



Rockhampton Girls Grammar School

Est 1892

INTRODUCTION

Rockhampton Girls Grammar School is a learning community founded on a commitment to excellence. Our Strategic Plan 2017-2021, endeavours to build on the School's 125-year history to ensure we continue to produce graduates who are clever, confident and connected.

Our girls need to be **clever**. The School has a deliberate and strategic emphasis on learning outcomes. This is achieved through best practice teaching methodology with a dual emphasis on knowing what to teach and how to teach it. A broad curriculum allows students to explore all their options and keep doorways to the future wide open. Outstanding technology and resources support their learning. The school's work is centred on academic excellence. The progress of every girl is individually tracked – and much more than twice a year! Helping our girls achieve their first choice of university course or career is a priority.

Our girls need to be **confident**. We promote a female-centred educational community where young girls and women are encouraged to develop a range of skills that will lead them on a pathway of lifelong participation and learning. Girls are supported to grow academically, socially, emotionally and physically. Emphasis on providing leadership opportunities and communities of action will allow girls to develop skills that enable them to participate and lead in workplaces and communities.

Our girls need to be **connected**. Rockhampton Girls Grammar School values its 125 years of providing a quality education to the women of Central Queensland and beyond. We engage in the promotion of continuing and ongoing alumni networks and communities to provide aspiration and support for our emerging women of the future. Our girls become part of this family, gaining access to an impressive network of past graduates around the region, the state, the nation and the globe.

With one third of our students living onsite as boarders, boarding is not only integral to what we do, it adds to the richness of our community. With outstanding facilities, our girls experience a boarding school life second to none.

Through the 2017-2021 Strategic Plan, we continue the legacy of providing a quality education for girls by acknowledging our culture of stewardship, whilst focusing on strategies that will build future opportunities for our students and our community. The plan we offer shows our commitment to ensuring Rockhampton Girls Grammar School continues to be a school where every girl's gifts and talents can be nurtured and celebrated.

Ross Johnson

Chair



STATEMENT OF VALUES

Each member of our school family contributes to sustaining an environment in which individuals actively engage in their learning; where school values are embraced; where mutual and self-respect is practised; where community and global citizenship is fostered and where excellence in every endeavour is sought and celebrated.

The Statement of Values reflects the amended *Public Sector Ethics Act 1994* which guides ethical decision making and behaviour. The ethical principles are:

- Integrity and impartiality
- Promoting the public good
- Commitment to the system of government
- Accountability and transparency

The School's Statement of Values, established by staff and students in 2010, is published in all student planners and handbooks for parents, students and staff.

OUR VISION

Women can achieve anything.

OUR MISSION

To produce graduates who are clever, confident and connected.

GUIDING PRINCIPLES

- Sustainable Growth
- Maximise learning outcomes
- Enhancement of a culture that promotes welfare outcomes
- Targeted use of school resources
- Development of an expert and engaged staff
- Strong school and community partnerships

Sustainable Growth

Goal:	Develop and maintain a specific improvement agenda which ensures a sustainable, strong, confident future.
Strategy 1	Develop a 5-year specific improvement agenda
Strategy 2	Develop a school-wide data plan
Strategy 3	Develop KPIs and targets for Executive
Strategy 4	Develop a change management model to drive change to ensure the organisation remains viable and responsive.

Maximise learning outcomes

Goal:	Foster a culture where staff, students and parents understand and use data, so that every girl has the opportunity to maximise her learning potential.
Strategy 1	Provide teachers with the necessary training, resources and structures to use data to monitor student performance, inform academic planning, provide feedback and guide next steps.
Strategy 2	Train teachers in research-based, high yield pedagogies that develop 21st century, higher order thinking skills in students.
Strategy 3	Provide parents with opportunities to understand the curriculum, engage in their daughters' learning, including through understanding and discussing her data, and work in partnership with the school to maximise learning outcomes.
Strategy 4	Develop partnerships with community groups, tertiary institutions and business organisations to broaden student's pathways and connections and provide flexibility in curriculum offerings.
Strategy 5	Utilise IT programs and software and work closely with external organisations, to support the design, evaluation and review of curriculum offerings to ensure our girls have the skills, expertise and confidence to pursue a broad range of opportunities and pathways.
Strategy 6	Focus on the provision of opportunities for girls to engage in STEM.
Strategy 7	Deliver world-class frontline educational offerings that ensure flexible delivery of the curriculum to respond to changing needs of students, the community and society.

Enhancement of a culture that promotes welfare outcomes

Goal:	Maintain a supportive, inclusive environment where diversity, individuality and connections are valued, where students feel a sense of belonging and where wellbeing is promoted and prioritised.
Strategy 1	Support students through the development of a structured pastoral care framework, based on research and best-practice.
Strategy 2	Further develop expertise, resources and processes in the provision of empathetic care and wellbeing to students, staff and community.
Strategy 3	Develop a culture of inclusion, support and engagement for new families as they transition into the Girls Grammar community.
Strategy 4	Develop and use sustainable, synergistic information systems to improve efficiency, record-keeping, communication and processes.
Strategy 5	Refine and maintain a holistic residential program that promotes personal and academic outcomes.

Targeted use of school resources

Goal:	Build a culture of stewardship where resources are optimised for the benefit of current students, staff and our community whilst maintaining a forward-thinking mindset to ensure future growth, opportunities and resources.
Strategy 1	Review, refine and develop the School's Master Plan to continue to provide functional, quality, flexible facilities for our students, parents and community.
Strategy 2	Deliver appropriate, sustainable, transparent and effective fiscal administration and processes to allow for effective compliance and efficient operations.
Strategy 3	Review and refine the School's marketing strategy to celebrate, promote and grow the School.
Strategy 4	Seek opportunities to reduce energy waste, incorporate renewable energy sources, recycle materials, and encourage environmentally sensitive practices.

Development of an expert and engaged staff

Goal:	Facilitate a vibrant work environment where staff are valued, encouraged and supported to engage in deep learning to build expertise.
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Strategy 1	Invest in staff skills by developing and implementing an aligned, thoughtful professional development structure and processes that support the school to attract, develop and retain quality staff.
Strategy 2	Support staff to set, monitor and evaluate annual goals based upon professional standards that help them to grow capacity and set pathways for the future.
Strategy 3	Cultivate a culture of collaboration where staff share research, ideas and learnings to foster their own and others' development.
Strategy 4	Network with other Central Queensland and Queensland schools to build depth of knowledge, gain new ideas and build collegial relationships.

Strong school and community partnerships

Goal:	Engage in the promotion of networks, including Old Girls, parents and community, to provide aspiration and support for our emerging women of the future.
Strategy 1	Integrate and promote the Alumni so that current students have a network of strong, successful women to guide, encourage and inspire them.
Strategy 2	Welcome Old Girls and Past Parents into the school to share their stories, celebrate their contributions and engage them in the future of the school.
Strategy 3	Proactively explore and develop partnerships with external organisations which can value add to the school.
Strategy 4	Develop strategies and processes to collect and respond to parent and community feedback.

Rockhampton Girls Grammar School

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