



Scone Grammar School



UNPACKING OUR
3 Year Strategic Plan
2021-2023

WELCOME TO OUR SGS COMMUNITY

Dear parents, carers, friends, families and supporters of our SGS Community,

Thank you for taking an interest in our positive, flourishing, learning community. Here is a brief summary of our balanced approach to caring and celebrating each individual within our SGS Community. Learning is supported by explicit teaching of wellbeing and learning skills, in an innovative, flourishing learning environment.

We come from and embrace a diversity of backgrounds with the common goal of drawing out each individual. We believe in caring for each student - discovering their interests and what lights them up, helping them to get to know their character strengths, and strengthening their God-given talents. We incorporate this into their learning environment to stretch them, inspiring and motivating their learning...for life.



Each Monday all of our students attend a chapel service at St Luke's Anglican Church next door to Scone Grammar School. It allows us to commence our week with a strong connection to our Christian foundation. Our students also participate in Christian Studies classes each week, encouraging our students to explore their faith.

Preparing for 2020, we reduced our fees on average by 18%, to reinforce our Christian foundation of serving a wider community. At the commencement of self-isolation, due to COVID-19 we conceptualised the tool kit we have often referred to as a Kit Bag for Life.



The Kit Bag for Life is where our students learn to draw on the pillars, foundation and roof of our positive, flourishing, learning community to take out the elements, habits or tools that they need to build independent learning and resilience in and for life. It is also about creating experiences, inspiring and motivating our SGS Community to take hurdles in our stride.



Kit Bag
FOR LIFE



Our wellbeing survey over the past year has measured a boost in wellbeing. Enrolments have been growing despite a challenging year of adapting to the many demands of remote learning. We welcomed three classes of Kindergarten students and, for the first time, three classes of Year 7 students this year.

A bedrock of research suggests that increased levels of wellbeing contributes to better life and academic outcomes for students.



We strive to stretch our team, our positive, flourishing, learning community and ultimately our students. Our strategic planning is imperative. Thank you for joining us on our journey into a flourishing future for Scone Grammar School.

With gratitude and appreciation,

Mr Paul Smart
Principal, Scone Grammar School

OUR POSITIVE, FLOURISHING LEARNING COMMUNITY

VISION

We are a leading Christian learning community delivering excellence in all that we do.

MISSION

Scone Grammar School's mission is to embed a Christian foundation for positive, flourishing learners through:

-  Innovative education.
-  Diverse opportunities to grow in a safe, enriching environment.
-  Caring for and celebrating each individual.
-  Developing leaders who strive to serve their community.

Our four growth pillars provide structure and support for our positive, flourishing, learning community, encouraging all individual students to be well rounded – important for wellbeing and learning.

Through Grammar Minds, we work with each individual to inspire a motivation to learn – for life; Grammar Plus – diverse extra-curricular opportunities to grow, shaped by students' interests & pursuits; Grammar Cares – caring for the individual, nurturing wellbeing within our school community; and Grammar Leads – developing leaders to serve the wider community.



Wellbeing, being comfortable and happy, leads to heightened learning. Caring for each individual within our community of learning and wellbeing, helps our students to positively flourish. This means they can positively learn and grow through good times and life's struggles. As they flourish, we encourage our students to share their strengths with others, through mentoring, buddying, coaching and most simply, caring – serving all.

Our goals are shaped around our four growth pillars and supported by a Master Plan, Resourcing and Governance.



We often encourage our students to move out of their comfort zone. We know that this is when some of the best learning happens. Learning is a partnership between students and teachers.

If we are really going to stretch our students to be the best learners they can be, we need to stretch ourselves as their teachers and our school as their positive, flourishing, learning community.

Everyone knows it's important to set goals. We teach our students how to set goals for their learning and for life. We need goals to keep us accountable for our actions and to stretch Scone Grammar School to push through boundaries to keep inspiring and motivating a love of learning in our students.



Our Christian Foundation supports our Positive, Flourishing Learners to serve a wider community.

Weekly Chapel

All of our students from The Yellow Cottage preschool through to Year 12 attend a weekly chapel service next door to the school, at St Luke's Anglican Church. This regular service cements our Christian foundation, allowing our students to explore their faith in fun ways.

Christian Studies

Teachers who are separate from students' home classes teach Christian Studies to our students from Kindergarten to Year 12. Different teachers help to develop connections throughout our school community, enabling teachers to get to know each individual student outside their own classroom and students to get to know more teachers. It also allows students to be exposed to a variety of teaching styles to understand our Christian faith.

Cross Trainers

Cross Trainers is a group of Primary and Secondary students who meet weekly during lunchtime to serve and learn more about the word of God while growing deeper in faith with encouragement from others, under the guidance of Chapel Prefects and teachers.



Newcastle Anglican Schools Corporation

Our Anglican Ethos Statement, as adopted by all members of our Newcastle Anglican Schools Corporation (NASC) explains that God the Holy Trinity creates, redeems and makes holy.

We recognise that God created all that exists, redeems us through Jesus Christ and changes our lives. As Trinity, God is unity in diversity. In Anglican schools we aim to reflect this reality by nurturing each individual within our community.

Consistent with the NASC ethos, we proclaim the gospel in words and actions, creating an environment in which young people (staff and families) have an opportunity to develop a personal relationship with God through Jesus Christ. We celebrate our Anglican character by building relationships with the Anglican Diocese of Newcastle, its parishes and schools.

We respect intellectual endeavours, appreciate diversity, are committed to tradition and dignity within school life, cultivating wellbeing for all in our school community.

Serving our wider community

We encourage our students and SGS community to use their God-given talents to serve our wider community. Students investigate fundraising opportunities for charities in need and support an annual Christian Mission trip to schools in need, in Vanuatu.





Learning is our core business.

Working with each individual to inspire an intrinsic motivation to learn - for life.

Celebrating each Individual

As we innovate, we are shifting from a traditional method to student centred learning.

Striving for Academic Performance

Academic performance is not only achievements. It is stretching each student to be the best learner they can be.

Teaching Students to Learn

We teach students to Build Learning Power, following Guy Claxton's approach from Preschool through to Year 12, to help to develop independent learning.

Culture & French

Respect for culture is an important part of appreciating and supporting our wider community. In addition to recognising Indigenous & Torres Strait Islander people, French is taught as a language from Kindergarten to Year 12, and an Indian exchange student programme is offered.

Learning Challenges

Some students may struggle with aspects of the curriculum and benefit from different styles and methods of learning.

Enhanced Learning

Students can participate in after school activities to further develop their understanding of concepts.

Contemporary Technology

We use technology to enhance learning from Kindergarten onwards, improving productivity and building skills vital for the world beyond school.

Secondary Opportunities

Every student can complete their High School Certificate (HSC), regardless of grading. We ask students for their preferred subjects and we do our best to make them happen, onsite or through Distance Education. They can also choose Vocational Educational Training (VET). They can study one or the other, or both.

EAL/D - English as a Second Language or Dialect

We have a dedicated programme for students who speak English as a second language.

Experiential Learning

Excursions to historical sites, cultural exhibitions and performances contribute to our experiential learning.



1. Embedding our Grammar Minds approach into ALL learning from Preschool - Year 12.
2. Connecting our teachers with global education, stretching their development.
3. Appointment of a Dean of Learning to deepen our innovative learning platform.
4. Develop a flexible, innovative learning environment consistent with Grammar Minds goals.



GRAMMAR PLUS

DIVERSE OPPORTUNITIES



Diverse extra-curricular opportunities to grow, shaped by students' interests & pursuits.

Sport

Our students play a wide variety of sports, influenced by each year cohort. We provide training and development in: cricket, netball, touch football, rowing, rugby union (both for boys and girls), dance and equestrian. Other sports include: athletics, swimming, cross country, basketball, soccer, softball, hockey, rugby league, and gymnastics. Students represent the school through Hunter Region Independent Schools (HRIS), the Association of Independent Co-Educational Schools (AICES) and NSW Combined Independent Schools Sports Council (CIS) competitions.

Elite Performance Pathway

This programme nurtures and develops student athletes to reach their full sporting potential, including training and mentoring by top quality coaches and facilitators.

Music

Music is embedded in our culture. Every second year we run a school musical. K-Year 2 students sing as a choir in the Upper Hunter Eisteddfod. Students from Years 3-12 may join Primary and Secondary choirs. Year 3 students learn three different instruments: string, woodwind, and brass, through the Upper Hunter Conservatorium of Music (UHCM). Private tuition is organised through UHCM teachers and other tutors onsite, at a cost to families. Many of these students play in our ensembles, orchestra and band.

Art

Art is celebrated throughout the school and culminates in our annual Art Show, open to the wider community.

Strategy Games

Games requiring strategy are encouraged at school. We have a weekly Chess Club extending to inter-school competitions.

Hospitality

Grammar Grind Café is our commercial café run by the Year 11 & 12 students who study Hospitality through Vocational Education Training (VET). They are supported by the Year 9 & 10 Food Technology Students. They give back to the school and wider community, raising funds for not for profit ventures.

Drama

Our students enjoy drama and those who are a little less outgoing gradually stretch themselves to feel comfortable performing in front of others.

Public Speaking & Debating

Students experience public speaking each year, encouraging them to feel comfortable speaking in a supportive environment. They may also participate in inter-school public speaking through Hunter Regional Independent Schools (HRIS) competitions. Debating is available as an extra-curricular activity from Years 5-10.

Camps, First Aid & Outdoor Education

Each student from Kindergarten to Year 11 participates in a school camp. We also offer the Duke of Edinborough's International Award, First Aid Courses and the Bronze Medallion Award for secondary students.

Agriculture

We encourage students with an interest in agriculture to be involved in specialist programmes such as steer leading, Dorper Sheep Training and Rotary Youth in Cotton (RYCOTT).

Careers

We have an onsite careers counsellor who encourages attendance at careers expos and university visits.



GRAMMAR GOALS

- 1 Deliver high quality, broad core activities.
- 2 Develop Tier 1 programmes with resourcing and funding.
- 3 Re-evaluate cohort driven Grammar Plus activities annually.
- 4 Identify key activities and develop a programme for each.



GRAMMAR CARES

WELLBEING - CARING FOR EACH INDIVIDUAL



Caring for the individual & nurturing wellbeing within our school community.

Positive Education

Our pastoral care across P-12 brings together the science of Positive Psychology with best practice teaching, (Grammar Minds), supporting our school community to flourish.

Caring for each Individual & their Strengths

Every individual possesses God-given character strengths. We help each individual student to identify and draw on their character strengths to support their flourishing journey.

Visible Wellbeing

Visible Wellbeing is a whole school approach to wellbeing applied across the curriculum so that it is embedded in everything we do.

School Counsellor & Pastoral Care Team

Our Pastoral Care team supports the wellbeing of each student through emotional, social and spiritual support. Our Dean of Students, Rev'd Nate Atkinson is also our Scone Grammar School Chaplain and we have a school counsellor onsite.

Mental Fitness

Mental fitness helps us to cope with the normal stresses of life, to work productively and to contribute to their community. We teach skills to improve mental fitness and to build awareness to detect mental illness. We have a broad range of age-appropriate programmes in place, from The Yellow Cottage Preschool through to Year 12.

Seasons for Growth

Seasons for Growth is a programme for anyone who has experienced significant change or loss, based on the belief that change, loss and grief are a normal and valuable part of life.

Food for Friends

Our Grammar Grind Café, students and staff prepare meals to support families experiencing difficult times, be it grieving loss, illness or other challenging circumstances.

Primary Bounceback!

BounceBack! is a programme designed to help kids to BounceBack! when things get a bit tough, providing learned resilience and motivation to persevere.

Secondary Vertical Wellbeing approach

Secondary students combine across Years 7-12, to meet each morning in their House tutor groups. They work with this same group during a Pastoral Care period each Wednesday to build student wellbeing. Each fortnight, students from The Yellow Cottage Preschool to Year 12 combine, building a sense of community and wellbeing tools to add to their Kit Bag for Life.

Buddies

Our buddy programme develops leaders, provides a caring connection and a sense of belonging. Kindergarten and Year 6 students pair up, as well as Year 7 and 11 students.

Vanuatu - annual mission visit

Each year a group of secondary students spend a week or so visiting schools in Vanuatu to provide connection, support and direction in Christian faith.

Class Liaison Parents

Each class throughout the Primary School has a parent to support and co-ordinate other parents of that year group, bringing them into our SGS parent community.



- 1 Embedding our Positive Education approach into ALL learning from Preschool - Year 12.
- 2 Embedding and celebrating core values
- 3 Consistent use of SEARCH framework
- 4 Student & staff engagement in wellbeing practice
5. Remain connected and contribute to the community wellbeing plan.



GRAMMAR LEADS

DEVELOPING LEADERS



Developing Leaders who strive to serve their community.

You don't have to wear a badge to be a leader. Leaders grow and are developed. They are not just naturally born leaders. This is fundamental to our growth mindset.

Leadership development is the core of every aspect of our life at Scone Grammar School, drawing out the best in each of us, stretching ourselves to experience something new... to be the best learners we can be. In addition to the explicitly taught leadership skills in our weekly wellbeing programme, we have a number of leadership programmes.

School Camps

From Kindergarten through to Year 11, each year group goes on camp. Each year as they grow and develop, our students are stretched just a little beyond their comfort zone, organically developing leadership and team work skills in a secure environment of belonging.

Burn Bright Workshops

Engaged by Where there's a Will, Burn Bright provides a one-day Burn Bright Workshop for students from Years 8-10, selected by their schools and identified as "influencers" in their year/ peer groups.

Buddy Programme

Students from Years 7 and 11 are involved in a buddy programme, pairing students and the combined group congregate for a Leadership and Peer Support camp. Year 6 are also buddies for Kindergarten students.

Grip Leadership Programme

Each of our Year 6 and 11 students are involved in a GRIP Leadership conference focused solely on training and developing leaders.

Student Representative Council (SRC)

Our SRC includes two students from each year from Years 3-6, working together to represent students' best interests for fun and fund raising to serve a wider community. These students are voted for by peers and teachers.

Student Voice

A voluntary group of Secondary students meet weekly to represent the student body and contribute to deepening learning and wellbeing for Secondary students.

Upper Hunter Youth Council

A few of our Secondary students are involved in the Upper Hunter Youth Council, which involves a selection of students from each Secondary school in the Upper Hunter, working together to provide a common voice to represent youth in this age. They champion causes close to their hearts and fundraise for charities.

National & Upper Hunter Leadership Summits

Sponsored and encouraged by Upper Hunter Where there's a Will, several Year 11 students are selected to attend the National Student Leadership Summit at St Peters College in Adelaide. Students interact with about 120 student leaders from schools across Australia, focusing on how they can make a difference as leaders in their schools. They then design and deliver a Summit in the Upper Hunter.

Mentor Programme

Our Year 12 students are mentored by a staff member at Scone Grammar School to draw out their strengths and stretch their vision.



GRAMMAR GOALS

1. Identify leadership training for all students.
2. Create a development and succession plan for all levels of leaders: School Council; Executive Team; Middle Leaders.
3. Identify leadership paths for all staff members.
4. Provided targeted professional development for all levels of leadership.



GRAMMAR GOVERNANCE

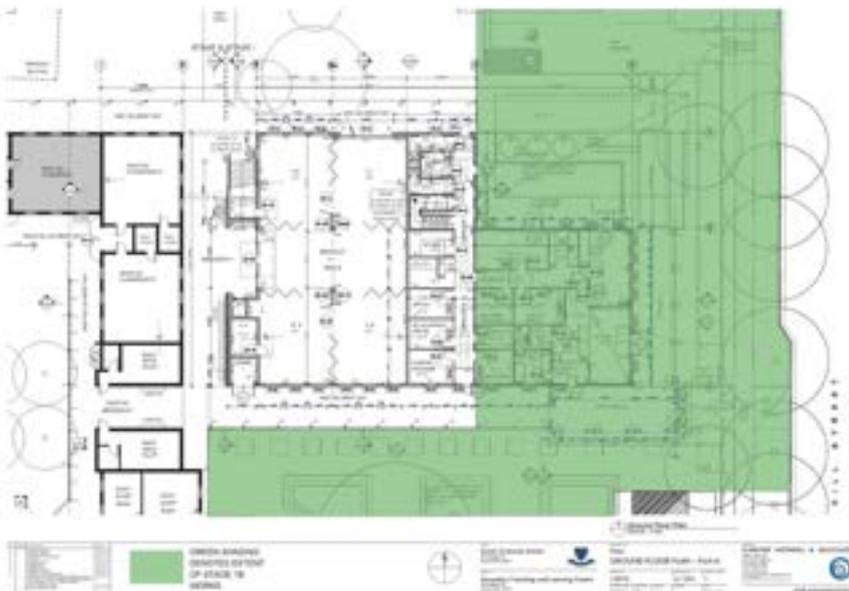
RESOURCING & REVIEW

NASC - Newcastle Anglican Schools Corporation

Scone Grammar School is governed by NASC and as such is accountable to the Newcastle Anglican Church.

Capital and Resource Planning

Our Executive Team works with our School Council to plan and review at a strategic level, validating the implementation of our Strategic and Operational Plans.



- 1 Implement NASC Strategic Plan.
- 2 Develop strategic IT plan to support ongoing development.
- 3 Review master plan and priorities
- 4 Complete stage 1b-2 of Secondary Teaching Learning Centre.
5. Update masterplan drawings
- 6 Review and upgrade costs, including power.
- 7 Commence capital campaign and grant funding.



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T(02) 6545 3131 | admin@sgs.nsw.edu.au | sgs.nsw.edu.au
Kingdon/ Hill Streets | PO Box 36, Scone NSW 2337