Lauriston Girls’ School
2013 - 2016 Strategic Plan

Live it. Learn it. Love it.
At the heart of Lauriston Girls’ School is a vision for girls’ education that encompasses pedagogical, environmental and pastoral considerations. Each member of the school community is driven to meet our mission and values and to provide the best educational experience and outcomes for each of our students.

Central to the success of this vision is our ability to think beyond the ‘now’ and to plan for an ever-changing and complex future.

Every three years the School Council, Executive and I meet to review our progress against our current plan and to chart our forward course via a new Strategic Plan.

This process is a detailed and involved one and focuses on how all areas of the school can contribute to the vision.

Our focus on innovation continues in the 2013-2016 Strategic Plan. Our aim is to build on our previous achievements and to continually connect Lauriston staff and students with leading global best-practice. We will do this through our existing connections and also by forging new connections and building on our excellent reputation for global outreach.

The Strategic Plan reflects our vision and core values, while also acknowledging that continuous improvement and innovative teaching and learning is required to meet the needs of our students and wider School community. Our Strategic Plan focuses on six Strategic Priorities.

We are committed to:

• Providing engaging and balanced learning experiences
• Enhancing wellbeing and resilience
• Maintaining a leading learning community
• Delivering strong local and global connections
• Cultivating an engaged and supportive community
• Enhancing communication within our community

This is an exciting time for the School and I look forward to working with all areas of the School community to deliver this Strategic Plan. As we enter this next phase of innovation and renewal, I remain proud of the drive within Lauriston to continually enhance our teaching and learning.

I look forward to sharing this journey with all members of the School community.

Susan Just
Principal
Our strategic priorities

Engaging and balanced learning experiences

**Our Goal:** To provide each student with the academic and co-curricular programs/curriculum that enables her to reach her intellectual, emotional, social and physical potential.

**Key Strategic Actions**

- Research and employ the most effective teaching practices (pedagogies) in all subjects and across all disciplines in order to prepare students to develop the dispositions of Independent learning, Critical and creative thinking, Reflective thinking, Effective communication, Digital citizenship, Character development and Intercultural understanding.
- Facilitate teachers as they use a variety of effective teaching practices (pedagogies) which supports student learning.
- Continue to facilitate ‘Differentiation’ of the curriculum within subject disciplines.
- Ensure that our curriculum offerings are aligned with the Australian Curriculum.
- Undertake research and development which connects Lauriston with schools, tertiary institutions and organisations and informs our curriculum and programs.
- Enable collaborative innovation in learning and teaching across all disciplines.
- Continue the practise of reviewing our subject offerings at Senior College to meet the needs, interests and abilities of our students.
- Conduct ongoing reviews of our curriculum, co-curricular activities and teaching practices to meet the strategic directions of our School and continuously improve student outcomes.
- Develop and implement a Philosophy and Ethics education program within the curriculum which aligns with School values.
- Continue to develop assessment practices across the School.
- Enhance reporting practices across the School.
- Establish a single data capture system which allows teachers to track, analyse and interpret student data and modify their teaching practices to enhance individual student outcomes.
- Enhance our diverse co-curricular program and encourage all students to be involved, support our School values and build a strong sense of community spirit.
- Build a strong sporting program with a philosophy of encouraging broad participation, skills development at all levels and encouraging a healthy lifestyle.
- Provide a contemporary learning environment which supports the use of current and emerging technologies by students and staff members and enhances their learning.
- Implement the School Master Plan to ensure that current and future generations have flexible and creative learning and teaching spaces and open spaces which inspire our students, Faculty and staff and enhance learning outcomes.
Our strategic priorities

Enhancing wellbeing and resilience

Our Goal: To develop the whole student through the individual care and support we provide and the programs/curriculum we offer throughout her education journey. We believe that each girl is unique and her personal qualities can be developed through individual support, programs and curriculum that will prepare her to be a confident learner, flexible thinker and flourishing individual.

Key Strategic Actions

• Continue to develop and implement a sequential wellbeing curriculum which is built upon the foundation of the 7Cs of resilience and habits of mind and actions which enable individuals to ‘flourish’ through the inclusion of positive education strategies.
• Provide experiential learning opportunities at our Howqua campus that enable the ‘holistic’ development of each student.
• Continue to develop and implement a sequential student leadership program from the early years of primary school to Year 12, which includes formal recognition on completion of each element of the program.
• Understand and document the capabilities our students develop through their participation in the Howqua program and continue to foster the development of these capabilities in the Senior College years.
• Continue to develop the transition processes that are in place for students as they begin and progress through their education at Lauriston.
• Continue to develop the supportive structures and relationships that help each girl to identify her personal goals, balance her academic, co-curricular and personal commitments, guide her in making sound decisions and help her to ‘flourish’.
• Provide our students with ‘real world’ experiences that extend beyond the classroom and support them in making connections between what they know, what they believe in and choosing appropriate actions or responses.
Our strategic priorities

A leading learning community

Our Goal: We aim to build social capital: trust, collaboration, collective responsibility, mutual assistance and professional networks within our teachers and staff and thus achieve professional capital: the best people who work collaboratively and care about their part in the fabric of the School.

Key Strategic Actions

- Recruit and retain outstanding teachers and staff committed to the education of children and girls and prepared to achieve the goals of the Strategic Plan.

- Provide clear expectations, community norms and a professional development and renewal process that supports the development and aspirations of teachers and staff.

- Enhance our processes and structures for teacher and staff professional development, succession planning and appraisal.

- Facilitate a dynamic professional learning community through targeted professional development which is aligned with the professional development needs of each individual teacher and staff member, and also the strategic directions of the School.

- Celebrate teacher and staff progress and achievement, both individually and collectively, with formal and informal structures within the School.

- Provide programs and activities which address the personal wellbeing of teachers and staff in a contemporary education environment.

- Foster engagement in leadership and innovation within teachers and staff.

- Enhance the role of the teacher, as trusted adult and role model, in the provision of academic and pastoral care to children and young women.

- Provide our teachers with professional development opportunities for engagement with Asia literacy which will enable them to provide a deliberate curriculum focus and a whole-School exposure to cultures, languages and diverse perspectives in this part of the world.

- Develop the capacity of teachers with middle management positions to be at the forefront of building social capital through their own role modelling and actions.
Our strategic priorities

Strong local and global connections

Our Goal: To enhance local and global connections which create opportunities for learning and enable our students to engage with their social responsibility as citizens of an interconnected world.

Key Strategic Actions

- Enable students to engage in a broad range of student exchanges, cultural trips and collaborative learning opportunities with schools and tertiary partners within Australia and internationally.

- Develop local, national and global partnerships with service organisations that enable academic and service opportunities for our students.

- Increase opportunities for service through active involvement in the local community.

- Define and develop a plan of action to increase student awareness of problems facing the world and how they can be involved in their solutions.

- Provide our students with more opportunities for engagement with our Asian neighbours and opportunities to become Asia literate through a deliberate curriculum focus and a whole school exposure to cultures, languages and diverse perspectives in this part of the world.
Our strategic priorities

Engaged and supportive community

Our Goal: To become an even more diverse and vibrant Lauriston community of students, parents, alumnae, past parents and friends who embrace the values and vision of Lauriston and contribute to the School in multiple ways.

Key Strategic Actions

• Strengthen our communications, events and programs to encourage alumnae, current and past parents and staff to retain an active and ongoing connection with the School.

• Have alumnae who remain highly engaged throughout their lifetime as a result of the multiple opportunities provided to connect with the School.

• Have a sustainable alumnae association which works with the support of the School.

• Enhance and support affiliate membership of parents and extended family members.

• Have a community that is proud, engaged and committed to engaging with the School in multiple ways.

• Encourage alumnae and current and past parents to invest in the future of girls’ education through generous financial support of the School.

• Develop and fund a broad range of opportunities which will enhance the diversity of the School community.

• Foster informal and formal opportunities for Lauriston families to actively engage in the education of their daughter.
Our strategic priorities

Communication

Our Goal: To enhance the existing communication channels and use them to provide information and promote support within the School and wider community.

Key Strategic Actions

• Continue to review and optimise our internal and external communication channels.

• Increase awareness of the School’s programs and initiatives within the School and wider community, as well as at a national and international level.

• Continue to enhance alumnae communication channels within the School.

• Use communication channels to enhance and build partnerships among teachers, staff, parents, alumnae and friends to support each other and the values of the School.

• Maintain and enhance the excellent reputation of the School in the broader community, at state, national and international levels.

• Support and encourage a collegial environment that is characterised by open communication between teachers, staff and senior management.
OUR VALUES
Five core values underpin every aspect of life at Lauriston.

**Relationships**
The best learning occurs when the teacher-learner relationship is well established. Beyond the classroom, we believe learning how to establish a broad range of tolerant relationships - irrespective of status, race or culture - is a fundamental life skill.

**Courage**
We challenge our students to have courage: courage to ask, courage to act independently, courage to think differently, courage to face physical and moral challenges and the courage to make decisions.

**Creative Reflection**
This value is the powerhouse for any kind of problem-solving. It is generally a ‘whole brain’ activity accessing the conjunction of the rational and the aesthetic.

**Intellectual Enquiry for Understanding**
Learning is an implicit value in a school. Every human being can and does learn, but may not necessarily understand. To be a lifelong learner one must value ‘how’ and ‘why,’ not only ‘what’.

**Engagement in Life**
Engaging within and beyond the School; engaging with local, national and international issues using an ethical and moral awareness.