

Lowther Hall Strategic Directions 2013 and Beyond



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From the Chair

This “Strategic Directions 2013 and Beyond” statement reflects the next phase of the School’s Strategic Planning disciplines, building on the successful implementation of our previous Strategic Plans. The School has performed very strongly over the period of the Strategic Directions 2009-2012 plan and this is reflected in maximum enrolments, substantially improved facilities and outstanding educational outcomes.

At the beginning of the process to develop our new strategic plan, an external consultant was engaged to assist Council in their thinking. The consultant conducted an audit of the last strategic plan (Strategic Directions 2009-2012) and a report indicating future trends and possibilities was made to Council in June 2012. The audit findings confirmed a very strong performance by the school over the last four years, particularly in its core business.

A consultative and collaborative process was then established, involving representatives of the School’s key stakeholders including the Council, staff members, parents, old grammarians and students. Feedback was collected via focus groups and surveys. Council is very grateful for the input of all those who chose to contribute to the exploration of Lowther Hall Anglican Grammar School’s strengths and areas for future improvement. Of particular interest in the focus groups and survey was the very high level of convergence of opinion. Overall, the following themes emerged:

- a) a very high level of satisfaction with the school in all respects
- b) great pleasure at being asked to contribute to the strategic planning process.
- c) all were very keen to maintain the emphasis on each girl reaching her potential irrespective of ability
- d) ‘The Qualities of the Lowther Hall Girl’ are well understood and appreciated. There was a keenness to maintain those descriptors
- e) all groups were very aware and proud of the school’s recent academic achievements.

In every group the points of differentiation of Lowther Hall from other schools were well understood and emphatically supported. The following features of the school were identified as being important to retain:

- a) the size (the current size is seen as “perfect” for every girl to be known and appreciated, parents used the term “boutique”)
- b) single site Kindergarten to Year 12 and relationships between girls in different year levels (the one site, despite its ‘compactness’ and relative lack of play space, was seen as contributing significantly to the intimacy and nurturing qualities of the school)
- c) single sex school
- d) an intimate, nurturing culture
- e) “whole of life” educational emphasis (open entry and an understanding that each girl will be supported to achieve her best, irrespective of academic ability)
- f) an emphasis on the importance of traditional values and associated rituals
- g) appreciation of the underpinning Anglican tradition
- h) strong academic results (the achievements of recent years were seen as very important to maintain)
- i) strong House system (which supports vertical connections within the school, senior girls guiding younger girls)
- j) relationships between staff and students
- k) level of feedback and assistance offered by staff to students
- l) quality of staff
- m) focus on teaching and learning
- n) the staff survey also identified the staff professional learning culture and the leadership vision.

The Council is delighted with the academic achievements of our students and the way the values of the school are being demonstrated in day to day life at Lowther Hall. It has been a priority for Council to ensure that these high academic standards and the nurturing environment are supported by decisions made in the context of developing this "Strategic Directions 2013 and Beyond" document.

The modernization of facilities has been very welcome over the last five years and there are still some areas that require attention. These improvements will be undertaken in the next few years but the Council is also aware of the need to maintain responsible and prudent financial management.

Yours sincerely

A handwritten signature in black ink, appearing to read "Peter Malcolm". The signature is written in a cursive style with a long vertical stroke extending downwards from the first letter.

Mr Peter Malcolm
Chair

The School Council

MR PETER MALCOLM



Mr Peter Malcolm was elected Chairman of the Council in 2006 after 13 years' service on various school committees. With a background in Civil Engineering, he has been actively involved in the building projects at the school and is involved in the work of the Strategic Planning Committee.

THE REVEREND DR HELEN GRANOWSKI



The Rev Dr Helen Granowski joined the School Council in 1997 and is a retired Anglican priest assisting in the parishes of Holy Trinity Kew and St Bartholomew's Burnley. She is currently Provincial Chaplain of the Third Order of the Anglican Society of St Francis. Ecumenism, environmental and peace issues are ongoing passions. In her previous life she was the Principal of Anglican Girls' Schools in Southport and Canberra.

THE REVEREND BILL BEAGLEY



The Rev Bill Beagley is the Vicar of Holy Trinity Parish, Williamstown and Anglican Chaplain to Port Phillip Prison. Before entering ordained ministry, Bill was a social worker with people suffering homelessness, addiction and intellectual disabilities. He became a School Council member in 2006.

MS BRYONY MCCORMACK



Ms Bryony McCormack joined the School Council in May 2012 and is an Old Grammarian. After graduating with First Class Honours in law from the University of Melbourne, she began her career as a commercial lawyer. Bryony currently works in HR as a manager in the People and Development team at Allens.

MR PETER CANNAN



Mr Peter Cannan became a member of the School Council in 2006 and is currently Treasurer and Chair of the Strategic Planning Committee. He is a Chartered Accountant with 30 years' experience and is currently working as COO at Russell Kennedy Solicitors.

MR DAVID WHITING



Mr David Whiting joined the School Council in 2008 and currently holds the role of Company Secretary. He is a Certified Practising Accountant with experience in the banking, manufacturing and agricultural industries. David has also been involved with local community groups and other school councils.

MR LORNE COLE



Mr Lorne Cole's work on the School Council since joining in 2007 has included the establishment and chairing of the Foundation. Lorne's career has been in the aviation industry. He operates a business providing aero-medical services to hospitals engaged in organ transplants and the retrieval of sick and injured Australians from overseas.

MS JOSEPHINE WARD



Ms Josephine Ward has served on the School Council since May 2002. She has been a member of several sub-committees of the Council and currently chairs the Policy and Planning Committee. Josephine is a Credit Manager with Westpac and has worked in the banking industry for over twenty years.

Strategic Directions 2013 and Beyond

Our Mission

Lowther Hall is a Christian learning community engaged in educating the whole person for the whole of life.

Our Vision

We are a leading edge 21st century learning community in which each girl is genuinely enabled to be the best version of herself that she can be so that in turn she can make the world a better place.

Our Values

We value:

- Lowther Hall as a friendly and caring community in which all people matter, within the school family and beyond
- The pursuit of personal excellence, girls trying their hardest and being their best
- Students living out the values of *Non Nobis Solum*
- A learning environment that encourages personal responsibility and independent thinking
- The nurturing of independent young women in mind, body and spirit, ready for the world beyond school
- A school community with diverse abilities, cultures and beliefs in which students, parents and teachers work as partners in education
- A broad curriculum that encourages each girl to discover and develop her unique interests, skills and talents
- Our Christian identity within the Anglican Church and the nurturing of spirituality as essential to and inseparable from human life
- A well planned environment in which buildings and grounds reinforce the family school concept
- Respect for the school environment and commitment to the conservation and sustainability of the planet

Strategic Directions 2013 and Beyond

The Qualities of the Lowther Girl

Agreed qualities we believe a Lowther Hall girl will have:



The Purpose of the Plan

We aim to be the school of choice for girls over a wide catchment area, particularly in the north and west of Melbourne.

Review of the Plan

This Strategic Plan reflects the School's aims and aspirations for 2013 and beyond. It is a document prepared by the Council to guide future decisions. It is provided to the school community and wider public so that they may be aware of plans for our school.

The plan provides an overarching framework and set of priorities from which many detailed plans and budgets will be developed, implemented and reviewed across the School on a regular basis. The Strategic Plan itself will be reviewed annually (every February Council meeting, commencing February 2014) and priorities adjusted as necessary.

Strategic Directions 2013 and Beyond

1. Ensuring continuous improvement in the education of girls

Strategic Direction

1. Provide strong support for teachers to maintain high academic standards
2. Continue focus on improved Teaching and Learning
3. Maximise the Kindergarten to Year 12 educational advantage
4. Establish Lowther Hall as a 'leading edge' school in Information Communication Technology
5. Provide for appropriate professional development of staff
6. Continue to strongly support the development and nurture of our students

2. Thriving in a more competitive environment

Strategic Direction

1. Actively prepare for the more competitive local environment in 2015 and beyond
2. Promote Lowther Hall in the local community and enrolment catchment area
3. Improve the School's communication with its stakeholders and prospective stakeholders

3. Strengthening the business

Strategic Direction

1. Examine options for the Keilor Campus
2. Develop plans for the Lowther Hall Early Learning Centre
3. Raise increased revenue from sources other than tuition fees
4. Develop a 'best practice' Governance policy suite
5. Develop best practice risk management processes
6. Continue sound financial management

4. Developing the organisational potential of the Lowther Hall community

Strategic Direction

1. Develop the Parents' and Friends' Association
2. Expand connections with the Old Grammarians



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