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Dear families and the greater St John's Grammar School Community,

The events of this year have impacted all of our lives, and for the past months, many of us have been wholly focussed on the 'here and now', and when we may be able to return to some semblance of normality.

As we move forward, we do so in a very measured and carefully considered way, and helping direct that pathway for the School over the next three years is our new Strategic Plan.

This Plan will guide a range of coordinated and well-considered initiatives and improvements that help provide an even more compelling educational experience for all families. The Plan is designed to place the School in a strong financial, sustainable position that best meets the needs and demands of a dynamic future.

The Plan is constructed around six key pillars, and within each pillar are set a number of goals and strategic actions, all grounded from the collated insights, wisdom and expertise of those representing all sectors within our school community, collected over the past two years.

Staff at the School have further unpacked these goals into a series of defining tactics, along with key measures that shape their work, known as Improvement Plans.

Be assured that over the next three years, the team here at St John's Grammar will work in an aligned, purposeful and collaborative manner to produce exceptional results in every respect. To ensure the plan remains front-and-centre in people's work each year, staff have adopted three annual themes or foci.

For 2020, we share a sustained focus on three important areas:

First Class Service

- Top quality communications and presentations to all members of the school community.
- Excellence in the delivery to parents of meaningful, personalised, prompt and rich feedback and information of student learning, which shows that we truly know our children and that each family matters.

Learning to Soar

Community Engagement

- Encourage more investment and engagement within the school experience from parents, by creating opportunities across volunteering, parent workshops, showcasing and share-casing.
- Dive deeper into feedback and ideas of parents through the Flight Check In program.

Positive Learning and School Environments

- Continue to build a culture of care and support by re-engaging and reinforcing policies and practices in regard to the behaviour and expectations of students.
- Establish a working environment that consistently beams with pride and respect.
- Action our staff Code of Culture.

Components of the Strategic Plan are already underway and there is a capacity for the Plan to evolve as new opportunities and ideas emerge.

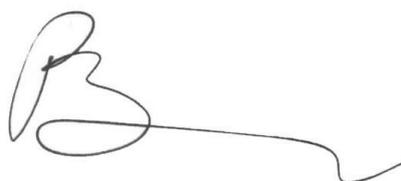
It is a mistake in planning to rely on a small window of thinking every three years to drive school change. Rather, St John's Grammar wants the thinking and exploration of ideas to be ongoing, so we are establishing six key advisory groups to align with the six pillars. These groups will meet two or three times a year to reflect on and review current measures, and look to build new opportunities specific to each of those six domains. These groups will be a mix of parents, educational experts, students, staff and other key business and enterprise representatives. We will soon invite interested people to a meeting at the School to unpack the concept and establish our key groups.

Part of the Strategic Plan commitment is to ensure that the School engages in a continual, meaningful process of data and information collection from the community. We need to go well beyond one-off surveys and anecdotal feedback, to regular formalised opportunities for every member of our community to contribute, share insights and concerns and to be able to truly engage in school life. We look forward to working closely with you all in creating a School where every student ***learns to soar***.

Yours sincerely



Richard Anderson
Principal



Jodie Benveniste
Chair of the Board