

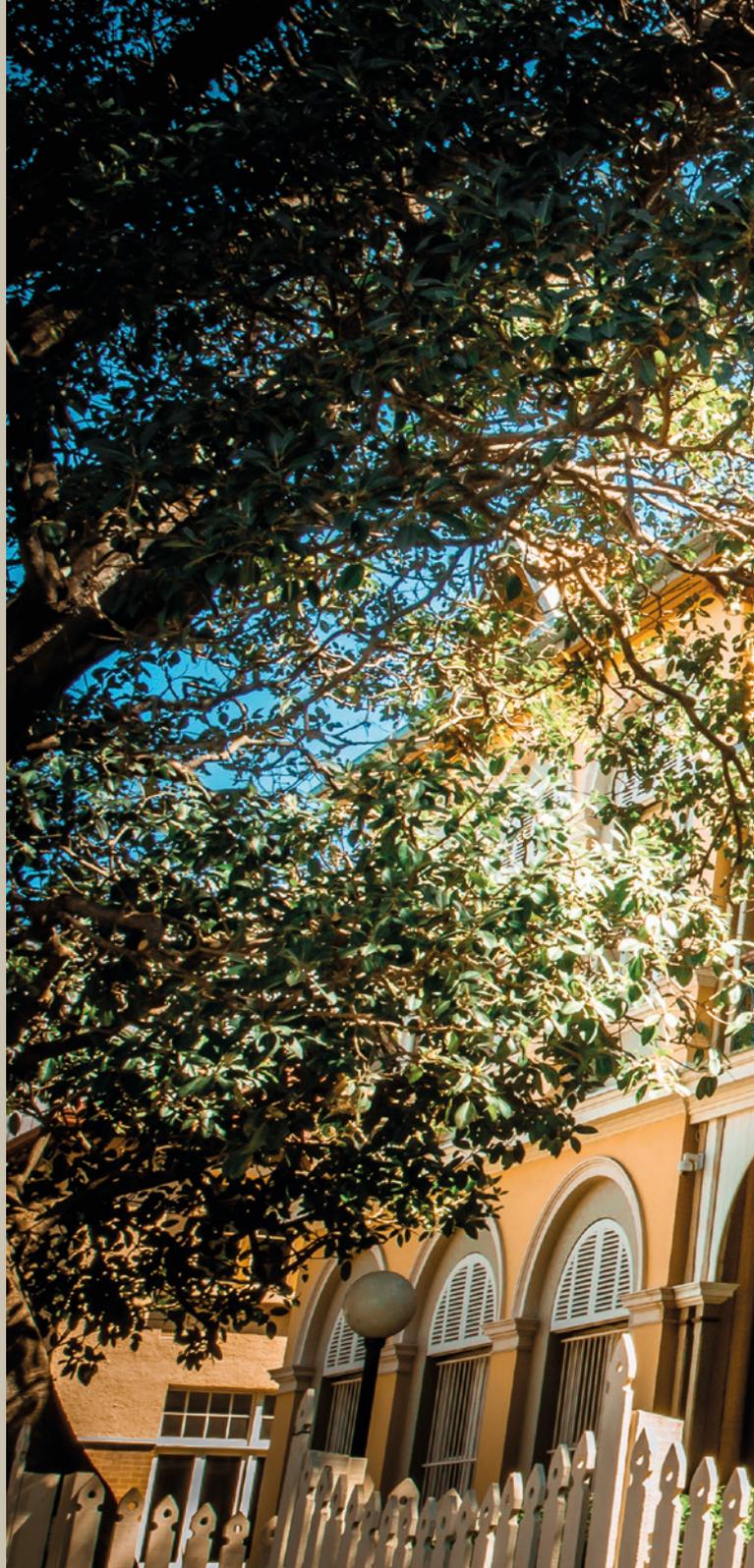
STRATEGIC
DESIGN
2023-2025



BRISBANE GIRLS GRAMMAR SCHOOL

Acknowledgement of Country

In the spirit of reconciliation, Brisbane Girls Grammar School acknowledges the traditional custodians of the lands on which our campuses stand, the Turrbal, Jagera and Kabi Kabi Peoples, and all Indigenous people in our School community. We honour and respect their Elders past, present and emerging, and recognise that these lands have always been places of teaching and learning. We are grateful for thousands of generations of care for Country and seek to walk in solidarity with the First Peoples of our nation for reconciliation, justice and healing.





INTRODUCTION

It is the aim of Brisbane Girls Grammar School, through our *Strategic Design 2023-2025*, to ensure that our leadership in the provision of an exemplary, broad liberal education, and reputation as one of Australia’s leading girls’ schools, is maintained and strengthened.

Within a culture of deep learning—that stretches the boundaries between and within quality teaching, learning and thinking—we will continue to build upon our vibrant learning environment to enrich lives through learning.

As a school where teachers model intellectual passion, professional engagement, pedagogical expertise and curiosity, we maintain high expectations for our students, encourage adventure in learning and care for the development of the whole girl. Outstanding academic results and student destinations reflect how Girls Grammar prepares our girls and young women for the finest tertiary institutions in the world and greatly varied future paths.

Cultivating an environment of judicious, ethical and purposeful engagement, all in our community will understand that our actions should have a positive impact and that this demands principled behaviour and doing what is right. Our school environment must be defined by people who engage honestly and ethically with one another, and the work and learning they do. A healthy culture will be evident in high levels of principled behaviour, respectful relationships and examples of good character. An inclusive environment values diversity, interdependence and authentic relationships; members of the School community feel a sense of belonging and the wellbeing of all is supported.

Leadership and advocacy is demonstrated in a willingness—among Grammar girls and young women, alumnae and staff—to speak up, challenge the status quo and take direct action against injustice. An international outlook and open-minded approach to life will be cultivated through meaningful engagement with affiliate schools, our own diverse Girls Grammar community and the wider world. A range of service activities will continue to be supported, in a focused and meaningful way, with natural partners who align to our values and provide avenues for direct involvement.

Through the ever-more diverse opportunities and experiences at Girls Grammar we will inspire girls to embrace the unexpected, pursuing their dreams bravely, and to test the unfamiliar; they will be supported to develop enduring life and leadership skills to become resilient and adventurous in spirit. Challenged beyond the classroom to strengthen their minds and bodies, Grammar girls are adaptable, readily embrace challenge, experience growth through performance and develop grit and determination. Girls Grammar alumnae are leaders and role models in many and diverse fields; they acknowledge the value of their education and its impact on their life beyond school.

Nurturing a culture of stewardship is an important priority in the *Strategic Design 2023-2025* and this will ensure that resources are optimised for the benefit of girls, staff and our community today, while also strengthening the foundations for a sustainable and confident future. Brisbane Girls Grammar School will maintain, and continue to enjoy the support of, a strong and purposefully engaged community that shares a belief in the importance of educating girls and values the finest traditions and aspirations in education—to enrich lives through learning.

Ms Julie McKay
Chair, Board of Trustees

Ms Jacinda Euler Welsh
Principal



GUIDING PRINCIPLES

SYSTEMATIC CURIOSITY IN TEACHING, LEARNING AND RESEARCH

Create a vibrant learning environment that fosters exceptional scholarship, and a culture of deep learning that stretches the boundaries between and within quality teaching, learning and thinking

Strategy 1: Cultivate a collaborative culture where educational experiences are conceived and executed to foster the development of both traditional and emerging, contemporary teaching and learning practice

Strategy 2: Inspire passion and continually challenge teachers who possess:

- depth in their discipline and subject knowledge
- pedagogical expertise
- a sense of the vocation, privilege and joy of teaching
- understanding of the central importance of relationship and care

Strategy 3: Encourage and endorse a growth mindset

Strategy 4: Nurture and celebrate creativity, entrepreneurial thinking and a sense of possibility, wonder and awe

JUDICIOUS AND ETHICAL ACTION

Cultivate an environment of judicious, ethical and purposeful engagement where the understanding that our actions should have a positive impact demands principled behaviour and doing what is right

Strategy 1: Strive for excellence ethically and imaginatively

Strategy 2: Construct knowledge robustly and with integrity from a variety of sources to deepen understanding

Strategy 3: Embed reflective practices

Strategy 4: Challenge existing constructs and the status quo thoughtfully and creatively to advocate for a more just world

Strategy 5: Contribute through service and encourage active citizenship

LIFE-WIDE LEARNING

Inspire girls to bravely pursue their aspirations, and to test the unfamiliar; enable them to develop enduring life and leadership skills and to be resilient and adventurous in spirit

- Strategy 1:** Provide a diverse range of experiences for girls to discover new, or strengthen existing, talents to ignite life-long passions and explore aspects of themselves
- Strategy 2:** Foster a culture of inter-dependent participation, commitment and fair competition that inspires contribution to a greater purpose, and creates a sense of otherness to unlock potential within the individual girl and within the collective
- Strategy 3:** Nurture an indomitable Girls Grammar spirit that strives to achieve mastery and personal best

STEWARDSHIP AND SUSTAINABILITY

Nurture a culture of stewardship where resources are optimised for the benefit of students, staff and our community today, while also strengthening the foundations for a sustainable and confident future

- Strategy 1:** People—Recruit, develop and engage outstanding people who model expertise in their field, exhibit the highest levels of professionalism; they are deeply committed in their roles and apply their knowledge and skills to achieve exceptional outcomes
- Strategy 2:** Financial—Deliver appropriate, sustainable, transparent and empowering fiscal management that balances the surplus requirement for future investment with immediate educational program priorities
- Strategy 3:** Facilities—Provide and protect high-quality, leading-edge, compliant, functional, expertly designed and flexible facilities to support effective teaching and learning and deliver maximum utilisation and user satisfaction
- Strategy 4:** Information Technology and Systems—Maintain an agile, reliable and secure IT environment that facilitates responsible use of resources and exceeds stakeholder expectations, and an information system infrastructure that is synergetic and improves both efficiency and effectiveness, providing integration and maximum utilisation
- Strategy 5:** Processes and Practices—Systematically review and refine key organisational (business and educational) processes and practices, with a commitment to innovation and progress for a bright and confident future

BELONGING AND WELLBEING

Maintain an inclusive BGGGS environment where diversity, interdependence and authentic relationships are valued; members of the School community feel a sense of belonging and wellbeing is supported

- Strategy 1:** Welcome the sharing of diverse views and experiences, giving voice to people's unique stories and inviting their full participation
- Strategy 2:** Facilitate connectedness, seek common ground, and embrace the School's collective to provide stability, security and resolute trust
- Strategy 3:** Support students to attain the social and emotional skills, practical knowledge and sense of purpose required to develop resilience, and nurture wellbeing
- Strategy 4:** Dedicate resources towards the thoughtful, empathetic care and broader welfare of the School's students, staff and families

PURPOSEFUL COMMUNITY ENGAGEMENT

Maintain a strong and purposefully engaged community that shares a belief in the importance of educating girls and values the finest traditions and aspirations in education

- Strategy 1:** Celebrate and promote School, student, alumnae and staff performance, achievement and contribution
- Strategy 2:** Deliver strategically effective communications
- Strategy 3:** Create and maintain strong, tailored and lifelong community relations
- Strategy 4:** Strengthen a culture of philanthropy where giving, in various ways, is a very natural and affirming part of being a member of the Brisbane Girls Grammar School community



BRISBANE GIRLS GRAMMAR SCHOOL

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