

**ASCHAM SCHOOL
STRATEGIC PLAN
2017 – 2021**



Ascham School

Ascham is an environment that inspires our girls to carve unique intellectual and creative paths.

WELCOME

IT IS OUR GREAT PLEASURE TO PRESENT THE ASCHAM SCHOOL STRATEGIC PLAN FOR 2017 – 2021.

THIS PLAN PROVIDES A VISION OF WHAT ASCHAM SCHOOL IS AND WHAT IT CAN BE.

Ascham is deeply committed to providing an outstanding education for girls, and has long held a place as a leader in this field.

Our Strategic Plan will strengthen Ascham. We will continue to emphasise the close interaction between teachers and students that is so integral to life at our School, in an environment that inspires our girls to carve unique intellectual and creative paths.

While celebrating the successes of the past and present, we must also create our vision for the future in which our girls will live and work. Our Strategic Plan confirms what Ascham offers. Our focus is, and always has been, on quality. Quality is a challenging goal, because standards constantly rise, and with that, expectations. Ascham provides an environment in which excellence is encouraged and each girl is supported to do her very best. At the heart of this is our unique offering—the Dalton Plan.

Ascham remains a proudly non-selective school, without religious affiliations. Our tertiary-orientated curriculum offers a wide range of activities that girls are encouraged to undertake. We will effectively remain the size we currently are, with Prep to Year 12 on one campus.

Our Strategic Plan is comprised of five pillars, described in more detail within the pages of this document.

The pillars are:

1. Strategic Team-Based Leadership
2. Excellence in Teaching and Learning
3. Student Personal Development
4. The Ascham Community
5. Sustaining Our Future

Underpinning each of these pillars are our Ascham School values. We are committed to fostering a positive culture within our community, and we have renewed our focus on values as part of the Strategic Plan.

Our values are:

- Respect and Kindness
- Collaboration and Community
- Courage and Resilience
- Acceptance and Responsibility
- Ambition

In partnership, our Strategic Plan and School values provide us with a common language with which to work as a community.

This Strategic Plan is the product of input from many members of our community and we would like to thank all those who have participated. We feel privileged to work with one another in support of Ascham's future.

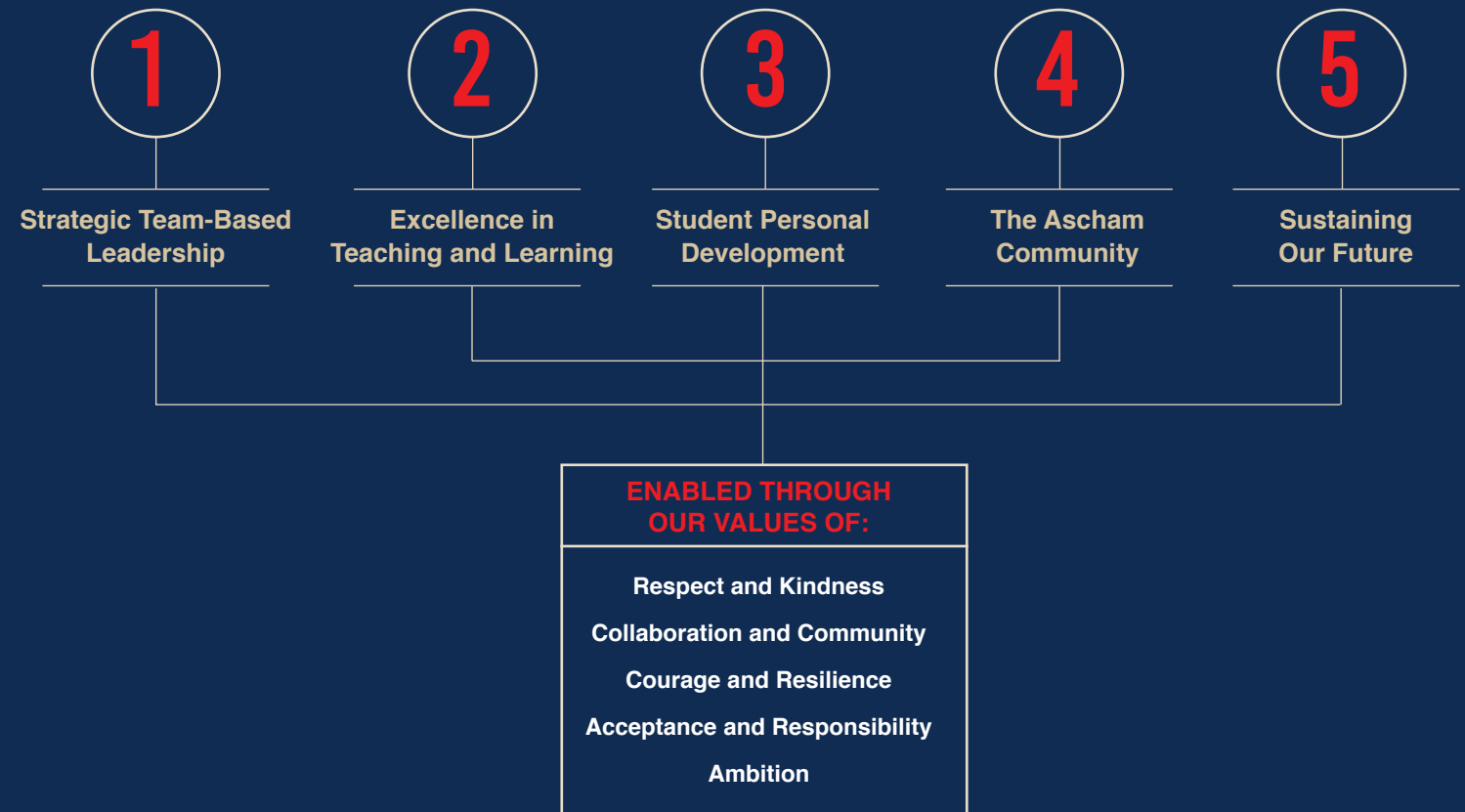
Being a leader in girls' education is at once both challenging and extremely rewarding. We are confident that the execution of the Strategic Plan will benefit the School, as its potential impact on teaching and learning is profound. We look forward to realising our vision in collaboration with all members of the Ascham community.

Ms Nell Anderson
(Old Girl 1978)
Chair of Council

Mr Andrew Powell
Head of School



5 STRATEGIC PILLARS ASCHAM SCHOOL 2017 – 2021



WHAT WILL THE SUCCESSFUL IMPLEMENTATION OF OUR STRATEGIC PLAN MEAN FOR ASCHAM THROUGH TO 2021?

Identifying and understanding our priorities is an important exercise, because Ascham matters—to our community of students, staff, parents, Old Girls, friends and to the world beyond the School gates. We are a place where ideas, passion and initiative lead to lives of purpose and positive consequence.

This diagram shows the five pillars of our Strategic Plan and the values that underpin the Plan. Ultimately, with an unrelenting focus on quality, the purpose of our Strategic Plan is to build on Ascham's proud record of distinction.

1: STRATEGIC TEAM-BASED LEADERSHIP

A FOCUS ON CULTURE AND ENGAGEMENT AT ASCHAM IS BEST REALISED THROUGH STRATEGIC TEAM-BASED LEADERSHIP.

This will help our Senior leadership at both strategic and operational levels to optimise how we work together in order to achieve our goals.

We want to be good at connecting our teams at Ascham and sharing information, so that creativity and innovation are optimised. A focus on team-based leadership will help foster problem-solving, participation in decision-making and collaboration.

How will we achieve this?

We will lift Ascham to an even higher level of performance through strategic, team-based leadership.

In order to do this we will:

- bring our values and Strategic Plan to life, by aligning our yearly plans with our five-year Strategic Plan
- equip our staff to effectively build and lead teams for a range of purposes
- ensure our staff members have access to peer-support networks and a variety of personal development and wellbeing programs
- develop leaders from within the body of Ascham staff
- encourage change initiatives and innovation, enabled by senior leaders skilled in this methodology.



Enabling change and innovation allows our staff and students to shine.

2: EXCELLENCE IN TEACHING AND LEARNING

WITH OUR BROAD FOCUS ON EDUCATION, ASCHAM PLACES A GREAT DEAL OF IMPORTANCE ON PEDAGOGY. THUS, A MAJOR PRIORITY IN EDUCATING OUR GIRLS IS TO FOSTER A CULTURE OF EXCELLENCE IN TEACHING AND LEARNING.

Teachers are the lifeblood of a great school, and this is so true here at Ascham. We will continue to cultivate a community of teachers with the diversity and breadth of experience required for excellence, and who value our distinctive approach to education. We will provide them with the opportunities and resources needed for success.

What does this look like?

We will drive teaching and learning excellence through attracting, developing and supporting outstanding teachers who are committed to Ascham's Dalton Plan.

We will continue to:

- establish Ascham as a leading school in the professional development of teachers
- enhance and promote Dalton as 'best practice' in teaching and learning, to enable ongoing attraction of outstanding teachers
- develop and support Ascham quality performance standards for all co-curricular staff and sports coaches
- develop a strong STEAM Program throughout the School to increase student participation in STEAM subjects, and promote agility in student thinking and learning.

3: STUDENT PERSONAL DEVELOPMENT

AT ASCHAM, WE UNDERSTAND THAT PROVIDING A CARING, SUPPORTIVE SCHOOL ENVIRONMENT WILL HAVE A BIG INFLUENCE ON THE SUCCESS OF OUR GIRLS—THEIR ACADEMIC ATTITUDES, MOTIVATION, ENGAGEMENT AND GOAL SETTING.

Importantly, we are focused on constantly challenging ourselves as to how best to support our girls in their educational journey and help them to be confident, capable and resilient.

What will our focus be?

We will excel at delivering programs that promote personal development of girls, including our core values, healthy mental and physical habits, leadership skills and intellectual curiosity.

We will strive to:

- embed our core values in the everyday life of the School
- promote the development of healthy mental and physical habits
- ensure that our boarding school continues to attract rural boarders, and promotes stronger connections between boarders and day girls
- foster the benefits of diversity throughout the School, including our Scholarships Program, and by strengthening our Indigenous Program
- promote participation in a broad range of co-curricular programs
- actively encourage girls' participation in Service Learning programs to develop leadership, teamwork and organisational skills while enhancing their social conscience, environmental and global awareness, and intellectual growth
- encourage all girls to develop skills in leadership and teamwork.



Teachers are the lifeblood of a great school. Attracting, developing and supporting outstanding teachers is key to our success.



We will continue to work closely with all members of our community to enhance connection, understanding and collaboration.

4: THE ASCHAM COMMUNITY

COMMUNITY IS AT THE HEART AND SOUL OF ASCHAM. CONTINUING TO ENHANCE THE CONNECTION AND ENGAGEMENT OF OUR WIDER COMMUNITY IS KEY TO OUR SCHOOL THRIVING OVER TIME.

The strength of our remarkable community is derived from the talent and dedication of its teachers, students and the wider staff, working with the support of parents, Old Girls, Ascham Foundation and other friends of Ascham. In the coming years, we will develop an expanded array of opportunities for involvement with the School, helping to shape our community in new ways.

How will we do this?

We will create a supportive Ascham community by bringing professional, social and service benefits to the School and one another.

We aim to:

- communicate information to our target audiences by way of a range of effective and engaging digital platforms and other means
- support current students and Old Girls at all stages of their careers by developing a networking program that enables them to benefit from their ongoing connection to the School and each other
- support parents and members of our broader community to learn more about education and parenting, by providing programs and forums featuring expert speakers
- continue to work closely with Ascham Foundation, the Ascham Parents' Association and the Ascham Old Girls' Union to enhance community connection, understanding and collaboration.

5: SUSTAINING OUR FUTURE

SUSTAINABILITY CALLS FOR NEW WAYS OF THINKING ABOUT OUR FUTURE. WE HAVE AN OBLIGATION TO YOUNGER GENERATIONS TO ENSURE THAT SUSTAINABLE PRACTICES ARE AT THE HEART OF ASCHAM.

Responsible stewardship will support essential growth and long-term financial security. We will make investments in people, programs, facilities and green initiatives that are planned in a fiscally responsible manner.

What is our key challenge?

Our greatest challenge is to ensure that what we do with our resources provides the best possible stewardship for the future.

We will:

- develop and progress a campus plan to create a 21st-century environment that enables delivery of all strategic objectives, particularly:
 - enhancing student learning and teacher development by more coherent subject groupings and modernising classrooms
 - promoting breadth of student experience by upgrading boarding, sport and co-curricular facilities
 - encouraging community engagement by improving gathering spaces and access through technology
- further strengthen our risk management processes that address opportunities and challenges across the School.



We have an obligation to younger generations to ensure that sustainable practices are at the heart of Ascham.

Artist's impression of the new Margaret Bailey Building

**THE STRATEGIC PLANNING
PROCESS HAS ALLOWED US TO
THINK EXPANSIVELY ABOUT FUTURE
DIRECTIONS FOR OUR SCHOOL.**

At the core of our planning is always the foundation framework for the education of our girls—the Dalton Plan. Our Strategic Plan will leverage the very best that Dalton has to offer, further enhancing the educational journey at Ascham and beyond. We believe that the five pillars of the Ascham Strategic Plan 2017 – 2021, and the values embedded in them, complement the Dalton Plan and present a vision for our future, of which we are proud.

We look forward to working with all members of the Ascham community to realise the goals of our Strategic Plan and further strengthen our position as a leader in girls' education.



*Speak up. Speak up and be ambitious for yourself.
Put your hand up when an opportunity arises—
don't wait for someone to recommend you for it.*

Ms Belinda Hutchinson AM (Old Girl 1971)
Chancellor of the University of Sydney

¶ *Vi et animo - with heart and soul*