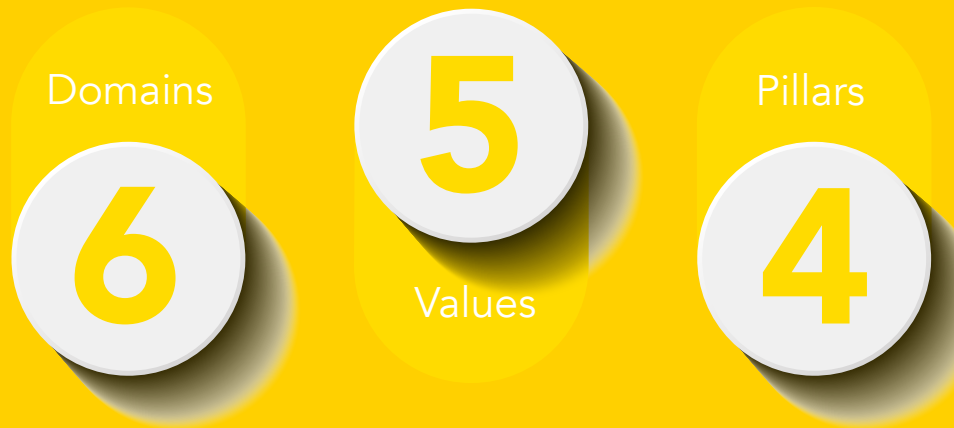


FIRBANK  
GRAMMAR

# 425

THE YEAR OF COMPASSION



### Our Motto

# 'Vincit qui se vincit'

One conquers, who conquers oneself.


### Our Vision

Firbank students embody our motto – conquering themselves, their challenges and embracing possibilities.






### Our Purpose

Firbank provides more than exceptional education. We care about our students and offer a breadth of experiences, knowledge and skills that equip them to be continuous 'conquerors of learning' and ready for life.





## Our 6 Domains

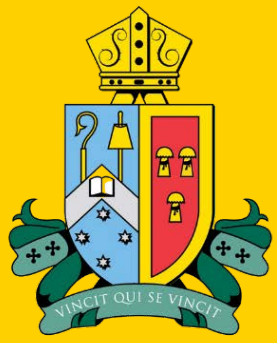
					
<b>RELATIONSHIPS</b>	<b>CONSIDERATION</b>	<b>RESILIENCE</b>	<b>CONFIDENCE</b>	<b>PASSION</b>	<b>ADAPTABILITY</b>
Firbank students develop strong relationships in any environment. They are taught the skills to build networks that will support them, open doors to new possibilities and provide them with a sense of belonging.	Kindness and consideration are woven into the fabric of life at Firbank. Students are made aware of the world around them. They are encouraged to think beyond themselves and to promote positive change.	Challenge is ingrained in Firbank's curricular and co-curricular activities. Resilience is developed and cultivated. Firbank students are taught to be capable, mentally strong and independent.	At Firbank, promoting a sense of self-worth and inner strength creates confidence in our students: confidence in themselves and their abilities and confidence to develop and express their point of view.	Firbank students are supported to find and follow their passion. They are encouraged to have determination and purpose in their actions and to celebrate their accomplishments.	Firbank students are encouraged to embrace and adapt to new and challenging situations. This enables them to be successful and at the forefront in a rapidly changing world.

## Our 5 Values

				
<b>COMPASSION</b>	<b>COURAGE</b>	<b>INTEGRITY</b>	<b>CURIOSITY</b>	<b>RESPECT</b>
We will act on our feelings of empathy and show kindness and forgiveness.	We will show strength of character. We are committed to speak and act from our heart. We are brave.	We will practise our values and do what we know is right, even when it is difficult.	We will investigate, ask questions and be creative. We will look forward to challenge.	We will treat others with care, courtesy, and politeness. We will include and value each other.

## Our 4 Pillars

			
<b>STUDENT ACHIEVEMENT</b>	<b>WELLBEING</b>	<b>STRONG COMMUNITY</b>	<b>SUSTAINABILITY</b>
Firbank provides an inspiring, balanced and progressive learning experience which enables students to meet their potential.	We know, value and care for our students; Wellbeing is at the heart of everything we do.	The Firbank family is a highly engaged community with a culture of inclusion, empathy and action.	We manage our School in a responsible manner to ensure a sustainable future.



FIRBANK  
GRAMMAR

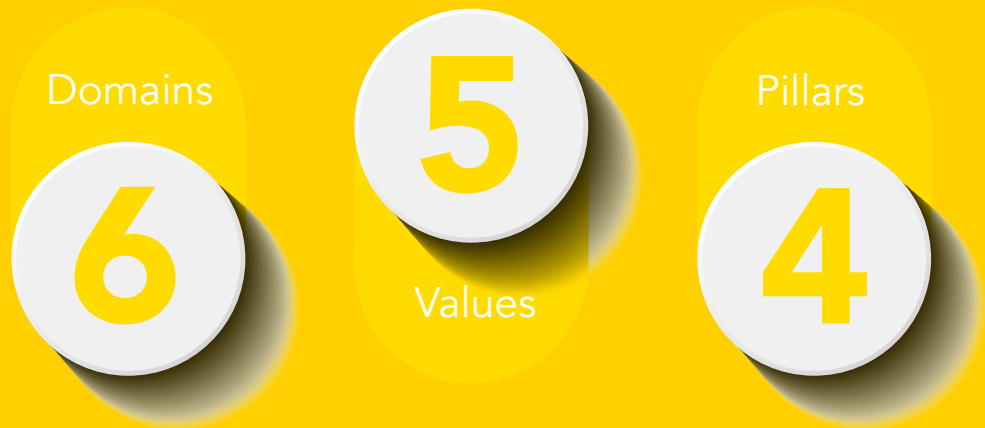
423

THE YEAR OF COMPASSION

STRATEGIC INTENT  
7 • 6 • 5 • 4



A school in the Anglican tradition



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## Our 7 Principles



#### MIND FRAME

Choosing an attitude which is positive and respectful.



#### COLLABORATION

Intentional dialogue and connection through resourceful relationships based on trust.



#### DESIGN & PLAN

Deliberate design that is data informed and agile, enabling students to thrive.



#### FEEDBACK

Effective and timely communication giving learners hope and understanding in their successful progression.



#### IMPACT & JOY

Creating joyful learning environments that provide rigorous and deep level learning experiences for all.



#### ACTION KINDNESS

Choosing to be kind to ourselves and others to create an affirming environment.



#### BE THERE

Actively focus on the moment and each other.

## Our 6 Domains



#### RELATIONSHIPS

Firbank students develop strong relationships in any environment. They are taught the skills to build networks that will support them, open doors to new possibilities and provide them with a sense of belonging.



#### CONSIDERATION

Kindness and consideration are woven into the fabric of life at Firbank. Students are made aware of the world around them. They are encouraged to think beyond themselves and to promote positive change.



#### RESILIENCE

Challenge is ingrained in Firbank's curricular and co-curricular activities. Resilience is developed and cultivated. Firbank students are taught to be capable, mentally strong and independent.



#### CONFIDENCE

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#### COMPASSION

We will act on our feelings of empathy and show kindness and forgiveness.



#### COURAGE

We will show strength of character. We are committed to speak and act from our hearts. We are brave.



#### INTEGRITY

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#### CURIOSITY

We will investigate, ask questions and be creative. We will look forward to challenge.



#### RESPECT

We will treat others with care, courtesy, and politeness. We will include and value each other.

## Our 4 Pillars



#### STUDENT ACHIEVEMENT

Firbank provides an inspiring, balanced and progressive learning experience which enables students to meet their potential.



#### WELLBEING

We know, value and care for our students; Wellbeing is at the heart of everything we do.



#### STRONG COMMUNITY

The Firbank family is a highly engaged community with a culture of inclusion, empathy and action.



#### SUSTAINABILITY

We manage our School in a responsible manner to ensure a sustainable future.

# Our 7 Principles



## MIND FRAME

Choosing an attitude which is positive and respectful

- Love what you do
- Be optimistic
- Set high expectations

## COLLABORATION

Intentional dialogue and connection through resourceful relationships based on trust

- Collective efficacy. We all contribute because we are better together
- Interactive and inclusive community
- Teamwork

## DESIGN & PLAN

Deliberate design that is data informed and agile, enabling students to thrive

- High level curriculum knowledge ELC -12
- Responsive to evidence
- Plan for maximising outcomes and growth
- Creative, relevant and engaging

## FEEDBACK

Effective and timely communication giving learners hope and understanding in their successful progression

- Show what success looks like, where we are, where we need to go and where to next
- Clear and direct
- Early, responsive, frequent and varied
- Inspire and develop self-efficacy

## IMPACT & JOY

Creating joyful learning environments that provide rigorous and deep level learning experiences for all

- Clear and visible learning intentions and success criteria
- Thinking is visible through classroom dialogue and questioning
- Creative and enjoyable experiences that welcome error, challenge and strive for flow
- Foster surface to deep to transfer understanding through SOLO
- Facilitate voice and agency

## ACTION KINDNESS

Choosing to be kind to ourselves and others to create an affirming environment

- Self-care
- Champion others-kindness is a strength
- Sharing successful and positive moments
- Random acts of kindness

## BE THERE

Actively focus on the moment and each other

- Active listening and attention
- Mindful, curious and present
- Valued and purposeful engagement

# Our 4 Pillars



## Student Achievement

Firbank provides an inspiring, balanced and progressive learning experience which enables students to meet their potential.

Through:

1. **An aspirational culture of learning that builds on each student's strengths**
2. **Challenging, relevant and engaging programs**
3. **Attracting and developing the best teachers**

Create an aspirational culture of learning.

We will:

- Provide students with a range of learning experiences to develop their potential
- Foster a love of learning and a desire to be lifelong learners
- Provide opportunities to develop the courage to express a well-informed point of view and have confidence in themselves
- Develop unique programs to ensure effective progression throughout the various stages of schooling and beyond

Deliver programs that are challenging, relevant and engaging.

We will:

- Provide an holistic, sequential and diverse program.
- Build resilience and adaptability through challenging educational experiences.
- Deliver programs which are academically rigorous, and encourage students to become curious passionate thinkers and questioners
- Encourage dynamic and leading technological practice which is integrated into teaching and enhances learning

Attract and develop outstanding staff.

We will:

- Commit to evidence-based quality teaching practice
- Empower and support staff to develop professional networks to enhance practice
- Promote collegial professional learning communities that enhance collaboration
- Create a culture of self-reflection



## Wellbeing

We know, value and care for our students; wellbeing is at the heart of everything we do.

Through:

1. **Enhancing wellbeing to enhance learning**
2. **A culture of kindness and resilience**
3. **Being agents of our wellbeing**

Acknowledge and promote the key role that wellbeing plays in ensuring that students can learn.

We will:

- Implement schoolwide practices, programs and resources that build social and emotional capacity
- Partner with parents in the shared responsibility of student wellbeing
- Provide roles within the School to support the promotion and collective understanding of wellbeing

Promote a culture of kind and resilient relationships across the school.

We will:

- Use the School's values in authentic ways
- Commit to building positive relationships in all areas of the School
- Work closely with students, staff, parents and alumni to share and promote successes, stories and information

Support students to understand what makes them unique and empower them to take increasing control for their own wellbeing.

We will:

- Provide students and staff with a range of support services
- Embed a positive classroom culture that is inclusive, enables student agency and self-efficacy
- Ensure that students are supported to identify and achieve personal goals
- Develop systems and processes to record and use information about each student



## Strong Community

The Firbank family is a highly engaged community with a culture of inclusion, empathy and action.

Through:

1. **Local and global relationships**
2. **Partnerships with parents**
3. **An engaged Alumni**
4. **Passionate staff**

Foster local and global relationships, to enable students to understand their responsibilities to others and to develop an ethic of service.

We will:

- Provide opportunities to celebrate and recognise various cultures and events of significance
- Embed a coordinated and organised approach to service and contribution across the whole school
- Provide programs and opportunities which enable students to develop an understanding of their place and responsibilities in the world both locally and globally

Encourage partnerships with families so that they feel welcomed and involved in school activities.

We will:

- Be inclusive of all families
- Support and encourage Parent Associations and affiliated groups
- Strengthen partnerships with families through accurate, timely and effective communication

Engage alumni to have a lifelong relationship with the Firbank family.

We will:

- Communicate with all alumni groups on a regular basis
- Provide opportunities for connection and engagement in current school life
- Engage alumni to view Firbank as an inter-generational school of choice
- Maintain accurate alumni records

Support, value and recognise passionate and committed staff.

We will:

- Create a professional culture
- Provide opportunities for professional and personal growth
- Provide opportunities to celebrate staff



## Sustainability

We manage our school in a responsible manner to ensure a sustainable future.

Through:

1. **Ensuring resources for today and tomorrow**
2. **Optimal enrolments**
3. **Skilled governance over the School's operations, decision making, risk management and regulatory compliance**

Manage our resources so they meet our educational vision for today and tomorrow.

We will:

- Provide quality and appropriate resources that enhance the educational programs
- Employ and develop committed staff who are adaptable and flexible
- Continue to review the Firbank masterplan to develop innovative spaces that enable and reflect our learning needs
- Consider the best environmental and sustainable practice in decision making

Ensure optimal Enrolments.

We will:

- Maintain ideal campus sizes
- Engage with Alumni to encourage cross-generational commitment to Firbank
- Continue to have a strong, proud presence, Bayside and beyond

Maintain skilled governance over the School's operations, decision making, risk management and regulatory compliance.

We will:

- Make decisions about programs, practices, partnerships and policies that are based on the best available evidence
- Ensure sound financial management
- Continue to grow and develop diverse revenue streams
- Encourage a culture of philanthropy

# Our 6 Domains

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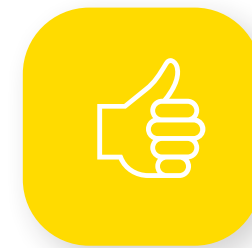
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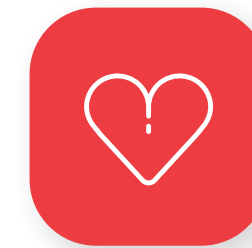
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