6-5-4 Strategic Intent

- Domains: 6
- Values: 5
- Pillars: 4

January 2020
Message from the Principal

The present and future sustainability of Firbank Grammar is at the forefront of the responsibilities for both myself and the Firbank School Board. We know that academic success is important, there is more involved in being life ready.

True success comes when you hold the values and domains that make you a well-rounded person in high regard. Who we are when no one is watching, our capacity to give of ourselves, the humility in respect, the courage to take risks and the curiosity to be life-long learners, are all essential.

Following extensive consultation with parents, the Board, external consultants and staff, Firbank is pleased to share its strategic intent. The Plan is a model that will shapes our School’s future and focuses on the elements that Firbank feels will best prepare students to conquer challenges and be leaders in their life. The Plan sits within the very essence of our School through Firbank Grammar’s school motto ‘Vincit qui se vincit’ one conquers, who conquers oneself. This model allows us to work together to make Firbank Grammar the best learning environment for students.

I encourage the community to embrace our Firbank direction and instil these values, domains and pillars into all aspects of our lives.

Firbank looks forward to the School’s continued success as we work together to ensure our students achieve their goals both during their Schooling and beyond Firbank’s crested gates.

Jenny Williams
Principal
Our Motto

‘Vincit qui se vincit’

One conquers, who conquers oneself.
Our Vision

Firbank students embody our motto – conquering themselves, their challenges and embracing possibilities.

Our Purpose

Firbank provides more than exceptional education. We care about our students and offer a breadth of experiences, knowledge and skills that equip them to be continuous ‘conquerors of learning’ and ready for life.
Firbank’s six domains encapsulate the skills and attributes that Firbank students are taught throughout their learning journey. These character traits will assist our students to be strong, independent thinkers. The domains encourage students to embrace new challenges and build inner strength and self-awareness that can be called upon throughout their lives.

- **Relationships**
  Firbank students develop strong relationships in any environment. They are taught the skills to build networks that will support them, open doors to new possibilities and provide them with a sense of belonging.

- **Consideration**
  Kindness and consideration are woven into the fabric of life at Firbank. Students are made aware of the world around them. They are encouraged to think beyond themselves and to promote positive change.

- **Resilience**
  Challenge is ingrained in Firbank’s curricular and co-curricular activities. Resilience is developed and cultivated. Firbank students are taught to be capable, mentally strong and independent.

- **Confidence**
  At Firbank promoting a sense of self-worth and inner strength creates confidence in our students: confidence in themselves and their abilities and confidence to develop and express their point of view.

- **Passion**
  Firbank students are supported to find and follow their passion. They are encouraged to have determination and purpose in their actions and to celebrate their accomplishments.

- **Adaptability**
  Firbank students are encouraged to embrace and adapt to new and challenging situations. This enables them to be successful and at the forefront in a rapidly changing world.
Our 5 values

Firbank’s five core values remain constant. They have underpinned our School beliefs for many years and continue to depict what it means to be a Firbank student.

**Compassion**
We will act on our feelings of empathy and show kindness and forgiveness.

**Integrity**
We will practice our values and do what we know is right even when it is difficult.

**Courage**
We will show strength of character. We are committed to speak and act from our hearts. We are brave.

**Respect**
We will treat others with care, courtesy and politeness. We will include and value each other.

**Curiosity**
We will investigate, ask questions and be creative. We will look forward to challenge.
Our 4 pillars

**Student Achievement**

Firbank provides an inspiring, balanced and progressive learning experience which enables students to meet their potential.

Through:
1. An aspirational culture of learning that builds on each student’s strengths
2. Challenging, relevant and engaging programs
3. Attracting and developing the best teachers

Create an aspirational culture of learning.

We will:
- Provide students with a range of learning experiences to develop their potential
- Foster a love of learning and a desire to be lifelong learners
- Provide opportunities to develop the courage to express a well-informed point of view and have confidence in themselves
- Develop unique programs to ensure effective progression throughout the various stages of schooling and beyond
- Encourage dynamic and leading technological practice which is integrated into teaching and enhances learning

Deliver programs that are challenging, relevant and engaging.

We will:
- Provide an holistic, sequential and diverse program.
- Build resilience and adaptability through challenging educational experiences.
- Deliver programs which are academically rigorous, and encourage students to become curious passionate thinkers and questioners

Attract and develop outstanding staff.

We will:
- Commit to evidence-based quality teaching practice
- Empower and support staff to develop professional networks to enhance practice
- Promote collegial professional learning communities that enhance collaboration
- Create a culture of self-reflection

**Wellbeing**

We know, value and care for our students; wellbeing is at the heart of everything we do.

Through:
1. Enhancing wellbeing to enhance learning
2. A culture of kindness and resilience
3. Being agents of our wellbeing

Promote a culture of kind and resilient relationships across the school.

We will:
- Use the School’s values in authentic ways
- Commit to building positive relationships in all areas of the School
- Work closely with students, staff, parents and alumni to share and promote successes, stories and information

Support students to understand what makes them unique and empower them to take increasing control for their own wellbeing.

We will:
- Provide students and staff with a range of support services
- Embed a positive classroom culture that is inclusive, enables student agency and self-efficacy
- Ensure that students are supported to identify and achieve personal goals
- Develop systems and processes to record and use information about each student

**Support students to understand what makes them unique and empower them to take increasing control for their own wellbeing.**

**Promote a culture of kind and resilient relationships across the school.**

**Create an aspirational culture of learning.**

**Deliver programs that are challenging, relevant and engaging.**

**Attract and develop outstanding staff.**
Strong Community

The Firbank family is a highly engaged community with a culture of inclusion, empathy and action.

Through:
1. Local and global relationships
2. Partnerships with parents
3. An engaged Alumni
4. Passionate staff

Foster local and global relationships, to enable students to understand their responsibilities to others and to develop an ethic of service.

We will:
• Provide opportunities to celebrate and recognise various cultures and events of significance
• Embed a coordinated and organised approach to service and contribution across the whole school

Encourage partnerships with families so that they feel welcomed and involved in school activities.

We will:
• Be inclusive of all families
• Support and encourage Parent Associations and affiliated groups
• Strengthen partnerships with families through accurate, timely and effective communication

Engage alumni to have a lifelong relationship with the Firbank family.

We will:
• Communicate with all alumni groups on a regular basis
• Provide opportunities for connection and engagement in current school life
• Engage alumni to view Firbank as an inter-generational school of choice
• Maintain accurate alumni records

Support, value and recognise passionate and committed staff.

We will:
• Create a professional culture
• Provide opportunities for professional and personal growth
• Provide opportunities to celebrate staff

Sustainability

We manage our school in a responsible manner to ensure a sustainable future.

Through:
1. Ensuring resources for today and tomorrow
2. Optimal enrolments
3. Skilled governance over the School’s operations, decision making, risk management and regulatory compliance

Manage our resources so they meet our educational vision for today and tomorrow.

We will:
• Provide quality and appropriate resources that enhance the educational programs
• Employ and develop committed staff who are adaptable and flexible
• Continue to review the Firbank masterplan to develop innovative spaces that enable and reflect our learning needs
• Consider the best environmental and sustainable practice in decision making

Ensure optimal Enrolments.

We will:
• Maintain ideal campus sizes
• Engage with Alumni to encourage cross-generational commitment to Firbank
• Continue to have a strong, proud presence, Bayside and beyond

Maintain skilled governance over the School’s operations, decision making, risk management and regulatory compliance.

We will:
• Make decisions about programs, practices, partnerships and policies that are based on the best available evidence
• Ensure sound financial management
• Continue to grow and develop diverse revenue streams
• Encourage a culture of philanthropy