



Christ Church  
Grammar School  
PERTH, WESTERN AUSTRALIA

# Strategic Plan

## 2021–2025









## A message from the Chair of Council

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It is my great pleasure to present the Christ Church Grammar School Strategic Plan for 2021–2025.

For more than 110 years, Christ Church has been deeply committed to providing an exceptional education for boys and has long held a place as a leader in this field. This strategic plan will strengthen the School.

We will continue to preserve all that is authentic and unique to Christ Church's culture, while actively pursuing a course which keeps the School at the forefront of educational thinking, creativity, innovation and contemporary practice.

Our strategic plan is comprised of five intents, underpinned by our school values:

1. Teaching and learning excellence
2. Student life and wellbeing
3. Inspiring professionals
4. Global citizenship
5. Organisational excellence

Christ Church has enjoyed the benefits of prudent financial management and good fiscal health for many years. Nonetheless, the challenges of the 21st century and the aspirations of this strategic plan require that the School look with fresh eyes at its financial resources and investments and assure that these are put fully at the service of achieving the outlined goals.

The enduring strength of the School, the commitment of the leadership team and the continued dedication of the entire staff to our mission and vision, give me great confidence that we can continue to deliver an exceptional experience for our boys from Pre-Kindergarten to Year 12.

I encourage all members of the Christ Church community to read this strategic plan, share in its vision and be a part of the journey.

Professor Paul Johnson  
**Chair of Council**





## A message from the Principal

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As a school for all boys, we continue to take decisive action to ensure our students develop quality of thinking, quality of skills and emotional intelligence. By delivering an holistic educational experience, Christ Church graduates leave with a deep sense of who they are and who they want to be.

Due to recent world events, we are being challenged to stabilise amid a crisis and prepare for a newly uncertain future. We know the decisions we make in the near term will most likely drive how the School continues to develop in the long term. Fundamentally, education is at the centre of preparing our students to exist and thrive in this transforming world and it is critical that as educators we acknowledge this shift and respond to it accordingly.

Quality teaching is the key to our students' success. Our dedicated and talented staff are inspiring professionals who exhibit amazing capacity and commitment every day as they deliver our internationally respected program. Getting to know the students as individual learners and young people is the distinctive philosophy of the School and the foundation of our differentiated curriculum and pedagogy. In the next few years, the development of

our data analytics framework will generate powerful evidence to assess each student's performance and further enhance personalisation and differentiation.

Our inclusion of the *Student life and wellbeing intent* in the plan reflects our commitment to putting what is best for the boys at the centre of everything we do. Our decision to complement the academic program with a focus on *building the inner man*, or the personal aspect of each boy, is well supported by our unique culture and results in educated young men who act with integrity, care and compassion, humility and possess a strong work ethic.

Although the years ahead will be marked by challenges, we are very clear about the role of the School. We remain focused on offering our families and students a remarkable educational experience, attracting and retaining exceptional talent, driving operational excellence and remaining flexible to ensure we can capitalise on future opportunities as they present.

Alan Jones  
**Principal**







# Our guiding statements

## Our Mission

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Boys educated to know,  
to do, to live with others  
and to be.

## Our Vision

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A school renowned  
for building good men  
to make a positive difference  
in their global world.

## Our Motto

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Deus Dux Doctrina Lux

God is our leader,  
learning is our light.







# Building the inner man

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Respect  
Integrity  
Excellence  
Care & Compassion

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# Anglican Ethos

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Christ Church Grammar School is an Anglican school  
and part of the Anglican Church of Australia.

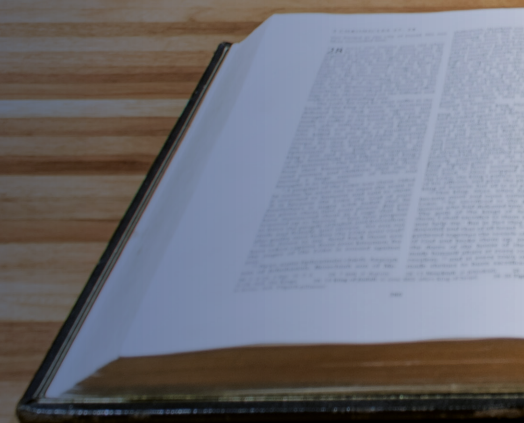
Christ Church is committed to building good men in the Christian faith.

At Christ Church we take an holistic perspective and focus on influencing  
and inspiring a new generation of boys to make informed decisions  
regarding their physical, mental, emotional and spiritual health.

## School Prayer

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Almighty God, Our Heavenly Father,  
bless Christ Church Grammar School and our community.  
Bless those who teach, serve and learn.  
Through Jesus Christ our Lord. Amen.









# Strategic Intents













# Teaching and learning excellence

1

WE ASPIRE TO:	WE WILL:
<p>Motivate boys to be creative, entrepreneurial, innovative and future problem solvers</p>	<p>Continue to offer a broad academic program that engages all boys</p> <hr/> <p>Incorporate contemporary and emerging technologies to enrich teaching and learning</p> <hr/> <p>Enhance outdoor educational offerings</p> <hr/> <p>Offer a contemporary health, wellbeing and spiritual curriculum</p> <hr/> <p>Embed a digital citizenship framework</p> <hr/> <p>Enhance the student leadership development program</p>
<p>Develop an agile framework for teaching and learning</p>	<p>Research and design cross-curricular thematic curriculum and pedagogy</p> <hr/> <p>Create flexibility within the timetable to enrich learning opportunities</p> <hr/> <p>Research and design the use of project and inquiry based teaching and learning</p> <hr/> <p>Research and develop contemporary learning spaces which support modern pedagogies</p> <hr/> <p>Deliver a data analytics framework that:</p> <ul style="list-style-type: none"> <li>• enhances teaching, learning and self-reflection</li> <li>• enhances personalisation and differentiation</li> <li>• assists with decision making and operational optimisation</li> </ul>
<p>Use contemporary and best practice pedagogy</p>	<p>Continue to develop our pedagogical framework</p> <hr/> <p>Seek and employ emerging pedagogies to enhance learning</p> <hr/> <p>Continue to develop and align phases of learning</p>









# Student life and wellbeing

2

WE ASPIRE TO:	WE WILL:
<p>Foster an holistic approach for each boy, encompassing the intellectual, physical, emotional, social and spiritual areas of development</p>	<p>Develop a contemporary definition and broad approach to masculinity by building the inner man</p> <p>Offer an extensive and diverse evidence based approach to wellbeing</p> <p>Develop a student wellbeing model and framework that incorporates the Phases of Learning</p> <p>Ensure The Wynne Centre for Boys' Health and Wellbeing continues to promote research, collaboration and advocacy in boys' health and wellbeing</p> <p>Continue to educate parents and the wider community through seminars and talks</p> <p>Develop and enhance collaborative opportunities for boys and girls</p>
<p>Develop the spirituality of each student through our Anglican faith</p>	<p>Maintain a positive relationship with the Perth Anglican Diocese</p> <p>Respect the faith and diversity of the community</p> <p>Ensure the Chapel remains the spiritual centre of the School</p> <p>Develop the spirituality program and educate all students on world religions</p> <p>Ensure each student has an understanding of biblical content from a Christian context</p>
<p>Be a leader in Child Protection, creating a safe community</p>	<p>Review and make current all policies and procedures through WA School registration</p> <p>Through accreditation with the Council of International Schools and Child Wise, develop policies and procedures that provide a safe environment for all students</p>









# Inspiring professionals

3

WE ASPIRE TO:	WE WILL:
Recruit, support and develop staff to be the best in their field	<p>Refine our attraction, recruitment and retention strategy to deliver a highly competent and diverse staff</p> <p>Introduce pre-start learning modules that enable on-time skill development</p> <p>Support staff use of emerging technologies and data to enhance each student's learning journey</p> <p>Enhance and refine the appraisal system for both Academic and Support Staff to deliver a personal professional learning plan</p>
Support an organisational culture that promotes professional learning, shared pedagogy and aligned opportunities that are recognised, celebrated and encouraged	<p>Support staff through development of the Centre for Pedagogy in three phases:</p> <ol style="list-style-type: none"> <li>1. Active partnership with early career teachers</li> <li>2. Accommodate professional development needs of experienced teachers</li> <li>3. Position the Centre for Pedagogy in the wider community as a highly visible, effective and targeted professional learning hub</li> </ol>
Invest in leadership to develop expertise and prepare the next generation of leaders	<p>Design and implement a management and leadership development program for middle management and aspirants</p> <p>Develop and implement a leadership framework that guides the capability and expectations across the School</p>
Cultivate conditions that enable staff to innovate and manage change effectively	<p>Provide access to 'thought leaders' who stimulate reflection and innovation</p> <p>Redesign the digital curator program with a focus on developing interactive learning resources for our learning management system</p> <p>Identify change management strategies to assist the transition from current to desired state</p>
Provide a safe, collegial and supportive school environment	<p>Provide a workplace that is safe, stimulating and collegial for all staff and students</p> <p>Identify and develop opportunities that enhance existing provisions for staff physical, mental, emotional and spiritual health</p> <p>Introduce an evidence based measurement strategy of staff wellbeing</p> <p>Ensure all staff undertake Child Safe training</p>









# Global citizenship

4

WE ASPIRE TO:	WE WILL:
<p>Create learning opportunities for all students to become global citizens</p>	<p>Facilitate student understanding in ethics, diversity, global issues, communication, service, leadership and a sustainable lifestyle</p> <hr/> <p>Develop the students' sense of the Australian culture and Aboriginal and Torres Strait Islander origins so they can be advocates in other cultural settings</p> <hr/> <p>Ensure a broad cross-curricular program that establishes linkages to cultures beyond Australia</p> <hr/> <p>Ensure active cultural, sporting, educational and service opportunities in local and international communities</p>
<p>Create global partnerships that inspire students</p>	<p>Develop relationships with global educators and institutions to enrich intercultural understanding</p> <hr/> <p>Design an inclusive curriculum that delivers global connections and cultural awareness</p>
<p>Establish global connections</p>	<p>Create global awareness and connections with alumni and community members</p> <hr/> <p>Develop international Chapters that strengthen global connectivity</p> <hr/> <p>Support students with their applications for cultural opportunities beyond Australia</p> <hr/> <p>Maintain Council of International Schools accreditation</p>









# Organisational excellence

5

WE ASPIRE TO:	WE WILL:
Excellence in corporate governance and risk management	<p>Ensure ongoing development, support, review and appraisal of the governance model</p> <hr/> <p>Continually evaluate the risk appetite and embed a risk management culture throughout the School</p> <hr/> <p>Ensure the development and maintenance of policies for a safe community</p>
Develop flexible masterplanning in support of the School's strategy, vision and mission	<p>Develop physical environments that support high quality education</p> <hr/> <p>Ensure prudent campus development consistent with the strategy, vision and mission</p> <hr/> <p>Engage educational specialists in pursuit of this strategy (e.g. architects, planners, landscaping)</p> <hr/> <p>Ensure property management and acquisition is proactive and future focused</p>
Be a leading school in sustainability	<p>Expand environmental initiatives to enhance sustainability</p> <hr/> <p>Educate students and the school community on our environmental initiatives</p>
Enhance our culture of philanthropy	<p>Expand philanthropic initiatives across all segments of our community</p> <hr/> <p>Create deeper connections with the global school community through engaging and expanding the Chapters</p> <hr/> <p>Raise funds to support current programs, student scholarships and future developments of the School</p>











Main Administration  
Collaborative Learning Centre





Christ Church  
Grammar School  
PERTH, WESTERN AUSTRALIA

Queenslea Drive, Claremont, WA 6010 | PO Box 399 Claremont, WA 6910 | (08) 9442 1555 | [reception@ccgs.wa.edu.au](mailto:reception@ccgs.wa.edu.au) | [ccgs.wa.edu.au](http://ccgs.wa.edu.au)

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