



# **KNOX GRAMMAR SCHOOL STRATEGIC DIRECTION 2018-2022**





# OPPORTUNITY KNOX

The world is changing. If we are to prepare our students for the next 10, 20, 30, 40 years of their lives beyond Knox, we must change the way we educate our young people.

A recent report from The Foundation for Young Australians has predicted that a current 15-year-old will likely have a working life spanning five different careers and around 17 employers. Earlier this year Ernst and Young predicted that 40 per cent of existing university degrees will soon be obsolete and traditional undergraduate or postgraduate degrees could disappear within a decade. There is no doubt, many jobs of the future are yet to exist

To be employable and positively contribute to society in the future, young people will need to be problem solvers, creative and critical thinkers and good team players.

School Council and I have developed our vision for Knox Grammar School that will ensure we are tackling this issue head-on. We have worked together to write and finalise this new Strategic Direction to chart the course of the School and its three campuses over the next five years.

Significantly, we have made the decision to add *Courage* to our core values of *Faith, Wisdom, Integrity and Compassion*. *Courage* and being courageous underpins all aspects of our vision for Knox Grammar School and its students and staff.

As a School and community, we are absolutely committed to innovation, wellbeing and academic excellence in the education of our students. We are more committed than ever to prepare them for the future.



**Scott James**  
**Headmaster**





# OUR GUIDING STATEMENTS

## OUR VALUES

Faith, Wisdom, Integrity, Compassion and Courage

## OUR MOTTO

*Virile Agitur* – 'The manly thing is being done'

## OUR VISION

Knox Grammar School seeks to be an exemplary School, developing, within a caring Christian environment, students of Faith, Wisdom, Integrity, Compassion and Courage, with a sure knowledge of who they are and how they should live.

## OUR MISSION

We are committed to being a leading school; highly respected globally for innovation, altruism and a commitment to student and teacher excellence and wellbeing.





## OUR GUIDING PRINCIPLES

**Knox Grammar values its strong traditions and heritage, its close relationship with parents and the local and global community, and exceptionally high educational standards.**

**Underpinning these values is a deep and lasting commitment to preparing each student for their future beyond Knox.**

**To ensure that this is achieved, we have a commitment to knowing the stories of our students and teachers.**









## STRENGTHS OF A KNOX STUDENT

A Knox student is:

**Resilient**

**Empathetic**

**A critical and creative thinker**

**A problem solver**

**An advocate for social justice**

**A global thinker**

**A lifelong learner**



## OUR AIMS

At Knox, we are committed to:

- Supporting the spiritual growth of each student through Uniting Church faith and leadership
- Developing within each student their self-identity and wellbeing by providing a rich diversity of cultural, sporting, academic and service learning experiences so they can explore their passions
- Providing an exciting, challenging and enriching curriculum through which students develop creative, critical thinking, problem solving and leadership skills in a variety of contexts
- Fostering a culture of serving others and making a difference to the lives of others through social justice
- Developing accomplished, well-resourced and inspirational staff, committed to the students under their care and imbued with a strong ethos of service, professional learning and responsibility
- Creating a safe, caring and inclusive environment that supports an outstanding education for all students
- Maintaining and developing outstanding facilities required to support a high quality education
- Fostering close, authentic relationships with our parents and the wider community
- Developing key partnerships with alumni, business communities and universities to enrich the education of our students and staff









## DYNAMIC LEADERSHIP

**To lead the school's vision with courage, compassion and integrity. To govern with wisdom and faith to nurture the development of an exemplary Uniting Church School and community**

- Supporting and implementing the whole school vision and master plan through outstanding governance, leadership and consultative practices with conviction, insight and courage.
- Continuing the provision of quality infrastructure, complemented with a risk-management and compliance framework, to ensure a safe, supportive and innovative school environment.
- Continuing leadership and development of school-wide holistic wellbeing practices, including being a vigilant leader in Child Protection Policy and practice.
- Investing in our students and teachers who are aspiring leaders so that they can become the leaders of the future.
- Advancing the School's philanthropic and faith-based approach.





## STAFF EXCELLENCE

**To advance the performance of all our staff in a supportive and collaborative learning environment enabling them to flourish as professionals for the benefit of our students**

- Developing a supportive and collegial culture of transparency where teaching practice is shared and celebrated.
- Supporting our teachers to achieve higher levels of accreditation and qualifications, and share their practice and knowledge beyond Knox through the establishment of the Research Institute of Professional Learning.
- Ensuring that all teachers are data literate so they target the teaching and learning for all students to enhance their engagement and performance.
- Advancing creative and engaging teaching practice by providing access to innovative and cutting edge technologies.
- Sustaining an ongoing commitment to continuous measured improvement.
- Providing opportunities for non-teaching staff to grow professionally.





## LEARNING EXCELLENCE

**To know each student's story so that they can reach beyond their potential and develop the agility to be innovative, creative, entrepreneurial and future problem solvers who contribute positively to an ever-changing world**

- Providing our students with the opportunities to develop their creativity, collaboration and critical problem-solving skills through inquiry-based learning connected to real-world problems.
- Using the latest evidence-informed research and student data to know our students' stories and inform targeted teaching practice to enhance each student's learning.
- Supporting our students to become more agile, independent and resilient learners who develop a growth mindset that enables them to apply feedback and enjoy being challenged.
- Implementing processes that ensure the excellence and rigour of all teaching and learning programs.
- Further developing our partnership with North Shore girls' schools to provide empowering and enriching opportunities for girls and boys to engage in co-curricular programs that enrich social and learning outcomes.
- Forging collaborative partnerships with universities, international schools and industry to develop Science, Technology, Engineering, Arts and Maths (STEAM) programs that will extend and enrich the learning of our students so that they can confidently meet the challenges of the future.





# GLOBAL MINDFULNESS

**To enable each student to engage with the dynamic world around them so they become responsible, empathetic and altruistic global citizens**

- Maintaining the breadth, depth and quality of co-curricular programs that enable our students to experience learning beyond the classroom and find their passions.
- Supporting our students and staff to serve, support and advocate for communities beyond Knox through outreach programs across Australia and the world.
- Ensuring, through our teaching, learning and co-curricular programs, that our students develop the capacity and disposition to be responsible citizens so they can understand and act on issues of global significance.
- Advancing the breadth and diversity of our international programs to ensure that our students appreciate different perspectives and world views, interact respectfully with others and communicate effectively with diverse audiences, bridging geographic, linguistic, ideological and cultural barriers.





## KNOX TOTAL FITNESS

**To provide supportive and inclusive programs for our students, staff, parents and the wider community that foster wellbeing, resilience and authentic relationships**

- Nurturing the mental fitness and resilience of each student and staff member so they can thrive throughout their lives.
- Supporting our students to become well-rounded individuals who see the life-long value of embracing academic, cultural and sporting pursuits.
- Continuing to ensure that our evidence-based approach to Positive Psychology, Knox Total Fitness (academic, spiritual, physical and social), flourishes as the foundation stone of all aspects of life at Knox.
- Advancing Knox's status as a world leader in Positive Psychology through the establishment of the Australian Positive Psychology Learning Institute that will deliver high quality accredited courses, share best practice and provide world class resources for staff, parents, students and the wider community.
- Building authentic relationships between students, staff, parents and alumni across all campuses to build and strengthen our community.









# KNOX GRAMMAR SCHOOL

Wahroonga, Sydney, Australia  
A Uniting Church school

[www.knox.nsw.edu.au](http://www.knox.nsw.edu.au)