

Lowther Hall

ANGLICAN  
GRAMMAR  
SCHOOL

*All about the girl*

# Strategic Plan *Towards* 2030



NON NOBIS SOLUM

Following the celebration of our Centenary in 2020, this Plan outlines the strategic directions that will take Lowther Hall into its second century of educating girls. It sets the compass for the School's development, in all areas.

# The Strategic Plan: Towards 2030

sits within the context of the School's Mission, Vision and Values.

## Our Mission:

Lowther Hall is an inclusive learning community, founded on Christian values, engaged in *educating the whole person for the whole of life*.

## Our Vision:

Our vision is that every girl will leave Lowther Hall with the knowledge, skills and personal qualities needed to make a positive and rewarding contribution to the world beyond school.

## Our Values:

<b>Learning</b> for all members of our community and especially for young women.	<b>Respectful relationships</b> which give rise to everyone having a <b>voice</b> .	Living the School motto, <i><b>Non Nobis Solum</b></i> , through a proactive demonstration of social responsibility.	<b>Inclusivity, diversity</b> and <b>acceptance</b> of difference within our girls' school context.
A physically, emotionally and socially safe environment which fosters <b>health and wellbeing</b> .	Individuals working together for a <b>common good</b> .	The pursuit of <b>excellence</b> through <b>effort</b> .	A <b>broad curriculum</b> which promotes the recognition of diverse interests and strengths.
Local, national and global <b>engagement</b> .	<b>Leadership</b> that aligns with our School Values and the development of such leadership in students and staff.	A <b>physical environment</b> which is sustainable and has both aesthetic and functional value.	An orientation towards the <b>future</b> which embraces our Anglican context, our traditions and our <b>past</b> .



# Introduction

**Lowther Hall has emerged from its first century as a vibrant learning community with a strong track record in educating the whole person and a reputation for excellence across a variety of academic and cocurricular pursuits.**

The School's pastoral, cross-age and leadership programs are world class and the professional and dedicated staff are united in their commitment to provide the best possible programs, resources and experiences for the girls each day. Over its first 100 years, the School has retained its strong Anglican identity and values of social justice and service while evolving into a diverse and inclusive community in which girls from a variety of faith traditions and positions can explore their own beliefs and priorities.

Alongside much loved traditions and connections with the past, Lowther Hall has sought to remain contemporary in its educational approach, its decision making and its governance framework.

In devising a strategy to take the School through the first decade of its second century, parents, Old Grammarians, staff, School Council members and most importantly, the students, were consulted through surveys and focus groups. The feedback was overwhelmingly to stay the course, but also to seek out the next level in all aspects of organisational operations.

Hence, in this Plan, you will read much that resonates with already established practice. The verbs that drive the Plan – “increase”, “extend”,

“strengthen” reflect the good work that is already taking place but signal an intentional disposition towards improvement. You will also find new emphases that reflect the priorities of our community: a commitment to sustainability and Reconciliation; a reimagining of whole person education with the concept of “flourishing” at its centre; and a theme of engagement – both globally and within our own school community.

We are confident that this Plan will drive the positive advancement of Lowther Hall and its students as we head towards 2030 and we look forward to sharing our progress with you.



**Mrs Linden (Lindy) Golding**  
School Council Chair 2023

**Ms Elisabeth Rhodes**  
Principal 2023

# 6 Strategic Focus Areas

The Strategic Plan: Towards 2030, is arranged into 6 strategic focus areas. The interconnectedness of the areas is represented through the combination of the six triangles into a single hexagon, a shape of great strength which appears in both nature and in ancient architecture and is a symbol of balance and harmony.



# Strategic Themes

Woven through the Plan are 5 overarching Strategic Themes. These intersect all focus areas and reflect the School's values and priorities. As you read the following pages, you will find icons that correspond with each theme as follows:



## Strategic Approach

3 stages of implementation will guide the realisation of the Strategic Plan, with each task being mapped to ensure intentional and careful planning.

### Stage 1

#### Listening and Learning

This will be a time for collecting information and building our knowledge. We will hear from staff or other stakeholders about the specific challenge that we want to strategically address. Research and investigation will be undertaken before we settle on our strategically preferred approach.

### Stage 2

#### Planning and Preparing

During this phase, specific planning will be done in order to ensure that any major strategic change can be implemented smoothly. A project plan and timeline are developed at this point. A beta group may be used to trial and troubleshoot new initiatives.

### Stage 3

#### Executing and Embedding

Once a strategic task has been prepared, it will be implemented. During the execution phase, support will be provided and feedback sought in order to deal with any initial challenges. Once finalised, the task, innovation or strategy will be used or practised until it is firmly established.

# Identity: Who we are and how we act

This section of the Plan sets out how we want to see ourselves as an organisation by 2030 and how we want others to see us. It articulates priorities in relation to our values and our core beliefs and reflects the fact that we need to continue to evolve as a school in order to remain contemporary. As we seek to retain our identity as a thriving Anglican school, this strategic area also reflects the responsibility we feel to share the practices that have brought us success and to draw on our strengths to have a positive impact on the world.

## Goal



**Ensure a shared understanding of what our Mission and Values mean in a contemporary context while celebrating and preserving our past.**

- ▶ Through a commitment to regularly revisit and explore our Mission and Values in light of emerging technologies and social trends.
- ▶ Through the establishment of processes and projects which celebrate the School's past.

## Goal



**Increase our positive impact locally, nationally and globally, based on our understanding of our responsibility as an Anglican School to contribute proactively to the world.**

- ▶ Through strengthening and expanding partnerships, experiences and intentional education that will facilitate positive action-taking globally and locally for students and staff.
- ▶ By actively contributing to the Reconciliation process.
- ▶ By learning more about our impact on climate and seeking to reduce it.

## Goal



**Embed a culture of best practice which includes sustaining, celebrating and sharing the practices that have given rise to our strengths.**

- ▶ By continuing to seek feedback and conduct reviews of each area of the organisation and making plans to address areas of deficit.
- ▶ Through the identification, documentation and communication of successful processes and practices.
- ▶ By continuing to identify opportunities for the work of the School to be shared.





# Education: How we teach and learn

Education is at the heart of what we do and this strategic area is firmly focused on priorities that will allow students to flourish. Ensuring growth for every girl in all aspects – academic, interpersonal and intrapersonal – remains a key goal alongside the development of curiosity, awe, critical thinking and problem solving.

## Goal

**Foster the flourishing of each student and the valuing of who they are and who they can become.**



- ▶ Through the consolidation and documentation of programs, practices, processes and policies which support the “whole person” philosophy.
- ▶ By implementing specific strategies in every classroom and area of the School to develop student confidence and address student anxiety.
- ▶ By reimagining the school day and providing opportunities for students to consolidate and increase their skills, knowledge and understanding through online asynchronous, or face to face small group, targeted learning experiences.
- ▶ By developing opportunities for connections and projects which draw on expertise across curriculum areas and beyond the School.

## Goal

**Establish and embed a Lowther Hall Teaching and Learning Framework underpinned by a suite of research-informed practices.**



- ▶ By identifying and documenting the required approaches in pedagogy and curriculum across the School.
- ▶ By developing a shared model of blended learning.
- ▶ Through refinement of an instructional coaching model to support and sustain the practices identified in the Lowther Hall Teaching and Learning Framework.
- ▶ Through the establishment of a clear plan for professional learning for continuing and new staff, to embed and sustain the Teaching and Learning Framework, and the agreed practices and approaches therein.

## Goal

**Build shared responsibility across all teaching staff for defining, ensuring, measuring and reporting the academic growth of every student in ways that support flourishing.**



- ▶ By identifying clear measures of growth for each subject area across the School.
- ▶ By developing a broader suite of adaptive and applied assessments to evaluate understanding, creativity and thinking alongside knowledge and skills.
- ▶ By exploring ways to report on growth.
- ▶ By collaboratively interacting with formative and summative assessment data thereby intentionally planning for effective learning that promotes growth for each student.





# Human Resources: How we develop our people

Retaining, developing, recruiting and sustaining our most valuable asset – our staff – is of utmost strategic importance, particularly as we face workforce shortages and changes in the working landscape. Likewise, investment in the volunteers who support our community is paramount for our sustained success. This strategic area acknowledges the growing need to innovate and evolve the way we think about our human resources and to take seriously our responsibility to develop the individuals who share our educational mission.

## Goal



**Be a workplace of choice for current and prospective staff.**

- ▶ By developing and embedding structures and strategies to enhance and sustain the workforce.
- ▶ Through the exploration of innovative employment structures.

## Goal



**Build the individual and collective capacity of staff, School Council members and volunteers so that they can meaningfully contribute to the life and progress of the School.**

- ▶ Through the establishment of a comprehensive, multimodal induction and professional development program for staff, School Council members and volunteers.
- ▶ By providing opportunities for professional growth for all teaching staff across agreed pedagogies and priorities.
- ▶ Through the implementation of a talent identification and development program for staff.





## Focus Area

# Community: How we maintain connection

We are fortunate to be part of a vibrant and multifaceted community of support. This strategic area sets the direction to refine and strengthen the ways in which we draw on our networks to work in partnership for the greater good of the students.

## Goal



**Increase connections with and harness the experience and talents of the Alumni network for the mutual benefit of the past students and the current school community.**

- ▶ By employing deliberate strategies to expand connections with Alumni.
- ▶ Through the development of a multifaceted Alumni Program.

## Goal



**Strengthen partnerships with parents and caregivers in the education and development of the students.**

- ▶ By developing forums where information about child and adolescent development can be shared and discussed.
- ▶ By refining and improving communication with parents and caregivers.





# Resources: How we sustain ourselves

This strategic area prioritises the intentional steps that must be taken to ensure the longevity of the School into the future. It forecasts the need to manage physical and virtual resources responsibly and to strike a balance between conservation and agility in this space.

## Goal



**Provide first class facilities to accommodate the evolving priorities and needs of the organisation.**

- ▶ By identifying and creating the most appropriate infrastructure and virtual environments.
- ▶ By developing the built form in accordance with the Master Plan for the campus.

## Goal



**Position the School for financial security into the future.**

- ▶ By sustaining enrolments to the maximum capacity of 900 students with ideal numbers at each year level.
- ▶ Through the expansion of philanthropic engagement.
- ▶ By exploring and pursuing initiatives that will promote flexible, dynamic and productive financial growth and best practice financial management.





# Governance: How we oversee

This area of the Plan seeks to ensure that in an increasingly complex governance environment, our governance structures and practices continue to meet best practice standards and that all we do is underpinned by our values. From policies to daily operations, we want to be an organisation that has integrity and consistency in living out the things we identify as important. Equally, we recognise that communication of these things is key if our community is to understand and be part of our vital work.

## Goal



**Further embed governance practices which reflect ethical, sustainable and School values.**

- ▶ By building School Council and Senior Management knowledge of governance practices which reflect these values.
- ▶ By developing policies and processes which promote and observe best practice as well as ethical, sustainable and School values.

## Goal



**Ensure high levels of transparency, accountability, safety and security for the School and its community.**

- ▶ By continuing to embed a culture of child safety across all levels of the organisation.
- ▶ Through best practice processes, documentation and communication.
- ▶ By implementing IT structures and processes which will protect users and the organisation from cyber-security threats.





# The Master Plan

The School's Master Plan was approved in 2022 and sets out the Major Projects for the campus in the coming years.

## Now

- ▶ New Raymond House Playground
- ▶ Re-imagined Senior School Visual Arts spaces
- ▶ Extension of Grant House

## Next

- ▶ Refurbishment of Nora Collisson Centre (Senior School Library)
- ▶ Refurbishment and extension of Joan M Garde Cultural Centre
- ▶ Re-imagined Canteen and Cafeteria Space

## Soon

- ▶ Onsite gymnasium
- ▶ Additional outdoor sports courts
- ▶ Underground staff car park
- ▶ Extended Blinkbonnie House Playground







-  Existing Buildings
-  Refurbishment / Alterations
-  New Building / Facility
-  Outdoor Space

View the full  
Master Plan here:





*Educating the whole person  
for the whole of life*

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