

Strategic Plan

2023 - 2025



Our Story

In a rapidly changing world, NBCS students can look ahead with confidence and hope. Although we cannot predict the future, we believe we can prepare our young people for it.

We want our students to finish at NBCS and leave with things that matter, things that stick. Values, Effort, Learning, Character, Relationships and Opportunities (VELCRO). We believe that these things will equip them for making their way in the world.

Our job, in partnership with families, is to enable students to address the questions of “who am I?” and “how can I be me?” as they develop the answers that will shape them on their journey to adulthood.

Our hope is that together we can build an enriching school community that inspires a love of learning and the growth of our students. We have high expectations and provide for our students what they need to meet them. We expect much from them because they are capable of much.

Our aim is to develop a culture that brings out the best in our students – in their learning, in their character, in the opportunities they take, in the friendships they make, and in understanding the message of the God who loves them.

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NBCS strategy at a glance

OUR VISION

Love Learning

OUR MISSION

*Excellence in Education,
Christianity in Action*

OUR VALUES

*Gratitude
Respect
Courage
Compassion
Commitment*

OUR GOALS



ACADEMIC

PURSuing AND CELEBRATING ACADEMIC EXCELLENCE



CHRISTIAN

LIVING AND SHARING THE BEAUTY OF FAITH IN JESUS



WELLBEING

NURTURING AND GROWING OUR COMMUNITY



CO-CURRICULAR

EXTENDING OPPORTUNITIES AND ENRICHING LIVES



STAFF

SHAPING AND ENGAGING TALENTED CHRISTIAN STAFF



INFRASTRUCTURE

INSPIRING AND INVIGORATING LEARNING

Our Vision, Mission and Values

Our school is a Christian community that supports and encourages learning, growth, wellbeing, connection, belonging and community.

This rich foundation is reflected in our Vision, Mission and Values, enabling us to foster a lifelong love of learning and hope for the future.



VISION

Love Learning

The direction and focus of our love determine who we are and who we become. The role of NBCS, in partnership with families, is to help direct the loves of its students - love of learning, love of others and love of God. With an emphasis on transformation, not just information, we are intent on shaping the whole person. A love of learning will see our students take hold of the many opportunities on offer at school, doing their best in the challenges that come their way.

MISSION

Excellence in Education, Christianity in Action

We trust our students will pursue wisdom and develop character within a supportive Christian community. Our aim is for students to explore and extend their potential in a healthy and productive way. Ultimately, we want our students to know that they are loved by God and loved by the community around them. We will support them in their successes and as they face challenges along the way.

VALUES

Our values reflect who we are and help determine approaches that will see our community flourish. These values shape how we relate, guide our strategy and our decision-making. We trust that the values we instill in our students will equip them for the journey ahead.

Gratitude

A thankful heart creates a healthier mindset, allowing us to embrace possibilities. Gratitude helps us to be joyful, enables us to celebrate the wins along the way, while keeping our sights on what is ahead, with a sense of hope and purpose.



Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.
Thessalonians 5:16-18

Respect

When we affirm the value of another person, listen to them, and consider their needs, we build trust and ultimately a deeper sense of belonging. Respect builds a more resilient, connected community.



So, in everything, do to others what you would have them do to you.
Matthew 7:12

Courage

Grit, determination, and perseverance are attributes that enable us to navigate challenges with a sense of resolve and optimism. Courage ensures that we come through the other side of these challenges with greater depth of character and self-knowledge.



Be strong and courageous. Do not be afraid or terrified because of them, for the Lord your God goes with you; he will never leave you nor forsake you.
Deuteronomy 31:6

Compassion

We want to look beyond our own needs and seek opportunities to use our God-given talents and resources to make a difference in the lives of others. Compassion sheds light in dark places, heals hurts and shows the heart of God.



Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.
Ephesians 4:32

Commitment

We are willing to work hard and give our best whatever we do. Commitment is the ability to see things through, to be people of our word, committed, reliable, diligent, and engaged, knowing that effort and application matter.



Whatever you do, work at it with all your heart, as working for the Lord.
Colossians 3:23



1. ACADEMIC

PURSuing AND CELEBRATING ACADEMIC EXCELLENCE

We value learning as the ability to make sense of the world. We do this by connecting the unknown to the known, thereby expanding our knowledge base. The more we know, the easier it becomes to interpret new and different information and develop an understanding of the patterns of life. Our ability to acquire and apply new information and skills is crucial to our development. Learning is an exploration into the space of possibilities, converting unstructured information into meaningful and useful knowledge and skills, to prepare for and contribute to the future. In the process of learning, we value expert teaching and evidence-informed instruction to support, enrich and extend all in the pursuit of academic excellence.

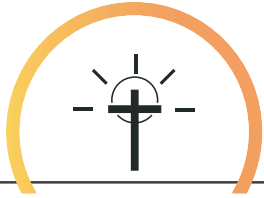
Key Strategies

1. Develop and enrich student learning in literacy and numeracy through consistent approaches and a clear continuum of core skills.
2. Use evidence-informed principles of explicit teaching and differentiated instruction to create meaningful, challenging learning experiences for all students.
3. Coordinate curriculum design and learning, connecting programming, feedback, and assessment to develop and deepen knowledge, understanding, and skills.
4. Coordinate academic data to provide ongoing, meaningful feedback to track and review student progress against relevant goals.

Success Measures

- A clear progression of development regarding core literacy and numeracy skills demonstrated at a classroom and program level.
- Academic growth for all students in core skill and subject areas at the student, course and school level based on relevant internal and external assessments, tests, and observations.
- Academic feedback and progress data is readily available to teachers, students, and parents.





2. CHRISTIAN

LIVING AND SHARING THE BEAUTY OF FAITH IN JESUS

By the time a student leaves NBCS, our aim is that they understand the Christian message of dignity, truth, grace, forgiveness, and hope. We believe Jesus' life, death and resurrection underpin these ideas, and we celebrate that we can be reconciled to Him. NBCS strives to honour the students and families as they question and form their own beliefs. We want students to leave with open hearts as their faith journey continues. Our staff seek to live and share the beauty of faith in Jesus. We do this to serve and contribute to God's good world.

Key Strategies

1. Equip staff pedagogically and theologically.
2. Integrate Chapel, Chapel Reflection, Christian Studies.
3. Continue to build visible, voluntary Christian groups.
4. Initiate service programs as an outworking of faith in Jesus.

Success Measures

- Improved confidence in sharing faith and ability to answer questions comfortably and openly.
- Ask thought-provoking questions that lead to understanding.
- Create lesson plans, devotions and discussions that are engaging, relevant and theologically rich.
- Students understand the Christian message.
- Students can identify and speak to biblical literary styles.
- Students remain open to conversations about faith and feel able to thoughtfully critique.
- Students can articulate the beauty of Christian faith.
- Students are comfortable to express their beliefs.
- Growth of groups and students.
- Positive parent feedback.
- Depth in relationship with God and others.
- Create new programs and partnerships.
- Strengthen ongoing partnership with organisations.
- Increasing student interest and participation.
- Known to the wider community.





3. WELLBEING

NURTURING AND GROWING OUR COMMUNITY

NBCS is steadfastly committed to supporting the positive behaviour and wellbeing of all students. We partner with families in striving to know and understand each child. Our goal is for every student to develop their social and emotional maturity and the values required to thrive. Through evidence-informed programs, students develop their relational ability and resilience, as they pursue opportunities to serve the community.

Key Strategies

1. Embed the NBCS K-12 Wellbeing Framework.
2. Using effective communication, grow a shared understanding of NBCS values to support culture, student wellbeing and behaviour.
3. Implement effective professional learning to equip staff in supporting wellbeing.
4. Foster parent engagement through events that support students and families.
5. Develop and initiate programs that allow students to serve others and develop a clear sense of purpose and belonging.

Success Measures

- Evidence of activities implemented as documented.
- Improved wellbeing and behaviour of students demonstrated in data.
- Values spoken to and embodied by NBCS students and staff.
- Cultural change evident through data, including uniform adherence and stakeholder surveys.
- Relevant staff to be trained in Youth Mental Health First Aid.
- Training for staff on wellbeing and behaviour strategies.
- Increased attendance at events.
- Positive parent feedback.
- Implementation of a range of effective service programs.





4. CO-CURRICULAR

EXTENDING OPPORTUNITIES AND ENRICHING LIVES

Whether it is creative and performing arts, music, debating and public speaking, outdoor adventure, service, sport, media, or technology, we seek to give our students the chance to discover and grow their God-given talents. These opportunities often lead to new interests, enabling our students to develop confidence as lifelong learners and participants.

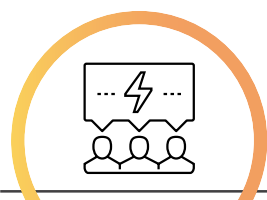
Key Strategies

1. Articulate purpose, benefits, and links with curriculum and raise awareness of co-curricular programs.
2. Enhance and refine co-curricular offerings.
3. Review house structure to enhance house spirit.
4. Develop student leadership opportunities.
5. Develop Alumni impact on the NBCS community.

Success Measures

- Clearly structured, current co-curricular information communicated and available for parents and students.
- More programs, greater involvement, positive feedback. Increase staff and student participation in co-curricular activities.
- Expanded range of house activities and data-evident enhanced house spirit.
- Students provided with practical leadership opportunities.
- Increased and improved alumni opportunities to inspire current students to pursue passions or interests.





5. STAFF

SHAPING AND ENGAGING TALENTED CHRISTIAN STAFF

Exceptional staff make exceptional schools. Developing our teachers, and the staff who support them, is an ongoing priority. Effective teaching is shaped by the appointment and development of quality staff who share a commitment to learning and the Christian faith. By working together, we create and maintain a strong learning culture for all and improve learning outcomes for our students.

Key Strategies

1. Develop a Professional Learning Framework that identifies staff goals aligned with evidence-informed practices and school direction.
2. Provide targeted support for new staff to promote connection, contribution, and confidence.
3. Provide appropriate professional learning opportunities, resources, and career development for all staff.
4. Enhance staff wellbeing by providing a clear sense of purpose, efficient systems, and resources.
5. Remain as an employer of choice.

Success Measures

- All staff have identified professional goals and work towards achieving them.
- All staff receive feedback and support to grow professionally.
- Staff measures better than the Independent Schools' benchmark.
- Professional learning programs are applied consistently across a variety of contexts.
- Quality induction process maintained and developed.
- Supply of quality Christian applicants and high staff retention.





6. INFRASTRUCTURE

INSPIRING AND INVIGORATING LEARNING

Our state-of-the-art campus reflects the important balance between form and function. It is shaped by the belief that learning spaces and technology must meet the needs of students and teachers, while inspiring new possibilities for learning. Our facilities exist to help bring our Mission and Vision to life.

Key Strategies

1. Create effective and inviting learning environments, that support student learning, interaction, and play.
2. Encourage respectful use of facilities.
3. Enhance environmental sustainability.
4. Provide spaces that continue to meet the needs of specific, specialist activities and learning.
5. Manage school facilities to enhance and maintain learning.
6. Revise and update NBCS Masterplan.
7. Enhance data and cyber security.

Success Measures

- Excellent quality of all facilities across the campus.
- Facilities are appropriate for their function (enhance learning).
- Stakeholders are satisfied with the quality and functionality of NBCS facilities.
- Demonstrates energy efficiency and sustainability.
- Good stewardship applied to implementation of new facilities.
- NBCS continues to be known to for its excellent learning facilities.





NBCS 
NORTHERN BEACHES CHRISTIAN SCHOOL

Love Learning

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