



SOUTHERN CROSS
GRAMMAR

2019-2021 Strategic Plan



*At Southern Cross Grammar
our students are at the heart
of every action, activity and
program.*



Our Philosophy

Located in Melbourne's western suburb of Caroline Springs, Southern Cross Grammar is a co-educational, non-denominational School that ensures the highest quality of learning and facilities for children from when they commence their schooling to when they finish their learning journey at the School.

At Southern Cross Grammar our students are at the heart of every action, activity and program. Students are immersed in a comprehensive, liberal curriculum, which enables them to pursue their talents and realise their potential. The School's pedagogy encompasses both traditional and innovative teaching and learning.

Southern Cross Grammar is intentionally a medium-sized, independent School: big enough to offer a broad range of opportunities, yet small enough for students to experience regular success and to be known, catered for and understood.

Empowering our students to be lifelong learners who are confident and able to contribute to any society within our global community is our passion at Southern Cross Grammar. As lifelong learners, our students are knowledgeable about their world and are able to respond with confidence to complex situations.

As an integral part of the community, Southern Cross Grammar embraces the opportunity to provide a safe and nurturing environment for students and their families. We strongly encourage the community to participate fully in our students' learning journey to Dream, Believe and Achieve Greatness.

Our Vision

The foundation of Southern Cross Grammar's vision is the New Generation Learning (NGL) pedagogical model. NGL is a modern approach to Schooling, based on leading international research and educational thinking, and is at the core of Southern Cross Grammar's teaching and learning model.

NGL seamlessly intersects a contemporary education experience that is connected to the real world. Guided by four principles: Clinical, Passion, Thinking and Futures, NGL ultimately creates students who are discerning, thinking, global citizens who are profoundly empowered by deep insights regarding their aspirations, morals, ethics, values, talents and capabilities. At Southern Cross Grammar, we believe every student is unique; NGL also affirms the individuality of each student through its Passion principle.

The 'Stars of NGL' characters: Clinical Clara, Passionate Pablo, Futures Freddy and Thinking Thelma, are used as visual cues particularly by our younger students. The characters, which are introduced at Junior School, are integrated into students' daily classroom routines and empower and stimulate their thinking and learning.

The NGL model is not only applied at the individual student, teacher and classroom level, but also in whole School community. The model is further supported by the School's Student-Centred Vision (SCV).

Our Aims

Our students are the central focus of all our endeavours at Southern Cross Grammar. Our forward looking Student Centred Vision (SCV), represents and encompasses the collective goal of the School's NGL Model and guides students' learning, their actions and behaviours as members of the Southern Cross Grammar community.

Through our SCV and NGL, Southern Cross Grammar aims to:

- 1. Empower the student's development through a curriculum, teaching and learning program which enables students to:**
 - achieve their potential
 - establish qualities of self-confidence, optimism, high self-esteem, and a commitment to personal excellence
 - have a capacity for, and skills in, analysis and problem solving and the ability to communicate ideas and information, to plan and organise activities, and to collaborate with others
 - exercise judgement and responsibility in matters of morality, ethics and social justice, and to accept responsibility for their own actions
 - be informed citizens with an active understanding and appreciation of Australia's system of government and civic life
 - be confident and considered users of technologies
 - have an understanding of, and concern for, stewardship of the natural environment
 - have the knowledge, skills and attitudes necessary to establish and maintain a healthy lifestyle.
- 2. Enable its staff to innovate and create the highest quality of teaching and learning by:**
 - ensuring that staff employment packages are competitive in the Australian education setting
 - engaging staff in professional development and training which enhances their knowledge skills and understanding of the art of teaching.
- 3. Educate in world class physical and built environments that:**
 - reflect our pride in our School
 - enable students and teachers to learn, teach and play in safety
 - demonstrate our commitment to creating a sustainable and high quality learning and teaching environment.
- 4. Ensure parents and the School's community are enabled to participate fully in the life of the School.**

STUDENT CENTRED VISION

The following student attribute statements represent the collective goals of Southern Cross Grammar's New Generation Learning Principles, and, embedded in our pedagogy, they continually shape the journey of our learning community.

Be fair and helpful

Be an ethical, compassionate and socially responsible global citizen.

Listen and respect

Actively listen to others and value different points of view.

Understand yourself

Understand your own talents, strengths and weaknesses, and be respectful of the rights and feelings of others.

Take risks

Take risks and value mistakes as an opportunity to learn.

Be responsible

Accept responsibility and demonstrate accountability for your own learning.

Do your best

Be resilient, determined and persevere through adversity.

Question and explore

Question, investigate and reflect upon your learning.

Aim high

Have high aspirations, be curious about the world and demonstrate connectedness in a variety of ways.

Be a leader

Demonstrate leadership and entrepreneurial qualities.

Be creative and a problem solver

Be creative problem solvers and lateral thinkers.



NEW GENERATION LEARNING

SCG PEDAGOGY & GRADUATE



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Our Strategic Focus

Southern Cross Grammar has defined the four pillars that underpins its 2019-2021 strategy. The four pillars in the School's strategic focus, together with the Student Centred Vision and New Generation Learning, work together to support and drive the School and its community of staff, student and families toward long-term growth and ultimately success.



**Our
Education**



**Our
Community**



**Our
Infrastructure**



**Our
Governance**

Our Education



STRATEGIES

From 2019 to 2021, we will:

- shape a School culture that is underpinned by the Student Centred Vision (SCV) so that the SCG community can articulate a shared understanding of it
- protect the New Generation Learning pedagogy as the foundation for all teaching and learning at SCG by providing a rigorous, contemporary and responsive education in line with its principles (Passion, Clinical, Thinking and Futures)
- attract, develop and retain a high performing team of staff
- promote continuous improvement as the hallmark of SCG by reviewing, reflecting on and adapting practices and procedures in response to feedback and organisational needs.

These goals will be made possible by:

- using the language of the SCV at relevant public presentations and events, and incorporating relevant SCV information in School publications such as Information Booklets and the School's website to support the understanding and implementation of the Vision
- actively engaging staff and students to understand the SCV
- engaging staff in professional development and training which enhances their knowledge skills and understanding of the art of teaching
- using theories and frameworks in SCG's teaching practice that promote critical thinking and cross disciplinary environments
- collecting and analysing evidence and data to inform student programs and the practices behind these programs.
- future proofing our students in cyber safety education and in the contemporary use of technology
- valuing the full diversity of social, cultural and academic backgrounds of our students and strive to provide a fully comprehensive curriculum that respects the full range of capabilities and needs of our students
- continually empowering our students to exercise judgement and responsibility in matters of morality, ethics and social justice, and to accept responsibility for their own actions.

Our Community



STRATEGIES

From 2019 to 2021, we will:

- grow the SCG brand within the community to build the School's reputation as the School of choice in the Caroline Springs region and surrounding suburbs, thereby underpinning future enrolment
- develop partnerships, connections and engagement with external organisations to create opportunities for students to build real-world experiences and for staff to enhance their qualifications and knowledge.

These goals will be made possible by:

- enhancing the School community's understanding of the NGL and SCV principles
- developing SCG's recognition in the community as a leading western region independent School by hosting and engaging with community events
- providing our families with access to a full array of services to meet the academic, physical, cultural and social needs of students
- building partnerships with the wider community such as universities, like-minded schools and organisations that provide staff and students with opportunities for growth, and expands their social awareness
- leading and creating a culture of giving back to the community.

Our Infrastructure



STRATEGIES

From 2019 to 2021, we will:

- maintain the grounds, buildings and equipment at a standard that promotes excellence in teaching and learning and enhances the School's reputation
- enable the provision of an IT network and services that protects and supports the school's requirements
- develop the School's master plan to provide facilities that delivers on the School's needs.

These goals will be made possible by:

- incorporating the highest standards of sustainability, design, construction and maintenance of buildings and facilities on School grounds
- creating various forms of infrastructure that is student orientated, safe, aesthetically appropriate and contributes to the well-being of all members of the School community
- developing and maintaining detailed and proactive IT plans that responds to the needs of the School community
- working with external experts to develop and review the School's IT policies, procedures and practices to ensure appropriate control measures are enacted.

Our Governance



STRATEGIES

From 2019 to 2021, we will:

- ensure that the school is financially viable now and for future years
- ensure that the school is compliant with relevant Government and legislative requirements.

These goals will be made possible by:

- producing an annual budget and a three year forecast that is approved by the Board each year
- ensuring that financial plans are in place at all levels of the School and that they are clear, understandable and actionable
- maintaining a register of all School policies that also include review dates and responsibilities
- ensuring that the School's emergency management plans and processes are appropriate and understood across the School
- ensuring that staff are trained in how to produce risk assessments and that risk assessments are completed for all camps, incursions, excursions, sports events and any other activity deemed necessary.



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