SOUTHERN CROSS
GRAMMAR

Forward Together

STRATEGIC PLAN 2026-2030

A Message from our Chair of the Board and Principal

As a Board, we are empowered by our past and energised by our future.

Southern Cross Grammar has always prided itself on being 'big enough, small enough'—big enough to provide every opportunity for our students to realise their aspirations, yet small enough to remain a deeply connected, values-driven community. This balance is not just our unique signature; it is the "secret" that positions SCG to lead the way in the West.

Our 2026-2030 Strategic Plan, *Forward Together*, is designed to double down on these strengths. By focusing on our four core pillars: Our Students, Our Staff, Our Community, and Our Future, we recognise that meaningful progress only happens when every part of our school pulls in the same direction. As a Board, we are energised to embark on this roadmap alongside our dedicated staff who bring passion to the classroom and our school, and our vibrant families who help define our rich culture.

While a strategy provides the map, our values provide the compass. We remain steadfast in our commitment to developing well-rounded young people who are prepared to navigate an ever-changing world with Respect, Inclusivity, Excellence, and Resilience.

As we look to the future, we do so with a clear sense of identity and an unwavering belief in our students' potential. We are proud to build this future alongside you, ensuring SCG remains a place where every student is known and every aspiration is supported.

Thank you for your ongoing support and your commitment to our shared vision for Southern Cross Grammar.

Mr Scott Radburn
Chair of the Board, Southern Cross Grammar

At Southern Cross Grammar, our work is guided by a clear purpose: to develop people who make a positive difference in the world.

This Strategic Plan, *Forward Together*, outlines how we will continue to grow as a school and strengthen the opportunities available to every student over the years ahead.

Our philosophy is simple but powerful. We combine evidence-based teaching and strong relationships to maximise growth for all. When high quality teaching is paired with meaningful connections between students, staff, and families, every learner is supported to develop the knowledge, confidence, and character needed to thrive.

Forward Together reflects our ambition and our approach. Progress in a school community does not happen in isolation. It happens when students, staff, families, and the Board work with a shared sense of purpose and direction.

Forward Together captures this belief that the continued success of Southern Cross Grammar will be built collectively, with each member of our community contributing to the journey ahead.

Our plan is organised around four pillars: Our Students, Our Staff, Our Community, and Our Future. Together, these pillars recognise that student success is shaped by the quality of learning in our classrooms, our staff's expertise and dedication, the strength of our partnerships with families, and our ability to continually grow and adapt as a school.

Underpinning this work are the values that define who we are as a community: Respect, Inclusivity, Excellence, and Resilience. These values guide how we learn, how we work together, and how we support one another to strive for our best.

This plan reflects the collective aspirations of our community. I would like to thank our staff, students, families, and Board members who contributed their insights and perspectives throughout its development.

I look forward to moving forward together, working alongside our community as we bring this plan to life, ensuring Southern Cross Grammar remains a place where every student is known, supported, and challenged to achieve their best and make a positive difference in the world.

Mr Brayden Stone
Principal, Southern Cross Grammar

Our Purpose

To develop people who make a positive difference in the world.

Our Philosophy

We combine evidence-based teaching and strong relationships to maximise growth for all.

Our Values

Respect

We treat others with dignity, care, and professionalism.

Inclusivity

We ensure everyone feels valued, supported, and belongs.

Excellence

We strive for high standards and continuous improvement.

Resilience

We persevere through challenge and learn from setbacks.

Our Strategic Plan 2026-2030

Forward Together outlines how we will continue to grow as a school and strengthen the opportunities available to every student over the years ahead.

It reflects our ambition and approach in pairing high quality teaching with meaningful connections between students, staff, and families, where every learner is supported to develop the knowledge, confidence, and character needed to thrive.

Scan/click to watch the Strategic Plan launch video

Our Students

We place every student at the centre of our work, ensuring strong learning growth, wellbeing, and meaningful pathways so all students can thrive.

STRATEGIC PRIORITIES	High-Quality Learning and Growth	Wellbeing, Belonging, and Safety	Voice, Agency, and Leadership	Pathways and Character Development
	Ensure every student demonstrates strong learning growth through consistent high-quality teaching and an explicit knowledge-rich curriculum.	Strengthen student wellbeing, belonging, and safety so students feel known, supported, and able to flourish.	Empower students with meaningful voice, agency, and leadership opportunities within their learning and school life.	Provide rich academic and co-curricular pathways that prepare students for life beyond Southern Cross Grammar.
STRATEGIES	• Implement and embed a whole-school evidence-informed instructional model for teaching, and a pedagogical playbook. • Strengthen curriculum coherence through documented scope and sequence, shared lesson materials, and common assessment practices. • Use data purposefully to monitor student growth and inform teaching practice.	• Embed a consistent whole-school approach to wellbeing, behaviour, and pastoral care. • Strengthen early identification and support for student wellbeing needs. • Enhance the F-12 House system to strengthen belonging, relationships, and student voice. • Maintain rigorous child safety and inclusive practice across all settings.	• Create structured opportunities for student voice and school decision-making. • Expand leadership pathways and authentic leadership roles for students.	• Strengthen academic and vocational pathways guidance across key transition points. • Ensure access to co-curricular, enrichment, and extension opportunities. • Develop partnerships that broaden learning experiences beyond the classroom.

Our Staff

We invest in our people by fostering a culture of trust, growth, and professionalism that enables excellence in teaching, leadership, and professional practice.

STRATEGIC PRIORITIES	High-Quality Teaching and Professional Growth	Staff Wellbeing and Sustainability	Leadership Development and Succession	Clarity, Accountability, and Performance
	Strengthen staff confidence and capability through coaching and professional learning aligned with individual and school needs.	Create a sustainable working environment that supports staff wellbeing, workload balance, and professional fulfilment.	Develop current and future leaders through intentional leadership pathways, mentoring, and succession planning.	Strengthen role clarity, feedback, and performance processes to support excellence, growth, and shared responsibility.
STRATEGIES	• Implement a structured induction, mentoring, and coaching model aligned to agreed practices for all staff. • Align professional learning to school priorities, role-specific needs, and evidence-based practice. • Strengthen feedback cycles through observation, reflection, and collaborative practice.	• Monitor workload and role design to support sustainable practice. • Build consistent structures for staff voice, feedback, and support. • Promote wellbeing and belonging initiatives that are purposeful, practical, and culturally embedded.	• Establish clear leadership capability frameworks and development pathways. • Identify and support emerging leaders through mentoring and targeted development. • Strengthen succession planning for key leadership roles.	• Clarify roles, responsibilities, and decision-making structures across the school. • Establish performance and development processes with a focus on growth. • Align individual goals with strategic and school-wide priorities.

Our Community

We build strong, respectful partnerships that foster belonging, trust, and shared responsibility for student success.

STRATEGIC PRIORITIES

Strong Family Partnerships

Strengthen our partnerships with families through clear and timely communication that fosters trust and shared commitment to student learning and wellbeing.

Inclusive and Connected Community

Foster a welcoming, inclusive culture where diversity is valued and every member feels a sense of belonging.

Student, Alumni, and Wider Engagement

Build meaningful connections with students beyond the classroom, alumni, and the broader community to enrich school life.

Reputation, Voice, and Confidence

Enhance confidence in Southern Cross Grammar through transparency, storytelling, and strong community advocacy.

STRATEGIES

- Improve the clarity, consistency, and purpose of school communication.
- Create structured opportunities for family engagement and feedback.
- Support families as partners in student learning and wellbeing.

- Embed inclusive practices that reflect the diversity of the school community.
- Strengthen community-building events and shared experiences.
- Promote a culture of respect, belonging, and shared values.

- Establish alumni relationships and advocacy to support lifelong connections.
- Develop partnerships with local and external organisations.
- Expand community-based learning and service opportunities.

- Develop a clear narrative that articulates the school's values and impact.
- Share authentic stories of learning, growth, and community contribution.
- Strengthen advocacy through staff, students, families, and alumni.

Our Future

We steward our resources wisely and plan strategically to ensure Southern Cross Grammar remains sustainable, innovative, and future-ready.

STRATEGIC PRIORITIES	Financial Sustainability and Stewardship	Future-Focused Learning Environments	Governance, Risk, and Compliance	Innovation, Growth, and Readiness
	Ensure long-term financial strength through responsible planning, resourcing, and stewardship.	Develop facilities, infrastructure, and digital systems that support contemporary and future learning.	Maintain strong governance, compliance, and risk management to safeguard the school's integrity and reputation.	Position Southern Cross Grammar to adapt, innovate, and respond confidently to future educational and societal change through effective practice, systems, and workforce capability.
STRATEGIES	• Align budgeting and resourcing decisions to strategic priorities. • Strengthen long-term financial planning and enrolment sustainability. • Ensure transparent and responsible financial governance.	• Plan and deliver facilities and infrastructure aligned to learning needs. • Invest in digital systems that support teaching, learning, and operations. • Embed responsible and purposeful use of AI to enhance teaching, learning, and organisational effectiveness.	• Strengthen governance capability and oversight. • Maintain rigorous compliance and risk management processes. • Regularly review and update policies and procedures.	• Design innovative and evidence-based practices across learning, operations, and support functions that respond to new information as it emerges. • Embed evaluation and review cycles for new initiatives. • Monitor emerging trends and prepare for future change.

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Southern Cross Grammar stands on the land of the Wadawarrung and Wurundjeri peoples of the Kulin Nations. We acknowledge and pay our respect to the past and present Traditional Custodians and Elders, and to the continuation of spiritual, cultural, and educational practices of Aboriginal and Torres Strait Islander peoples.