



ST JOHN'S
GRAMMAR

Strategic Plan

2023 - 2027

THE ST JOHN'S SPIRIT

St John's Grammar was founded in 1958 by a group of risk-taking, forward-thinking parents who aspired to create a school that provided the very best learning experience, nurturing a student's free spirit and promoting tolerance and collaboration.

Their bold new approach to education, inspired by the Hills environment, created the foundation for the St John's Spirit.

The St John's Spirit lives on today.

MOTTO, VISION & MISSION

Motto: Learning to Soar

We seek to be a community where our students, parents and staff learn to soar, at school and in life. Our community is enriched by the St John's Spirit.

Vision & Mission

St John's Grammar is an inclusive community of creative, innovative and passionate learners with the courage, compassion and confidence to soar.

We strive to empower and connect young people to a thriving and purposeful future, positively impacting on our local Hills community and beyond.

THE ST JOHN'S ADVANTAGE

St John's Grammar forges unique and exciting pathways for students, and inspires a quest to live a life that shapes a world that is better for all.

We are a globally focussed school, immersed in our local community.

We value collaboration and cross-cultural engagement.

We leverage technology and value real-world application.

We advance personalised and inclusive learning and connect our graduates to a life of meaning and purpose.

We educate the whole person

We learn in and beyond the classroom

We are rich in engaging and inspiring experiences

We learn today so we can create our tomorrow.

OUR VALUES

Community

Community is at the heart of everything we do at St John's. Through community, we nurture a sense of belonging, meaning and purpose.

Creativity

We value creative self-expression, and we champion curiosity, imagination and originality.

Innovation

We develop enterprising learners, divergent thinkers and real-world problem solvers who work collaboratively and practically to transform today and the future.

Achievement

We are inspired to fulfil our potential. We celebrate our successes and grow from our challenges, both individually and collectively.

Empowerment

We are empowered to advocate and action change, with the skills, passion and empathy to live beyond ourselves and make the world a better place.



OUR GUIDING PILLARS

Our 2023-2027 Strategic Plan has six pillars that will guide us to achieve our vision and mission.

The following pages outline the key priorities for each pillar.

PILLAR 1

'Soaring for Life' Learning

Continue to build our 'Soaring for Life' E-12 learning program with a focus on creative, innovative and passionate learning

PILLAR 2

School-Wide Wellbeing

Implement a comprehensive and progressive wellbeing approach, that is explicitly taught, embedded in our culture, and facilitated throughout the St John's Grammar journey

PILLAR 3

High-Performing Staff

Build a culture of high performing staff who are committed to life-long learning and excellence

PILLAR 4

Connected Community

Strengthen relationships with our parents and alumni, and forge stronger partnerships with our local community and global organisations

PILLAR 5

First-Class Operations

Ensure effective, robust and sustainable operations, which deliver an exceptional customer experience

PILLAR 6

Enabling Infrastructure

Provide infrastructure that supports and enables the 'St John's Spirit' educational experience

PILLAR 1

'Soaring for Life' Learning

Continue to build our 'Soaring for Life' E-12 learning program with a focus on creative, innovative and passionate learning

Key Priority # 1

Personalised & Flexible Learning

Investigate and create new, personalised and flexible learning opportunities and pathways

Key priority #2

Innovative & Enterprising Learners

Grow innovation and enterprising mindsets and competencies in our students, including through a focus on environmental sustainability and the use of new technology.

Key priority #3

The Learning Passport

Develop a digital passport that recognises and showcases the comprehensive achievements, skills and experiences of each student across their St John's journey.

Key priority #4

Student leadership

Actively involve students in planning and decision making for the school.



PILLAR 2

School-Wide Wellbeing

Implement a comprehensive and progressive wellbeing approach, that is explicitly taught, embedded in our culture, and facilitated throughout the St John's Grammar journey

Key priority #1

Staff Wellbeing

Develop a staff wellbeing program that facilitates the care and support that staff require at school and motivates staff to take responsibility for the wellbeing of each other.

Key priority #2

Relationships & Connections

Deliver a suite of initiatives to deepen authentic relationships with self and between students, staff and parents.

PILLAR 3

High-Performing Staff

Build a culture of high performing staff who are committed to life-long learning and excellence

Key priority #1

High Impact Teaching

Develop the skills and knowledge of teaching staff to maximise the reach of their teaching using the High Impact Teaching Framework.

Key priority #2

A Culture of Valuing

Create a culture and system of acknowledging and valuing the diverse ways our staff and volunteers contribute to the learning and wellbeing of students and a positive school environment and community.

Key priority #3

Support and Grow Leaders

Build and implement a program for new and emerging leaders to ensure they are supported and are set up for success.



PILLAR 4

Connected Community

Strengthen relationships with our parents and alumni, and forge stronger partnerships with our local community and global organisations

Key priority #1

Engaged School Community

Increase participation and contribution of parents, family, friends and partner organisations in the St John's community.

Key priority #2

Re-engaging old scholars

Re-engage with old scholars and create opportunities for them to contribute, connect, teach, mentor and support the school.

PILLAR 5

First-Class Operations

Ensure effective, robust and sustainable operations, which deliver an exceptional customer experience

Key priority #1

Diversifying Revenue

Develop alternative income streams to support the school's long term financial viability.

Key priority #2

Information and communication services

Develop approaches for communication and engagement that are accessible, easy to use and meet school community needs.

Key priority #3

Opening up our School

Enhance access to campuses and services to support new enrolment and participation.

PILLAR 6

Enabling Infrastructure

Provide infrastructure that supports and enables the 'St John's Spirit' educational experience

Key priority #1

10-Year Master Plan

Develop a new 10-year Master Plan that provides a clear road map for the future development of School buildings and grounds.

Key priority #2

10 Year Facilities Plan

Audit current facilities and identify upgrades to support the school's vision and Master Plan.



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St John's Grammar School

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