

Strategic Plan 2023-2025

From Strength to Strength



TIGS

The Illawarra Grammar School

Pillars	Academic Excellence STRONG learning	Christian Belief and Behaviour STRONG character and convictions	Caring STRONG connection and care	Tradition and Future Focused STRONG identity	Sustainability and Stewardship STRONG corporate citizenship
Vision	We have outstanding teachers partnered with engaged learners and parents to achieve excellent personal outcomes.	We are a community of people who are shaped by God's love.	We are a safe community where care is active.	We honour our past as we focus on the future.	We tread lightly and leave a legacy for those who follow.
Commitments	1 Student agency and achievement. 2 Teacher excellence.	3 Christian education and service in contemporary society. 4 Christian growth and development.	5 Wellbeing and pastoral care. 6 TIGS community and connection.	8 Student demographic insight. 9 Optimised resources and facilities.	10 Organisational sustainability and stewardship. 11 Coordinated philanthropy. 12 Reconciliation education.
	7 TIGS Community Hub.			13 Parent Association, Alumni and Foundation development.	
Initiatives	1.1 Equip young people to be active participants and co-constructors of learning. 1.2 Develop TIGS student profile. 2.1 Personalised learning growth informed by evidence and data. 2.2 Prioritise instructional impact for student growth. 2.3 Provision of accurate, timely and relevant feedback that is accessible, valued and useful. 2.4 Prioritise staff growth through investment in cohesive professional learning. 2.5 Appraisal process that includes observation, coaching and student voice. 2.6 Deliver instructional leadership at all levels with a particular focus on middle leadership impact. 2.7 Develop staff profile.	3.1 Refine TIGS philosophy of Christian education as an inclusive school in a contemporary world. 3.2 Develop partnerships and relationships with other Christian organisations and local churches. 3.3 Strengthen TIGS service program as a tangible expression of Christian love and ethics. 4.1 Teach the Gospel and unpack its significance for faith and life. 4.2 Nurture confidence and capacity of young Christians.	5.1 Enhance capacity for individual and collective wellbeing. 5.2 Experience exceptional care 5.3 Design opportunities to care for others. 5.4 Ensure the place of wellbeing in TIGS student and staff profiles. 6.1 Design TIGS community connection opportunities. 6.2 Refresh model for Parent Association.	8.1 Develop a deep understanding of current and future TIGS students. 8.2 Develop learning programs and provisions that serve future flourishing. 9.1 Deliver a focussed and timely program of capital works with disciplined program implementation. 9.2 Campus refurbishment and investment to reflect TIGS standard of excellence and support outstanding classroom practice, enhance learning and promote community.	10.1 Maintain the financial health of the School with regard to Government funding, enrolment projections and expenditure. 10.2 Development of environmental and social responsibility action. 11.1 Grow a sustainable culture of philanthropy. 12.1 Develop TIGS reconciliation plan.
		7.1 A centre of excellence for Christian education. 7.2 A point of connection and meaning that supports individuals, families and the community.	13.1 Build and support parent, Alumni and Foundation connection, involvement and pride.		
Values	Academic, Christian, Caring				