continually build upon a positive school climate through:

- Christian education (within the Anglican tradition)
- Wellbeing programs
- Service Learning programs
- Our unique camps program
- Our academic program
- Our co-curricular opportunities

Geraldton Grammar School is a small school with a big heart where every child is nurtured, known and cared for.





# Vision And Mission

## Vision

Geraldton Grammar School provides outstanding education and a strong sense of community, cultivating people of integrity, independence of mind and a love of learning.

## Mission

School: At Geraldton Grammar School we are striving for excellence today by encouraging and challenging students to fulfil their potential in preparation for the changing world of tomorrow.

Board: The Board will provide the leadership which will enable the vision to be achieved. This leadership will take the form of the provision of strategic direction and governance, policies and programs, resources and infrastructure.

## Motto

Striving for Excellence.

# Strategic Plan Message



## **JULIE FREEMAN** BOARD CHAIR

It is with great pleasure that I present the Geraldton Grammar School Strategic Plan for 2024 and beyond. This is a dynamic document which can have new initiatives added to it and adjustments made. We believe that in an ever-changing world, a plan should not be limited to a timeframe. The annual School Improvement Plan will be the detail behind the initiatives and concentrate on teaching and learning as it is this that is our core business.

A real focus of the plan is to improve teaching and learning outcomes for our students who need extra support with their learning and extend those who in are need of extension. As technology rapidly changes, we want to upskill our staff and students in using Artificial Intelligence to its benefit. As always we aim to keep our class sizes small as we educate the whole child through our extensive extra-curricular program. Our aim is to provide a safe nurturing environment where all our students develop and grow into outstanding citizens.

The plan is supported by clear outcomes and the Board will guide the School through its leadership team, and sound financial and administrative governance to ensure the long-term success and sustainability of the school.

On behalf of the School Board, I commend to you the Geraldton Grammar School Strategic Plan 2024 and beyond.



## **NEESHA FLINT** PRINCIPAL

It gives me great pleasure to share with you our new strategic plan for 2024 onwards that will support and further enhance the vision and mission of our school.

The plan has four focus areas:

**1. Our students- Personalisation**

Ensure our academic, co-curricular and wellbeing programs support and enable each member of a diverse student body to achieve their personal best

**2. Our Staff**

Attract, retain and develop talented staff who are aligned with the school's values and work hard to achieve the purpose and vision of Geraldton Grammar School

**3. Our School Our Future**

Plan for and maintain sustainable funding that allows us to invest in infrastructure and programs to achieve our goals

**4. Our Community**

Positively engage with our local community, educational partners, parents and alumni to encourage and foster mutual respect and valuable opportunities for cooperation.

As schools we change the way we deliver educational outcomes to meet the requirements of a fast-paced changing world, it is important to equip students with the skills that will be necessary to meet the demands of their world. Therefore, the plan focuses on new initiatives that will prepare our students such as future-ready skills, child-safe curriculum, new pastoral programs, project-based learning, integrated units of work and students being partners in their own learning.

Our committed and high-quality staff are passionate about improving outcomes for our students and therefore are life-long learners who also look for ways to improve their teaching strategies.

Our school is always looking for ways to make the school sustainable for future generations through infrastructure, resource use, good governance and finance.

Being part of a community involves partnerships with the church, alumni, parents and local organisations. This plan incorporates more opportunities for our partners to enhance the life of the school through their involvement.

I am confident that this plan positions us well to provide an outstanding education where we will be leaders not only in the Midwest but also in Western Australia.

# Our Students – Personalisation

**Ensure our academic, co-curricular and wellbeing programs support and enable each member of a diverse student body to achieve their personal best.**

## **WE ASPIRE TO:**

### **1.1 Provide students with an outstanding education, instilling a love of learning**

We will:

- deliver a comprehensive, challenging, broadly based and inclusive curriculum where each student has the opportunity to achieve their best
- use best practice pedagogy within a dynamic curriculum framework
- use data to guide best practice and the development of school programs

### **1.2 Encourage a holistic approach to learning that focuses on the development of the whole child; academically, socially, spiritually, physically and emotionally**

We will:

- provide challenging and purposeful learning environments in different contexts to support students in developing the school values of respect, responsibility, perseverance and inclusivity
- create learning opportunities for students to engage at an international level
- investigate and create new, personalised and flexible learning opportunities and pathways
- integrate Positive Education Enhanced Curriculum to support student wellbeing

### **1.3 Develop innovative, creative and enterprising mindsets in our students**

We will:

- actively involve students in planning and decision-making for the school, and provide leadership opportunities
- develop students who are internationally minded, confident, critical thinkers and problem solvers
- encourage innovation and creativity through environmental sustainability initiatives
- instill the responsible use of technology

### **1.4 Have all members of the School community working together to support the individual needs of each student**

We will:

- be one school through Primary and Secondary with shared opportunities and clear and purposeful transitions
- create opportunities for transparent communication among students, parents/guardians and teachers to reinforce high learning expectations and responsible use of technology
- to offer opportunities for all at Geraldton Grammar School to positively contribute to, and learn from local, national and international communities
- provide programs to support boarders to fully engage in their learning and the school community

### **1.5 Create an environment where children's safety and wellbeing is at the centre of every decision we make**

We will:

- have a School that provides a safe, supportive and nurturing environment
- embed child-safe principles, creating an environment where children's safety and wellbeing is our first priority
- collaborate with students to develop strategies to support wellbeing and provide a safe environment



# Our Staff

**Attract, retain and develop talented staff who are aligned with the school's values and work hard to achieve the purpose and vision for Geraldton Grammar School.**

## **WE ASPIRE TO:**

### **2.1 Attract and engage the best staff**

We will:

- engage with universities to train and support the development of pre-service teachers
- support graduate teachers in their teaching journey
- provide appropriate mentoring and induction for new staff to the school
- recruit the best possible staff

### **2.2 Promote a culture of continual growth and improvement, centred on collaborative relationships and implementation of research-based relevant educational practice**

We will:

- be an organisation that provides professional learning opportunities in line with whole school, departmental and individual goals
- have a formalised and consistent appraisal process for staff to aspire to enhance their performance and consider their learning needs
- engage staff in developmental and evidence-based practice
- provide graduate teachers with mentors and support them through the process to proficiency
- support staff to achieve their personal professional goals

### **2.3 Provide a safe, collegial, positive and supportive school environment where staff continually learn, grow, feel safe and strive for excellence and where staff wellbeing is considered paramount**

We will:

- develop effective strategies to support the social and emotional wellbeing of staff
- provide opportunities for whole-staff collaboration which supports the values of respect, responsibility, inclusivity and perseverance
- provide a workplace that is safe and stimulating

# Our School, Our Future

**Plan for and maintain sustainable funding that allows us to invest in infrastructure and programs to achieve our goals**

## **WE ASPIRE TO:**

**3.1 Have spaces that are flexible, inclusive and creative so that students can be challenged in a dynamic and forward-thinking way**

We will:

- have outdoor spaces that are safe and considerate of the local weather patterns
- develop shared spaces to encourage creativity, activity, collaboration and innovation

**3.2 Develop flexible master planning in support of the School's strategy, vision and mission**

We will:

- incorporate sustainable best practice where possible on future works
- adapt the existing infrastructures to include considerations of sustainability
- include best practice (sun safety/child safety) in any future development or changes to educational environments

**3.3 To ensure that Geraldton Grammar School operates on all levels as a school with governance structures and practices that support and reinforce its vision, mission and strategic endeavours to become the School of choice in the MidWest**

We will:

- ensure a fee structure that is accessible, competitive and high-value
- develop alternative income streams to support the school's long-term financial viability
- ensure a planned succession process for board membership
- implement induction processes for incoming board members and members of senior management
- provide targeted training to support board members and senior management in their roles
- provide excellence in corporate governance, to ensure the school is financially viable

**3.4 Maintain an accurate record of our school history, growth and direction**

We will:

- develop an archive of key moments in the School each year

# Our Community

**Positively engage with our local community, educational partners, parents and alumni to encourage and foster mutual respect and valuable opportunities for cooperation**

## **WE ASPIRE TO:**

### **4.1 Nurture an engaged and connected school community where students, staff, families and alumni are represented**

We will:

- develop a sense of belonging, history and community of alumni
- re-engage with alumni and create opportunities for them to contribute, connect, teach, mentor and support the school.
- extend partnerships with families and encourage them to participate positively in their child's education
- have families at Geraldton Grammar School experience excellent levels of targeted communication through up-to-date technologies and data management
- support volunteers to positively participate in the life of the school
- develop a good working relationship with the Parents and Friends Association, through a collaborative and supportive environment

### **4.2 Engage with the wider MidWest community**

We will:

- develop positive relationships with external partners to provide opportunities for our students
- engage with our parent body who are experts in a variety of field
- provide opportunities for students to contribute to the fabric of the local community

