



STRATEGIC PLAN 2020-2023



HEADING TOWARDS OUR CENTENARY.



LABORE ET HONORE
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VISION

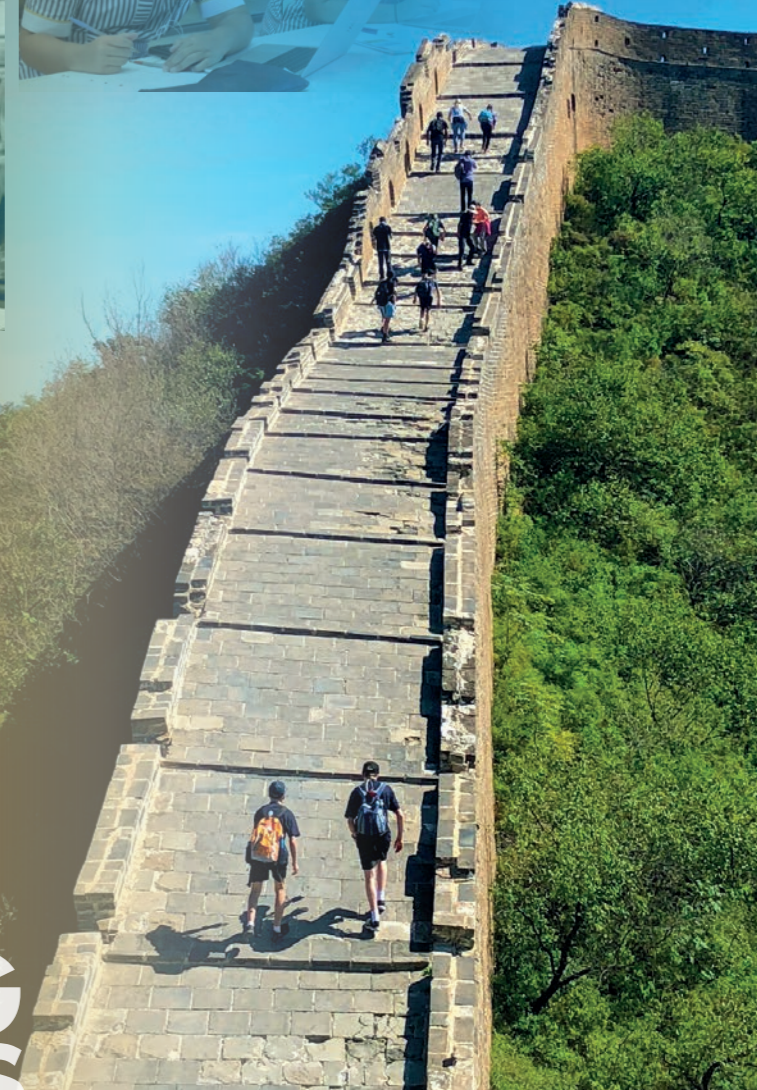
Our vision is to develop resilient young people with a wide range of skills, interests and attributes to find their place in an ever-changing world, through a leading educational environment which challenges and motivates within a caring community.

MISSION

Our mission is to provide our students with a dynamic learning environment in which well-resourced and committed staff lead engaging academic, wellbeing and co-curricular programs.

VALUES

Mentone Grammar is an Anglican School that welcomes students of all backgrounds and religious beliefs. Our Values are: **Caring, Respect, Integrity, Endeavour, Service, Discipline and Resilience.**



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Mentone Grammar has been through a period of growth, change and development. The positive nature of these changes has been recognised by an ever-increasing enrolment, and longer-term interest in the School, as displayed in waiting lists, various awards, survey outcomes, academic and sporting results, associated data, anecdotal feedback and observation.

The School has changed physically but the fundamental values that underpin its operation remain unchanged and this has provided a strong foundation.

An organisation, however, which rests on its laurels is one that is destined to fail and, therefore, this strategic plan ensures enhanced performance, growth and sustainability into the future.

This Plan will take us through to what promises to be an exciting milestone year in 2023 when we celebrate our Centenary.





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This Plan has been formulated knowing that the educational environment is one of change, that our learners are now more empowered and that the future our students will be entering will be one that is far more dynamic than ever before.

The Plan ensures that the School is stable enough to provide strong foundations for the future but agile enough to accommodate change.

Significant research has been undertaken in the formulation of this Plan including:

- Staff, student and parent forums
- Literature reviews
- Scanning of the educational environment through the lens of other schools and professional associations
- Reviews of internal data and survey results
- Discussions with leading educational experts
- Market research





STRATEGIC PILLARS

There are six core pillars that underpin this Strategic Plan:

- QUALITY TEACHING
- EMPOWERING LEARNERS
- PERSONAL AND ORGANISATIONAL WELLBEING
- DIGITAL TRANSFORMATION
- CELEBRATING OUR CENTENARY
- THE NEXT 100 YEARS

QUALITY TEACHING

Underpinned by Visible Learning, Formative Assessment and with a particular focus on Differentiation, we will continue to develop more effective teaching practices in line with the latest research.

1

EMPOWERING LEARNERS

We will continue to develop learners who have a genuine desire to gain more skills and knowledge.

Our increasing focus will be on developing independent learners in a student-centred environment. We will ensure that our students are prepared for the digital world into which they will enter after School.

2

PERSONAL AND ORGANISATIONAL WELLBEING

Mentone Grammar remains committed to the concept that 'It Takes a Village to Raise a Child' and that the wellbeing of all of its community is paramount.

Ensuring that our people are in a good place and so too is the organisation is the key to this pillar.

3



IT TAKES A VILLAGE TO RAISE A CHILD.





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STRATEGIC PILLARS

DIGITAL TRANSFORMATION

The Foundation of Young Australians has identified that 'the' critical literacy all school leavers need to possess is that of being digitally competent. We will ensure that our School is reflective of the world into which our students will transition i.e. highly digitally literate citizens.

We will also undertake a review of all of our operations to ensure that they are digitally based, increasingly efficient and easy to manage for all stakeholders.

4

CELEBRATING OUR CENTENARY

The School's Centenary represents a 'coming of age' for a school that has come from humble beginnings in a seaside suburb to the great school we know and love today!

Celebrating this milestone represents an opportunity to acknowledge all who have come before, all who are presently in the organisation and all who will come in the future.

5

THE NEXT 100 YEARS

There is a real movement underway to develop 'Schools of the Future'. Our School has modernised its programs over the last 15 years but further change is not only anticipated, it is upon us. As a result a full review of our structures and strategies for programs across all levels of the School will be undertaken. This should be seen as an audit process designed to ensure the School is offering the most appropriate programs in the most effective manner. This will be a macro, high level audit as opposed to the usual review of individual elements of the School.

6



THE NEXT 100 YEARS.

An Information Evening will be offered in Term 1 2020 for those wishing to hear about this Plan in more detail.

