Vision 2020 and Beyond

Hope in our HEARTS

Purpose in our MINDS

Courage in our LIVES

Blue Mountains Grammar School
### Ad Altiora … to the Highest

**Our Mission** is Education for Life, so we are growing the character, knowledge and capabilities our students need to excel in learning and to live ‘Ad Altiora’ – to the highest.

**Our Vision** … **Hope** in our HEARTS  
**Purpose** in our MINDS  
**Courage** in our LIVES

### High Ideals … make life worthwhile

<table>
<thead>
<tr>
<th>Love</th>
<th>Hope</th>
<th>Faith</th>
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<tbody>
<tr>
<td>Love – we serve others rather than ourselves.</td>
<td>Hope – we have an expectation of a positive future.</td>
<td>Faith – our trust in God helps us overcome life’s challenges.</td>
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### Strong Identity … provides a backbone to our life

<table>
<thead>
<tr>
<th>Integrity</th>
<th>Purpose</th>
<th>Adaptability</th>
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<tbody>
<tr>
<td>Integrity – our beliefs, words and actions line up.</td>
<td>Purpose – we passionately pursue tasks that have meaning.</td>
<td>Adaptability – we are resilient; strong and flexible under pressure.</td>
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### Tenacious Grit … makes us unstoppable

<table>
<thead>
<tr>
<th>Reflection</th>
<th>Courage</th>
<th>Perseverance</th>
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<tbody>
<tr>
<td>Reflection – we pay attention to our actions and their outcomes.</td>
<td>Courage – we take well-considered risks that stretch us so we grow.</td>
<td>Perseverance – we strive to keep focused and persist.</td>
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### Broad Capabilities … make us fit for any challenge

<table>
<thead>
<tr>
<th>Create</th>
<th>Engage</th>
<th>Think</th>
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<tbody>
<tr>
<td>Imagining – we form images or models in our minds to help our experience or understanding.</td>
<td>Wondering – we ask great questions as we inquisitively and sceptically explore and clarify.</td>
<td>Linking – we seek coherence by identifying patterns, making inferences, and forming conclusions.</td>
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<tr>
<td>Crafting – we review, adapt, refine and improve our creations.</td>
<td>Noticing – we intentionally observe to uncover details, patterns, underlying complexity and deeper truths.</td>
<td>Distilling – we discern what’s important and condense information to capture the essence.</td>
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<tr>
<td>Enterprising – we are inventive and entrepreneurial in our approach to challenges and opportunities.</td>
<td>Planning – we form a strategic overview of actions to map a way forward.</td>
<td>Reasoning – we use intuition and logical evidence-based thinking to generate and critique ideas.</td>
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### Where We Aim

- **Hope** in our HEARTS
- **Purpose** in our MINDS
- **Courage** in our LIVES
Our Ad Altiora Framework for Learning and Life describes the type of graduates Blue Mountains Grammar School strives to foster; young people with hope in their hearts, purpose in their minds and courage in their lives. It is represented here in both graphical and tabular form.

**Character** (top half of table) – At the heart of the Ad Altiora Framework sits a ship symbolising the type of person we all aspire to be and the type of young people we seek to nurture; formidable people inclined and equipped to live life to the highest, striving optimistically for a better future; people with a Strong Identity, High Ideals, Tenacious Grit and Broad Capabilities. A Strong Identity is Who We Are and provides our lives with a backbone of Integrity, Purpose and Adaptability. High Ideals are the things that make life worthwhile – Love, Hope and Faith – they are Why We Are Here. Tenacious Grit is What It Takes to become unstoppable and includes Reflection, Courage and Perseverance.

**Broad Capabilities** (bottom half of table) – The icons that encircle the ship represent the skills that make us powerful learners and equip us for the challenges of life. However, by instilling these capabilities deeply they become more than What We Can Do, they become our habits or dispositions and therefore What We Actually Do. We Engage in our world by Wondering, Noticing and Planning; we Relate to others by Empathising, Communicating and Collaborating, we Create value through Imagining, Crafting and Enterprising; and we Think through problems and opportunities by Linking, Distilling and Reasoning.
To grow the type of outstanding young people described in our Ad Altiora Framework and ensure they become both formidable people and powerful learners, we will grow the character traits and capabilities necessary for success both at School and in life. We will thoroughly review every School program to ensure we seize the opportunities they present to provide a seamless learning journey for our students. Teachers will align their language and practices to maximise each student’s learning as well as their growth in learning capacity. They will design learning activities with curriculum content, academic skills, thinking capacities and learning dispositions in mind. Finally, we know that it takes a village to raise a child and that we will achieve the best results when the School and parents work in partnership together. For this reason we will host parent workshops each term to explore the ways parents can work alongside teachers towards our collective vision.

We will strengthen our position as the pre-eminent School in the Mountains as we RAISE the Bar in the following five Community Priorities. You will see us …

- **RELATIONSHIPS**
  - … ensuring each student is included, loved, known and connected

- **AUTHENTICITY**
  - … promoting hope, purpose, integrity and personal wellbeing

- **INNOVATION**
  - … thinking differently regarding learning, technology and facilities

- **SUPPORT**
  - … empowering staff, students and parents to strive for excellence

- **EDUCATION**
  - … raising standards by maintaining rigour and nurturing capability
Our School-wide focus on improvements in these five Community Priorities will strengthen our position as the pre-eminent school in the Mountains. We will continue to provide outstanding opportunities for our students in all areas of School life whilst we enhance School culture, especially learning culture, in order to secure for them the best academic and life outcomes. We will do all that we can to ensure that our entire School community wholeheartedly endorses the following statements.

Close and mutually respectful relationships are the cornerstone of our School community and the means by which we uphold the academic rigour that sustains high standards in all areas. We care for our students and expect a lot of them and they deliver because we engage them, challenge them, support them and intentionally grow their capacity. We are an inclusive community that knows, loves and has a plan for every student. They are proud of their achievements and those of others. They are authentic and compassionate, thoughtful and insightful, articulate and respectful, creative and entrepreneurial.

Academic excellence is the hallmark of a Blue Mountains Grammar School education, with our HSC results consistently exceeding expectations. Every student is committed to their studies, is optimistic about their ability to develop as a learner, sets aspirational academic goals and strives to meet them. Our focus on systematically nurturing each student’s learning capacity has been crucial to their learning progress and achievements.

The School’s extensive co-curricular offering provides opportunities for our students to explore their passions, develop a range of skills and interests, as well as grow in the character and capability necessary to thrive in our complex 21st Century world. Whilst our Wilderness Education program continues to set us apart, Sport, Debating, Music and Drama are all areas of great strength. Our students strive to succeed in these fields and when competing ensure we ‘punch above our weight’. Whilst being gracious in both victory and defeat their positivity and teamwork are what shines brightest.

Blue Mountains Grammar is an employer of choice for teachers both in our region and throughout Australia. We value our staff and so we support and empower them because we know that they are the ones who every day make a profound difference in our students’ lives. We invest in their professional development to enable them to flourish in their roles and their careers. They are forward-thinking, innovative and highly engaged in the teaching profession, sharing their expertise within the School, at conferences and to cohorts of visiting teachers who have heard about the great things happening at our School.

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### RELATIONSHIPS

We are committed to people flourishing in a network of rich, positive, open and inclusive relationships with their family and friends, within the School and with our community, including people from diverse backgrounds, worldviews and lifestyles.

#### Personal Relationships

- We aim for every student to feel the love and care of our School community, to know they are known and know that they belong.
- **a)** We will implement programs that promote and teach the skills and dispositions necessary to form and maintain positive relationships.
- **b)** We will implement a unified approach to the management of conflict and the restoration of relationships.
- **c)** We will refresh our approach to ‘bullying’.

#### Engaging in Community

- We seek to strengthen links with the local community through participation in community life and meaningful acts of service.
- **a)** We will develop several Community Engagement Teams to coordinate and promote student involvement with local communities throughout the Mountains.
- **b)** We will streamline and focus opportunities to serve the local and global community.

#### Indigenous Connections

- We honour First Nation Australians, value connections with our local indigenous community and seek to nurture a deep understanding of indigenous culture and worldview.
- **a)** We will explore further ways to meaningfully engage with our local indigenous community.
- **b)** We will search for further opportunities to embed an indigenous perspective in School life and learning.
### Individual Wellbeing

We are committed to the wellbeing of students and staff.

- **a)** We will improve our approach to monitoring individual wellbeing to ensure no one ‘falls through the cracks’.
- **b)** We will strengthen education programmes designed to promote positive choices in relation to digital communications, sex and drugs.
- **c)** We will pursue an approach to technology, including mobile phones, that educates, equips and protects students.

### Exploring Ideas

We explore big ideas and allow them to challenge our worldview whilst honouring a diversity of perspectives, traditions, beliefs and religions.

- **a)** We will explicitly highlight matters that pertain to worldview as part of the learning process and facilitate their free and open exploration.
- **b)** We will seek authentic and relevant ways to embed a Christian perspective in School life and learning.

### Connecting with Nature

We minimise our ecological footprint, connect with nature and enjoy its beauty and diversity.

- **a)** We will further embed sustainability into the curriculum and extend learning opportunities in surrounding localities including the Blue Mountains National Park.
- **b)** We will expand opportunities to preserve and enhance the School’s campus and surrounds, including the National Park.
- **c)** We will pursue achievable annual targets to measurably reduce the School’s ecological footprint.

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### Rethinking Learning

We explore opportunities for authentic, experiential, collaborative, multi-modal and multi-disciplinary learning.

- **a)** We will enhance innovation in curriculum and in teaching and learning to maximise student engagement, opportunity and growth.
- **b)** We will extend curricular and co-curricular STEM education programs.

### Embracing Technologies

We use technology to promote School efficiency and effectiveness and equip young people for the future.

- **a)** We will progressively upgrade all software systems to better support learning, student wellbeing, communication and administration.
- **b)** We will extend the range and upgrade the quality of our learning technologies.

### Upgrading Facilities

We aim to provide world-class learning spaces to connect people and support learning.

- **a)** We will better manage and maintain spaces to enhance people’s experiences.
- **b)** We will develop a Master Facilities Plan to articulate our vision for our campuses.
- **c)** We will maximise the benefit of seed funding provided by a generous benefactor through a 2020 fundraising campaign.
**SUPPORT**

We empower individuals to strive for excellence on the foundations of clarity, consistency, efficiency and accountability. Therefore we seek and listen to feedback and implement well-considered and responsive systems that support our focus on learning.

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<th>Improving Systems</th>
<th>Partnering with Families</th>
<th>Equipping People</th>
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<td><strong>We value systems that improve clarity, consistency, efficiency and accountability.</strong>&lt;br&gt;a) We will strengthen and streamline planning, administration, consultation and communication.&lt;br&gt;b) We will progressively review all School policies and look for opportunities to improve practice.&lt;br&gt;c) We will begin a formal review of current uniform and presentation guidelines.</td>
<td><strong>We partner with busy families to make their lives easier and support their effectiveness.</strong>&lt;br&gt;a) We will facilitate regular workshop sessions for parents on topics relevant to our partnership.&lt;br&gt;b) We will provide bus transport for younger students to and from both campuses.&lt;br&gt;c) We will work towards offering Before &amp; After School Care at both campuses and Vacation Care in all holiday periods.</td>
<td><strong>We inspire, motivate, equip and empower people to strive for excellence and lead others in doing so.</strong>&lt;br&gt;a) We will attract great staff and inspire, mentor and equip them.&lt;br&gt;b) We will increase investment in the professional learning of staff.&lt;br&gt;c) We will align staff and student leadership with School priorities and train leaders to excel in their roles.</td>
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<th><strong>sustaining excellence</strong></th>
<th><strong>enhancing learning</strong></th>
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We are committed to the best educational outcomes for every student and therefore we create engaging learning environments, set high expectations, express confidence in each student, systematically monitor student progress and reflect on our teaching and learning practice.

**Academic Rigour**

We are committed to challenging and supporting our students to attain the best academic outcomes possible.<br>a) We will sharpen our collective focus on ensuring 100% learning for 100% of students 100% of the time.<br>b) We will implement research-based teaching and learning strategies that have proven to make measurable differences to learning outcomes.<br>c) We will find opportunities to extend students in the areas of their gifts and talents.<br>d) We will support students to ensure they can access the curriculum and succeed in learning.

**Empowering Learners**

We are committed to nurturing the character traits and learning dispositions identified in our Ad Altiora Framework.<br>a) We will align practices with the School's Ad Altiora Framework.<br>b) We will implement learning focused and split-screen classroom practices to grow each student's learning skills.<br>c) We will make thinking and learning processes visible to students in teaching moments, documentation and displays.

**Monitoring and Feedback**

We monitor student progress, are responsive in our planning and provide meaningful and timely feedback.<br>a) We will track key measures of learning and wellbeing for every student to enable us to better support them.<br>b) We will enhance the quality and timeliness of feedback to students and parents.<br>c) We will mentor and coach students as they set and evaluate aspirational personal and learning goals.
Vision 2020 and Beyond... a summary

Our mission ...

is Education for Life, so we are growing the character, knowledge and capabilities our students need to excel in learning and to live ‘Ad Altiora’ – to the highest.

Our vision...

Hope in our HEARTS
Purpose in our MINDS
Courage in our LIVES

We will strengthen our position as the pre-eminent School in the Mountains as we RAISE the Bar in the following five Community Priorities.

RELATIONSHIPS
... strengthening bonds:  
• personal relationships  
• engaging in community  
• indigenous connections

... ensuring each student is included, loved, known and connected

AUTHENTICITY
... discovering ourselves:  
• individual wellbeing  
• exploring ideas  
• connecting with nature

... promoting hope, purpose, integrity and personal wellbeing

INNOVATION
... exploring possibilities:  
• rethinking learning  
• embracing technologies  
• upgrading facilities

... thinking differently regarding learning, technology and facilities

SUPPORT
... sustaining excellence:  
• improving systems  
• partnering with families  
• equipping people

... empowering staff, students and parents to strive for excellence

EDUCATION
... enhancing learning:  
• academic rigour  
• empowering learners  
• monitoring & feedback

... raising standards by maintaining rigour and nurturing capability

My Commitment
Throughout my first year at Grammar I have listened to as many perspectives as possible and distilled them into a fresh vision for our young people and our School. I have discovered a highly expert and committed staff who form the heart of a community that is aspirational for its young people; aspirational about their wellbeing, their capability, their academic outcomes and their achievements more broadly. Whilst I am committed to continuing to listen in the years to come, I am determined to do all that is necessary to bring about the outcomes described in our Vision 2020 and Beyond and to strengthen our position as the pre-eminent school in the Mountains.

Ian Maynard
Headmaster

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