



Pymble Ladies' College

Towards 2020

Striving for the highest



Journey of discovery

Imagining a school in eight years' time is no easy task.

When the school is *Pymble* – with its committed community, passionate staff and brilliant, engaged students – envisioning the future becomes a shared adventure in imagination.

Wanting to capture the limitless energy and ideas of our vast community, we threw open the doors to every possibility. We wanted the whole community – staff, students past and present, right through to parents and Council members – to own and direct their future.

The result was a community consultation process that lasted 18 months and, through surveys, forums and extensive internal consultation, generated more than 8,000 individual elements of feedback.

Together, we've gazed into the future and created an adventurous community journey towards 2020.

Braith Williams
Chair of College Council

Vicki L Waters
Principal



Setting our sights

The next eight years will see *Pymble* achieve ambitious goals in its continuing journey towards excellence in girls' education.

Towards 2020 reflects worldwide shifts in learning environments and technology, and our desire to anticipate and lead these changes while we nurture every girl to her potential. It also builds on our past College strategic plan. Having delivered on all of our key goals, our sights are firmly on the future.

Towards 2020 is directional, not definite, in its design. While the eight-year timeframe gives us the opportunity to achieve important milestones as a College, we acknowledge the rapid rate of change in our increasingly globalised world. Clear action statements, which will be reviewed every two years, will allow us to recalibrate as our goals and strategic intent unfolds.

Our mission

As we look to 2020, our College mission remains the foundation for our plans. We remain committed to creating a personalised learning environment for each *Pymble* girl so she develops a passion for learning and scholarship, a strong assurance of her own worth, and the desire and values to contribute meaningfully to her local and global communities.

Our vision

We will continue to journey toward our vision of providing an education for our girls that is universally acknowledged for its outstanding quality and exceptional opportunities.

Our values

Five important values reflect our spirit, heritage and traditions, our Christian beliefs as a Uniting Church school, and our commitment to providing meaningful, personal learning experiences for every *Pymble* girl.

Care for self and concern for others sustain and enhance our social, physical and learning environment. We express care daily through considerate and compassionate attitudes and behaviour.

Courage, through the attributes of fortitude, strength of character, resilience and determination, gives us the confidence to stand up for what is right, respond to the needs of others, and make a positive, purposeful contribution to the world around us.

Integrity is evidenced through sincerity, a commitment to the truth, and habits of sound judgment and ethical conduct. By adhering to high principles, we develop the moral framework fundamental to achieving great personal fulfilment and contributing to society.

Respect enables the richness and diversity of all backgrounds, cultures and abilities to be held in high regard. Through respect, we promote greater self-esteem in ourselves and others, and create a community where achievement, education, life balance and a love of learning are supported.

Responsibility encourages leadership and initiative, a spirit of service and commitment, and the opportunity to make a positive contribution to the school community and, ultimately, society at large.

Signposts for our future

As in all aspects of *Pymble* life, our journey to 2020 will continue to be one shared in community. Council members, parents, staff, students, ex-students and members of the wider College community have all contributed to an abundance of thought that has formed the four signposts of our strategic intent.

Through these signposts – personalised education, people and culture, community and sustainability – we will reflect our desire to provide best practice education founded on worldwide research, embrace the importance of technology and communication in creating learning environments, and highlight our growing leadership within the global education community.

Personalised education

Every *Pymble* girl is known and respected for her skills, abilities and character. She delights in her learning experience at *Pymble* because it reflects her unique strengths, interests and desires, and reinforces her wonder and joy as a global citizen. She is encouraged to move beyond what is known, uncovering along the way her own ability to question, discover, reflect and improve.

At *Pymble*, she is engaged and empowered to learn because she is at the centre of her learning. She grows in her ability to think ethically, creatively and critically, because her family and teachers are working together to help her understand who she is and who she can be. She relishes challenge. Encouraged to learn anywhere and any time, she adopts an approach which enables her to realise her full potential.

As she journeys from dependence to independence and finally interdependence during her school years, the values enshrined in the *Pymble* community will be hers. As she grows in wisdom, she will also grow in compassion, determined to make a difference in her local and global community.

People and culture

At *Pymble* we are committed to ensuring every student is known, valued and encouraged.

Professionally, we nurture a learning culture that celebrates creativity, engagement and critical thinking. As learning is dynamic, we are agile, embracing opportunities for reflection, improvement and innovation. Our work draws other high quality staff who see learning as a vocation and who are impassioned to provide *Pymble* girls with a transformative learning experience. We respect our colleagues' expertise and insight.

Our professional practice is deeply embedded in worldwide research and best practice, and we actively seek to share our expertise, facilities and resources to create a vibrant global educational community. We are recognised globally for our divergent thinking and exceptional professional practice. Together, we make a difference within *Pymble* and beyond.



Together, these four signposts will enable us to prepare our girls for the future, with the confidence, skills and integrity to hold firm to their values.

United, the signposts support our mission, vision and values to set a visionary direction and plan for the future of our College.

Community

As a community, we value the relationships we have with each other. Our staff, students – past and present, families and members of local and international communities stand together as global citizens, included and valued.

Connections with members past and present ensure our rich learning community extends through generations to build *Pymble* bonds that endure. Together, we acknowledge and commemorate our past and present achievements. At home and internationally, community members are committed, loyal and proud they are part of *Pymble*.

Within the College, communication between parents, students and staff is clear, timely and personalised. We are purposeful and tailored in how we engage with each other, recognising and celebrating the cultural diversity that is uniquely *Pymble*.

Sustainability

Locally and globally, individually and collectively, we actively engage in sustainable management practices for the prosperity and longevity of our world.

We continue to grow and succeed because we are responsible social, economic and environmental stewards of *Pymble*. We are wise in our actions, ethical in our behaviour, and fair in our decisions.

Sustainability is a focus we pursue with rigorous and disciplined intent, taking responsibility for our actions across our curriculum, our operations, our resources and our community. We encapsulate sustainability in our wellbeing, thoughts, processes and practices.

At *Pymble*, sustainability ensures an equitable and respectful environment – one from which our girls will emerge empowered to take on new opportunities as global leaders in new industries and sectors, forging a path for other girls to follow.

Stepping stones towards 2020

The following goals articulate the aims of the four signposts. Biennial action plans will further detail these goals based on *Pymble* community review and feedback, and emerging global best practice in education.

Personalised education

The signpost of personalised education ensures every *Pymble* student will be individually known, guided and challenged in ways that suit her individual skills, abilities and interests. From when she enters *Pymble* until she leaves, we will nurture her unique qualities so she achieves her best.

- Best practice will be our standard, drawn from research within the international educational community.
- At any point in her school journey, we will understand her progress through digital portfolios and meaningful assessment, reporting and student management systems. We will also widen the availability of new technology to support her endeavours.
- We will work together to help her become a responsible and independent thinker. To achieve this goal, we will forge new teaching and operational directions – including adopting a mentoring model of teaching, considering new school structures, and investigating experiential educational opportunities.
- We will continually provide her with inspirational learning opportunities that integrate multiple subjects under common themes and help her reach her academic potential.
- Diverse and flexible learning experiences – delivered locally and through international, remote and tertiary partnerships – will challenge her to think creatively, divergently and critically.

People and culture

Professional teaching and operational staff work together at *Pymble* to create a value-based educational culture. As part of *Pymble* life, staff will embark on their own learning journeys as they help shape our unique, world-class learning environment.

- By becoming reflective learners, we will, in turn, value and promote learning. As a team of staff committed to student success, we will embark on enhanced, personalised professional development to ensure we confidently lead *Pymble's* learning culture.
- We will continue to achieve global recognition for our contribution to educational best practice in girls' education, building a culture that supports and celebrates *Pymble's* research. Our published papers will contribute to international thought. As a school of global significance, we will profile at international educational conferences to showcase the *Pymble* way.
- We will appreciate and recognise staff who provide transformational experiences for our students, understanding the pivotal, life-changing role each staff member should play. The value we place on our staff will attract other like-minded leaders in learning to join *Pymble*.
- Our exceptional professional learning program will allow us to provide *Pymble* educators with real and relevant professional development. Through our new Professional Learning Centre and scholars-in-residence programs, we will highlight international and national thought in our educational practices.

Community

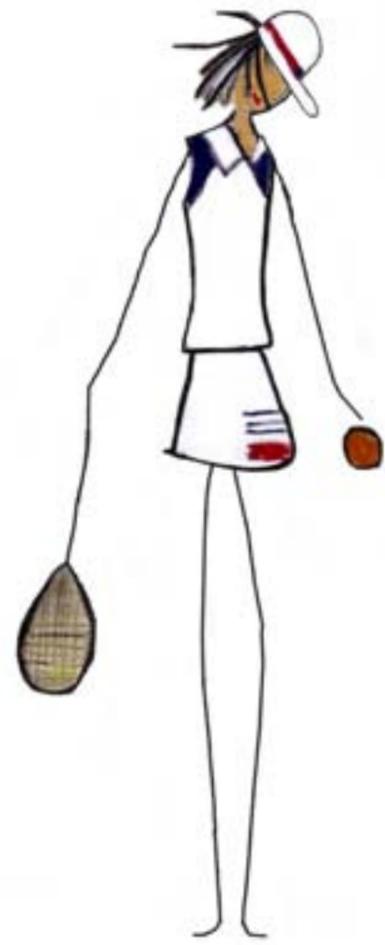
Pymble extends far beyond its gates. Global, multigenerational and loyal, *Pymble* community members support each other and the College. Enhanced communication – in all of its forms – will support this strength.

- By establishing a Development Office, we will create and embed a culture of loyalty, pride and lasting connection within the *Pymble* community.
- We will recognise and celebrate *Pymble's* history, tradition and cultural diversity through our learning structures, communications and College initiatives.
- Personalised stakeholder communication strategies, as well as an established home – school communication framework, will result in more effective understanding and personal engagement.
- An ongoing research program will ensure continuous improvement throughout the College within the educational, societal and wider community contexts.
- We will actively support our graduating students to succeed in their study and careers by developing networks within the wider community to provide mentoring, professional placement opportunities and career direction.

Sustainability

We will embed high-level sustainable practices in every area of *Pymble* life – in educational, operational and wider community settings – as the way to protect and guide our future. Social and personal responsibility, as well as economic and environmental initiatives, will be evident throughout the College, influencing others to make positive changes locally, nationally and internationally.

- Social responsibility will be our mandate. We will strengthen and expand our connections to broaden the social awareness opportunities we offer our students, developing partnerships and exchanges in disadvantaged and remote regions of Australia and the world. By participating in national and international experiences, *Pymble* students will develop the awareness, compassion and leadership skills they need to influence their communities.
- The personal health and wellbeing of our students, staff and wider community members is integral to our sustainability as a College. We will prioritise personal sustainability through individual programs and community-wide endeavours.
- We will ensure *Pymble* thrives under diligent financial stewardship. As part of our pursuit of excellence and our desire to achieve operational efficiencies, we will regularly review our commercial partnerships to ensure the College benefits from prudent resource management.
- We will be careful custodians of our environment, promoting environmental sustainability through College policies, practices, infrastructure and curriculum, and biodiversity through our land management.



A reflective journey...

Towards 2020 is a directional rather than a definitive document. It will be realigned after each biennial action plan, and is intended to reflect our continuing vision of creating a leading, nurturing learning environment that is universally acknowledged for its exceptional quality and opportunities.

Together, we have begun a remarkable journey to 2020.

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Pymble Ladies' College

Avon Road, Pymble NSW 2073 Australia
Tel: +61 2 9855 7799
Email: communityrelations@pymblelc.nsw.edu.au
www.pymblelc.nsw.edu.au

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A school of the Uniting Church in Australia for girls from Kindergarten to Year 12.
'All' Ultimo Lavoro' – Strive for the Highest

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