



Strategy **2030**

A FIRE WITHIN, A LIGHT FOR OTHERS.

INFORMING OUR VISION AND STRATEGIC DIRECTION FOR 2026-2030.



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Foreword

It is with great pride that the Board of AngliSchools publishes our Strategic Plan, *Strategy 2030* — covering the period 2026–2030.

Strategy 2030 remains true to our Core Mission: first, to provide fee-accessible, high-quality education deeply embedded in the Anglican Identity of the dioceses in which we serve; and second, to continue to support and strengthen our existing schools and to establish new AngliSchools.

From humble beginnings in 1985 with one co-educational school in the northern suburbs of Perth, our system of schools looks markedly different today in size and scope. We are now located in metropolitan and regional Western Australia, as well as regional Victoria and the New South Wales border. In 2026, student numbers now approximate 19000, while we employ approximately

3000 staff. We have grown to a system of 16 schools, with the 17th set to open in Yanchep WA in 2027, and an 18th being explored to open during the life of *Strategy 2030*. Our

newest school building, opened in 2025 at 441 Murray Street, Perth, accommodating one campus of St George’s Anglican Grammar School, will double in size by 2030 to become a 1000 strong one-campus school, alongside our Language College and Head Office. This is a landmark development.

What is also new is that our Values will be system-wide for the first time, these being Faith, Inclusion, Respect and Excellence, captured in the acronym FIRE! In addition, all of our schools’ Strategic Plans will





now align with *Strategy 2030*, ensuring consistent directions across our much-loved and dynamic system of schools.

We are indebted to our Strategic Plan consultant, Mr Chris Green of StrategyEDU, who facilitated the preparation of *Strategy 2030*. Together with our Board, Chief Officers and Directors, Principals, Bishops and other key staff stakeholders across the AngliSchools community, Chris ensured that our purpose and culture remained at the forefront of considerations in the Plan's development. Led by the three Chief Officers and crafted thoughtfully by the Chief Operating Officer, *Strategy 2030* reflects foresight and direction to ensure that our system remains as dynamic, innovative, progressive, exciting and inclusive as it has been over the 40 years since establishment.

The AngliSchools Board adopted *Strategy 2030* on 15

December, 2025. On behalf of the Board, we commend to you *Strategy 2030* - a document of purpose, vision and expanding optimism for our growth and development over the next five years.



Mrs Lynne Thomson
Board Chair



The Reverend Peter Laurence OAM
Chief Executive Officer



Our Strategic Direction



Strategy 2030 positions AngliSchools to progress our Mission imperative: to increase access to a high quality, fee-accessible and inclusive education which is deeply immersed in Anglican Identity.

This Strategic Plan commits anew to supporting our existing schools and growing new AngliSchools in the three Dioceses - Perth, Wangaratta and Bunbury; and three States in which our students learn and staff work - Western Australia, Victoria and New South Wales. We also commit to exploring new opportunities to expand AngliSchools ministry beyond these dioceses and states.

For more than 40 years, we have provided high-quality, fee-accessible Anglican education to students across our schools. During this time, we have empowered learners to lead lives of meaning and purpose. We have offered hope, connection and belonging through our Anglican Identity, and served and connected diverse communities. Our strategic direction and priorities to 2030 are underpinned by our Vision, Mission and Values; they are lived out through our Core Domains.



Our Vision, Mission and Values

Our Vision

To be Australia's leading provider of quality, inclusive, fee-accessible Anglican schools; united in faith and learning, living our Anglican Identity.

Our Mission

To support and strengthen our existing schools and grow new AngliSchools which provide a high quality, inclusive and caring education, one that is deeply immersed in Anglican Identity.

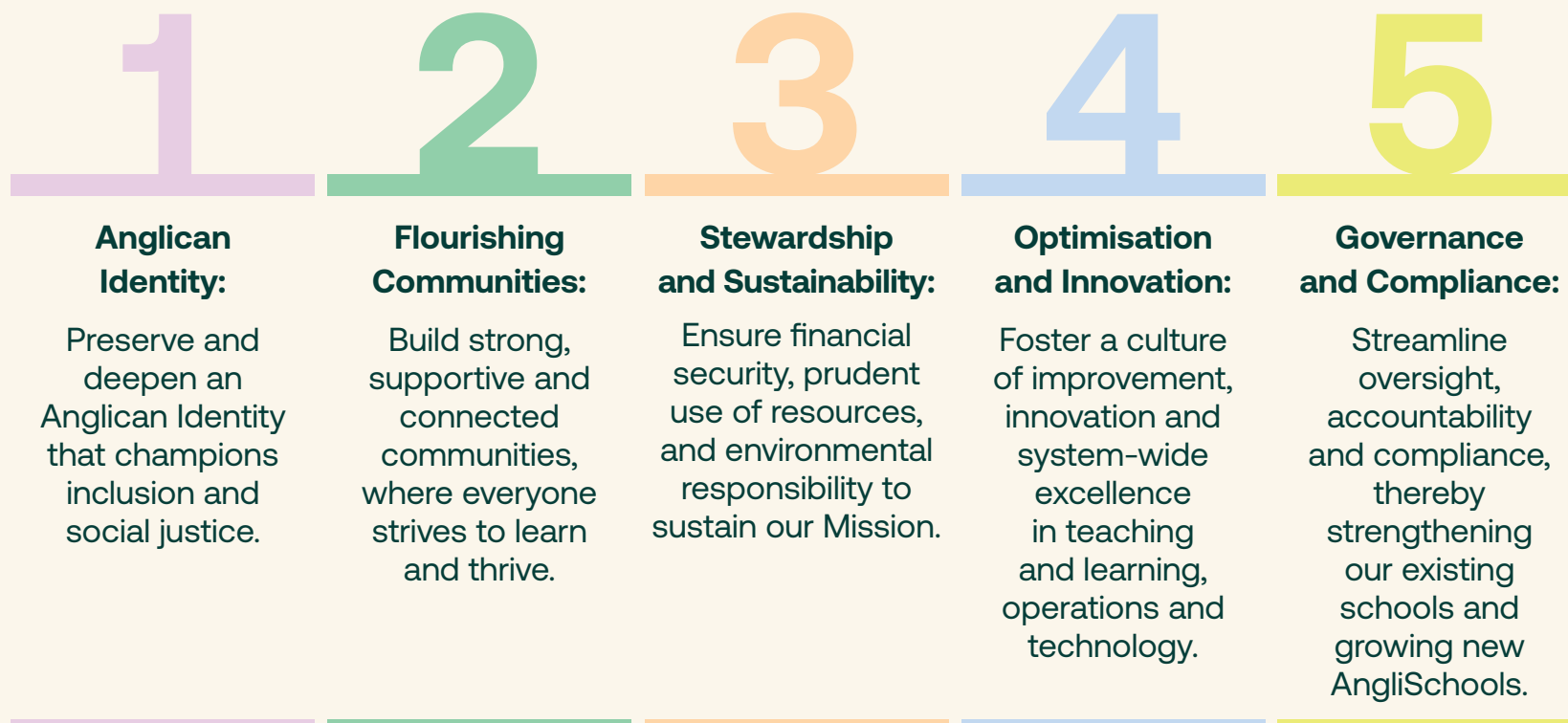


Our Values



Our Core Domains

This Strategic Plan will be delivered through five Core Domains:



Key Outcomes

Core Domain 1 – Anglican Identity

Domain descriptor: Preserve and deepen an Anglican Identity that champions inclusion and social justice.

1A – Chaplaincy & Worship

- » Secure a Chaplaincy pipeline across AngliSchools.
- » Appropriately resource and support Chaplaincy.
- » Ensure quality worship and service opportunities are embedded consistently across our schools.

1B – Curriculum & Values

- » Review and refresh the Religious Studies Curriculum to ensure it reflects Gospel values and enhances learner engagement.
- » Investigate and implement training and professional learning in leadership, theological and Religious Education grounded in our Anglican Identity.



1C – Inclusion & Belonging

- » Design and implement an AngliSchools Framework for inclusion and belonging.
- » Ensure our schools are places of welcome, belonging and safety for all students, staff and families.

1D – Community & Culture

- » Continue to grow connections and create partnerships with local parishes, dioceses and the national church.
- » Celebrate milestones/events broadly.
- » Communicate Anglican distinctiveness as a point of difference in the education market.

1E – Partnerships & Programs

- » Advocate to the Church, government and other parties key to AngliSchools interests.
- » Establish programs and develop partnerships with Anglican Schools Australia (ASA), Western Australian Anglican Schools Association (WAASA), National Association of Episcopal Schools (NAES – USA), National Society for Education (UK), Anglican Communion Schools Network (ACSN), Compass Rose Society and other organisations key to AngliSchools interests locally and globally.



Key Outcomes

Core Domain 2 - Flourishing Communities

Domain descriptor: Build strong, supportive and connected communities, where everyone strives to learn and thrive.

2A - Academic Excellence

- » Actively focus on improvement of all student outcomes and also our Vision For Learning, including key capabilities.
- » Continually strive for excellence in teaching and learning across our schools.
- » Assist schools to be innovative, responsive and high-performing learning communities.

2B - Wellbeing

- » Deliver system-wide staff wellbeing initiatives and programs.
- » Deliver system-wide student wellbeing initiatives and programs.
- » Investigate and monitor sustainability measures.
- » Monitor staff and student attendance and retention rates.



2C – Inclusion & Diversity

- » Investigate and expand programs and facilities for inclusive education, allied health, pastoral care and accessibility.
- » Explore offerings to refugee and migrant family students.

2D – Pathways & Lifelong Learning

- » Support ATAR and expand existing pathways, including VET and career-taster programs.
- » Consider different methods for recognising learning, especially for diverse university and post-schooling pathways.
- » Investigate and consider adding Early Learning/Child Care Centres to the AngliSchools offerings, including appropriate constitutional changes.

2E – Engagement & Partnerships

- » Strengthen governance capability across AngliSchools Councils.
- » Improve communication strategies between all schools.
- » Increase and enhance system-wide service learning opportunities.



2F – Internationalisation

- » Grow international student programs and offerings.
- » Foster global connections and cultural competence.

2G – First Nations Engagement

- » Explore offerings to First Nations students.
- » Implement recommendations from the *AngliSchools Innovate RAP*.





Key Outcomes

Core Domain 3 – Stewardship and Sustainability

Domain descriptor: Ensure financial security, prudent use of resources, and environmental responsibility to sustain our Mission.

3A – Financial Sustainability

- » Ensure AngliSchools remain fee-accessible to a wide cross-section of society.
- » Adapt to government funding revisions, directly advocating for our schools.
- » Explore a diversification of income streams.

• 3B – Asset & Facilities Management

- » Design and implement an Asset & Facilities Management framework for our schools, with a focus on sustainability.
- » Ensure all growth and development is in accordance with Board-approved Master Plans.
- » Complete the AngliSchools House Project.



3C – New Schools & Land Acquisition Strategy

- » Actively pursue land banking in WA, Victoria, the NSW/Vic Border region and other appropriate opportunities beyond.
- » Pursue a dual strategy of growing new schools through ‘green fields’ opportunities, and acquisition.

3D – Resource Sharing

- » Implement a procurement function for all appropriate areas, leveraging the AngliSchools brand and scale to achieve system-wide benefits.
- » Facilitate teaching and learning networks to share resources and practices across our schools.
- » Increase the number of system-wide opportunities for student and staff collaboration and networking.

3E – Environmental Stewardship

- » Assess sustainable design practices and circular economy principles in all capital projects.
- » Adopt efficient and impactful technological strategies that are environmentally responsible.
- » Build partnerships with sustainability organisations.



Key Outcomes

Core Domain 4 - Optimisation and Innovation

Domain descriptor: Foster a culture of improvement, innovation and system-wide excellence in teaching and learning, operations and technology.

4A – Digital Transformation

- » Standardise IT infrastructure and systems to leverage expertise, and increase efficiency.
- » Strengthen data security, cyber security and security operations through a system-wide approach to technology.

4B – Emerging Technologies & Learning Innovation

- » Appropriately harness and adapt the use of Generative AI for learner agency, teacher proficiency and administrative efficiency.
- » Expand staff recognition awards to include innovation and/or other appropriate categories.
- » Investigate an AngliSchools Teaching Academy.



4C – Career Development

- » Expand the Professional Immersion Program for Educators (PIPE), Permission to Teach program, and other Initial Teacher Education programs.
- » Create structured Professional Learning pathways, including further development of leadership programs.
- » Host Innovation in Education expert-in-residence experiences.
- » Identify opportunities for staff to share their expertise beyond AngliSchools.

4D – Operational Efficiency

- » Implement Project Ascent.
- » Streamline reporting and workflow processes for Directorates.



Key Outcomes

Core Domain 5 – Governance and Compliance

Domain descriptor: Streamline oversight, accountability and compliance, thereby strengthening our existing schools and growing new AngliSchools.

5A – Governance Capacity

- » Invest in leadership and governance training for Senior Staff, Principals, School Councils and the Board.
- » Ensure complementary skillsets are maintained on the Board and School Councils.
- » Ensure efficacy of annual reviews for the Board and School Councils.

5B – Compliance Systems

- » Fully implement Risk & Compliance software and reporting mechanisms.
- » Fully implement Workplace Health & Safety software and reporting mechanisms.
- » Reduce compliance fatigue in daily operations.



5C – Child Safety

- » Continuously review and develop our robust Child Safety Framework across all schools.

5D – Transparency & Assurance

- » Regularly conduct internal audits.
- » Improve risk reporting and monitoring.
- » Enhance escalation processes to School Councils and the Board.
- » Improve business continuity and disaster recovery processes.
- » Develop and utilise Campus Reference Plans for all schools.

5E – Succession Planning

- » Implement and regularly review succession planning for leadership and governance, including Board, Head Office Senior Staff, Members of School Council, and Principals.







AngliSchools





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