

The Strategic Plan
2025 – 2028

Educating
for the **Future**



TIGS

The Illawarra Grammar School

From the Principal

Dr Julie Greenhalgh

With the completion of the Strategic Plan, *Growing From Strength to Strength*, the School Council and I, in consultation with the school community, have developed the next Strategic Plan for The Illawarra Grammar School, *Educating for the Future*. This plan is designed to provide the blueprint for the School from Semester 2, 2025 until the end of 2028.

With its motto, "From Strength to Strength", there is an inherent assumption that Illawarra Grammar will always be pursuing "strong" improvement for all members of its community. Furthermore, with the world's current rate of change, being prepared for an unknown future has never been more important for Australian schools and Australian students. Research is indicating that students now need to leave school with a resilient ability to pivot, considerable awareness of modern technology capabilities including AI, an understanding of economic and political systems, and a clear global perspective. They also need the six key skills that are considered essential for students in the 21st century: Character, Citizenship, Collaboration, Communication, Creativity and Critical Thinking. Moreover, schools need to provide flexible employment options and professional opportunities for staff as well as support for parents.

Consequently, the overarching aim of this plan is to ensure that our students have the knowledge, wisdom, skills and values to flourish in, and lead, their future communities; that the School is an attractive place of employment for outstanding teachers; and that the School is a central hub for our community.

The next three years will be an exciting time for the students of our School as we continue to go "from strength to strength" by "Educating for the Future".

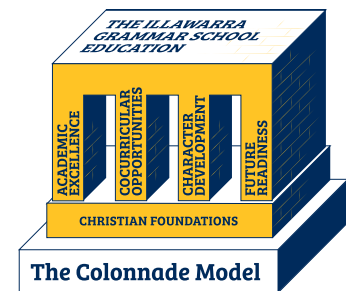
From the Chair of Council

Professor Anthony Okely

As the School Council, our role is to ensure that the vision and mission of The Illawarra Grammar School are carried forward with clarity, courage and purpose. In developing this Strategic Plan, we have worked closely with the Principal and the broader school community to chart a course that builds on our current strengths while responding to the challenges and opportunities that lie ahead.

This plan, *Educating for the Future*, reflects our shared aspiration to prepare students not only for academic success, but for lives of meaning, service and impact. It positions Illawarra Grammar to remain at the forefront of Christian education in Australia by investing in outstanding staff, enriching learning experiences and fostering the values that underpin strong character and community.

The Colonnade Model continues to guide our strategic thinking, providing a clear and effective framework for decision-making and resource allocation. I thank our Principal, Dr Greenhalgh, and her leadership team for their thoughtful and future-focused approach, and I commend this plan to our community with great confidence.



The Colonnade Model

The structure of this strategic plan is based on the School's Colonnade Model. This model was designed in 2024 and represents, diagrammatically, the different aspects of the education on offer at The Illawarra Grammar School.

The Colonnade Model is serving us well. It identifies clearly the priorities for the School and thereby assists us as we plan and make decisions for the School.



Future Readiness

The fourth pillar of the Colonnade Model comes into sharp focus with this new strategic plan. We want to ensure that our students leave School ready to take their place in public and professional spheres in a positive and meaningful way. In order for this to happen, these young men and women need to have competent and contemporary skills in public speaking, teamwork, leadership, creativity and technology.

The Strategic Plan 2025 – 2028

Educating for the Future

1 Educating for the Future through Academic Excellence

- 1.1 Expand the School's academic offerings and resources to provide more opportunities for students to choose academically-challenging subjects that suit their interests and talents, and that prepare them for a future of innovation, entrepreneurship and service
- 1.2 Assist staff to continue to enhance their skills as educational practitioners in order to be recognised leaders in the field of education
- 1.3 Upgrade the current school facilities to accommodate more ways to enhance flexible teaching and learning
- 1.4 Investigate ways to use the school day and the school year even more efficiently for more effective teaching and learning
- 1.5 Enhance our current use of data and resources to support student learning
- 1.6 Increase opportunities for students to enhance their global awareness
- 1.7 Investigate and adopt suitable ways to use AI to improve school efficiency and Generative AI to enhance teaching and learning

2 Educating for the Future through Christian Foundations

- 2.1 Ensure that the pastoral care provisions for students are best practice and based on current research and advice
- 2.2 Highlight the partnership with parents in the raising and educating of the students in our care
- 2.3 Develop a reputation as a school of deep thinking in the areas of Christian ethics
- 2.4 Establish a clear sense of identity as a Christian school in the Anglican tradition
- 2.5 Create opportunities for the school community to understand, and learn more about, the Christian message

3 Educating for the Future through Cocurricular Opportunities

- 3.1 Lift the profile of sport at the School
- 3.2 Lift the profile of music at the School
- 3.3 Lift the profile of the cocurricular offerings at the School
- 3.4 Develop a comprehensive program of after-school cocurricular opportunities for Junior School children

4 Educating for the Future through Character Development

- 4.1 Continue to highlight the school values – gratitude, goodness, grit, grace, generosity and gladness – at school events
- 4.2 Implement a clear and coherent community service program across the School
- 4.3 Strengthen the School's commitment to sustainability
- 4.4 Publish a clear outline of positive behavioural expectations for students that links closely with the School's awards and merit system
- 4.5 Review the school uniform

5 Educating for the Future through Purposeful Future Readiness

- 5.1 Review the events and processes at each stage of transition
- 5.2 Initiate a program of micro-credentialling for senior students in Years 10-12
- 5.3 Ensure the teaching of the use of Generative AI is contemporary and best practice
- 5.4 Formalise other programs and initiatives in the area of Future Readiness
- 5.5 Expand the awareness of students regarding domestic and international tertiary opportunities
- 5.6 Expand the links with alumni

The School's Mission

The achievement of **Academic** excellence in a **Caring** environment that is founded on **Christian** belief and behaviour, so that students are equipped to act with wisdom, compassion and justice as faithful stewards of our world.

The School's Vision

As a result of the School's Environment and Mission, it is our hope that students at The Illawarra Grammar School grow into people who:

- love learning
- are confident, skilful and articulate leaders
- aspire for excellence
- show resilience and integrity in the face of challenge
- are compassionate and discerning citizens
- are committed to serving their community
- understand and appreciate the Christian faith.



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