



# TARA

Anglican School for Girls

STRATEGIC PLAN

2016-2020



# Introduction

from the Chair of Council and Principal

Tara has a rich tradition of over 118 years' experience in education in the Parramatta and Hills region of Sydney. The Tara Strategic Plan for 2016-2020 is a result of an examination by School Council with the Principal and School Executive of Tara's purpose, its foundational commitments and core values, alongside an investigation of what the future world might hold for Tara students.

It is informed by research in best practice teaching and learning for girls from the early years of school through to our graduating Year 12 students. Input has also been provided from students, parents, staff and alumni via focus groups and surveys.

With significant work undertaken by the staff and School Council, the goals of the 2011-2015 Tara Strategic Plan have been substantially achieved and we are very thankful for the renewed programs and facilities that have been provided for Tara students during this time.

Equipping girls and young women for an imagined future is an exciting task and this plan outlines our strategic intent as a framework for planning and decision-making in the coming years.

We look forward to fulfilling the aspirational goals of the Strategic Plan as we seek to continuously improve the educational outcomes for girls at Tara and meet our purpose as a school to be a Christian learning community, characterised by excellence, which encourages and empowers girls to achieve and serve in a dynamic world.

We commend the 2016 to 2020 Strategic Plan to the School and the Tara community.

David Braga  
Chair of Council

Susan Middlebrook  
Principal



# Our Envisioned Future

## Our Purpose

To be a Christian learning community, characterised by excellence, which encourages and empowers girls to achieve and serve in a dynamic world.

## Our Values

Four distinctive values reflect our spirit, our strong and proud traditions, our Christian beliefs, our community and our commitment to providing an inspirational learning environment for each Tara girl.

**Affirmation:** Tara accepts, nurtures and respects every individual. Girls thrive in our safe and encouraging environment. The community seeks to model affirming behaviour for all girls to follow.

**Service to others:** Tara encourages service to others. Girls appreciate that they live in a diverse world with many challenges. Tara girls understand the privileges they have and their responsibility to serve others, both within the Tara community and in the wider world.

**Opportunity:** Tara encourages girls to embrace life's opportunities at school and in the wider world. Extraordinary opportunities are provided for girls to explore their passions and develop expertise in their chosen fields.

**Integrity:** Tara expects integrity. Girls at Tara accept moral and ethical principles developed from an understanding of God's word. All in the Tara community are expected to act with honesty and consistency.

## Our Vision

Tara will be a leader in girls' Christian education: research-informed teaching and learning with an emphasis on the holistic development of each student, and where every student is cared for, challenged and equipped to live out the distinctive values of the School.

# Our Strategic Priorities

Council members, parents, staff, students, Old Girls and members of our wider community have contributed to the development of this Strategic Plan where we can articulate our future direction. The next five years will see the culmination of these goals to ensure Tara is the very best learning environment for girls.

The following strategic goals support our purpose, vision and values and enable us to ensure the young women graduating from Tara Anglican School for Girls in 2020 will be young women of integrity and purpose with the confidence and ability to take their place on the world stage. Within each goal, there will be projects developed and delivered to meet the objectives of the five priority areas.



## The Tara experience

– Strengthening academic focus and student engagement

### Goals

- To excel in educating girls in a world class learning environment and highlight our growing leadership in girls' education.
- Continued development of the International Baccalaureate Primary and Middle Years Programmes and demonstrate that these programmes are integral to our educational offering for girls.
- Offer a differentiated approach for young women to excel and enjoy learning and studying in their most senior years to further develop girls' learning for post school life.
- Enrich the cocurricular offering at Tara to ensure girls are supported and encouraged to explore a wide range of opportunities as they develop their skills. Enhance pastoral aspects of the Tara experience to assist students to become young women with integrity and purpose.
- Nurture a learning culture that celebrates students' commitment to the School's values and ensures every student is encouraged to show pride in her School and flourish as a unique individual.

## Christian identity

– Being witnesses to Jesus Christ through our programs, activities and events

### Goals

- Celebrate our Christian faith and encourage Tara girls to demonstrate Christian values with a commitment to service learning and personal growth.
- Live as a community within a framework of Christian values which is authentic and underpins all we do at Tara.
- Integrate learning, faith and practice to allow staff to connect a Christian world view with teaching and learning.

## Leaders of learning

– Developing the capabilities and contribution of all staff

### Goals

- We will continue to align professional development opportunities as we invest in the staff with a structured and strategic purpose to reflect best practice.
- Develop a systematic appraisal process to guide and mentor all staff and to nurture a learning community that celebrates creative ideas, active engagement and critical thinking.
- Tara will be acknowledged as an innovative thought leader in girls' education, both nationally and internationally, while continuing to promote the advancement of young women in our education practices.

## Tara as the school of choice

– Increasing awareness of the School's points of difference

### Goals

- Plan for the growth of Tara through the continuation of effective enrolment strategies.
- Tara will be acknowledged as a school of choice for girls due to its strong academic and co-curricular opportunities together with the holistic wellbeing of our students.
- Communicate the School's distinctive, strong and unique identity to engage our community and promote Tara as one of Australia's leading independent girls' schools.
- Tara will be acknowledged as a learning environment where girls flourish and achieve personal success in an all-girls' school environment that is underpinned and supported by the best and most up-to-date research.

## Resourcing our future

– Utilising our resources to provide high quality facilities and programs

### Goals

- Continued development of flexible state-of-the-art learning and cocurricular facilities to provide a modern environment for our girls and reflect our vision for Tara.
- Current and best practice will be our standard for our use of technology and we will continue to explore new mediums to support our teachers and girls.
- Commitment to maintain and optimise facilities and grounds that are designed to benefit the Tara students of today and for many years to come.
- Maintain the financial wellbeing of the School to achieve our vision and educational objectives to ensure Tara thrives in the future.





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