



Strategic **Direction**

St Aidan's Anglican Girls' School

Leading the Future



Our Mission

St Aidan's strives to provide
excellence in education
in a caring, friendly environment,
where each individual is nurtured
and shaped by the values
of the Christian faith
and has the opportunity
to achieve her full potential.

Our Aspiration

St Aidan's strives to be a world leader in girls' education.

Our Vision

St Aidan's Anglican School nurtures each student's personal aspirations within a vibrant learner-centered community.

Our Motto

Per Volar Sunata (Born to Fly Upwards)

We believe that a St Aidan's education empowers and enables girls and young women to successfully reach their full potential.

Our Intent

Our focus is to develop and promote authentic, caring, confident, creative and connected women who value reason, imagination, truth, compassion and responsibility.

At a Glance



Our History

St Aidan's was established in 1929 by the Sisters of the Society of the Sacred Advent – an order of Anglican Sisters committed to serving God through nurturing and serving young women.

Some of our notable Alumnae:

Helen Barrett (1939) – Missionary

Winifred Davenport OAM (1941) – Marine Engineer

Kathryn McMillan QC (1980) – Barrister

Kate Miller-Heidke (1998) - Singer/Songwriter

Anne-Marie Rice (1991) – Lawyer

Joy Roggenkamp OAM (1945) – Artist

Lucy Strickland (1990) – Humanitarian Aid Worker

Dr Kate Stringer (1993) – Surgeon

Helen Summers (1978) – Optometrist



Our Students

- 22 students in our coeducational Kindergarten
- Approximately 940 girls in Prep to Year 12
- 40 international students form Year 2 to Year 12
- 24 feeder schools across greater Brisbane.

Activities

Our strong and dynamic music, dance and debating programs provide the foundation for our activities program. Many opportunities are available for Junior and Senior School students and their extra-curricular participation.

Sport

We are members of QGSSSA and Andrews Cup school sporting associations, as well as local club associations for Touch Football, Netball, Rowing and Basketball.

We proudly encourage girls to develop a love of participation and competition and we support our representative sportswomen through the Athlete Mentoring Program and Lifetime Tennis Partnership.

Educational Excellence

Where have we come from?

Progress over the past five years has been significant. Priority work on **Educational Excellence** has seen our staff undertake deep and comprehensive training and development in preparation for the new QCE, Assessment and ATAR Tertiary Entrance System. We are proud of the continuing and outstanding academic achievement of our students.

St Aidan's continues to feature in the very top percentage of high performing schools in Queensland, when it comes to ATAR and NAPLAN results.

Inspiring Professionals

The introduction of a Human Resource department at the School has ensured maximised outcomes in recruitment, selection, development, and retention of our outstanding and professional staff. Teachers continue to grow a professional culture of collaboration and feedback, and our Research Program guides evidence-based decision making, contextualised practice, and opens up opportunities for our **Inspiring Professionals** to engage with universities in action research and the pursuit of their own further study.

Living Faith

We have been intentional in placing greater emphasis on understanding the values of and learning the stories of the (Sisters of) the Society of the Sacred Advent. **Living Faith** encapsulates the liturgical life of our School, our Anglican ethos and the daily, living-out of the Philosophy of the Society of the Sacred Advent. In all we do, we expect to demonstrate the Society's values of humility, compassion, courage, resilience, faithfulness, and whole-heartedness.

Nurturing Environment

In 2018, we began the process of determining the future use of our facilities and built environment. We dared to dream differently and as a result we have an aspirational Master Plan for the development of Ambiwerra and the redevelopment of the Ruthven Street campus. As we utilise Ambiwerra more efficiently, we open up space on the Ruthven Street campus.

The strategic shift from **Enriching Environment** of the previous Strategic Plan to **Nurturing Environment** in this Strategic Direction, we believe, better captures our priority refurbishment and capital, our desire to be exceptional stewards of the land on which our School resides, and our call to focus on sustainability into the future.

Connecting Community

Connecting Community over the life of the previous plan has helped us shine the spotlight on the collective efforts of our Peak Bodies – School Council, Foundation, and Parents and Friends Association to grow our School’s potential. Also, we continue to see greater connection between our 7,000-strong Alumni, with their School, with current students, and with each other. Our service groups, such as Interact, Penguin Aid, and the Duke of Edinburgh program leads the way in forging meaningful partnerships with local community agencies. Our Reconciliation Action Plan has been formally accredited and guides our commitment to reconciliation with First Nations Peoples.

St Aidan’s has woven a much-loved history with evocative traditions, over many generations. *St Aidan’s Anglican Girls’ School Strategic Direction: Leading the Future* is designed to honour our past, steeped in values, which ground us, while whole-heartedly embracing the realities of a world of change. We have much to celebrate in the achievements and collective efforts of our school community. *Leading the Future* builds on these achievements and ideas, and aspires to fly further.

Our Direction

Our Strategic Direction has been developed to lead the course of St Aidan's from 2022. The School Council, in consultation with the school community, has reviewed each focus area and created our Strategic Direction, which will provide a basis in shaping the school's annual operational plans in each focus area.

Our Direction will be monitored by the School Council through an annual cycle of reporting for each strategic focus area. It will also be reported on regularly to the wider community by the Principal and the Leadership Team.

In the last Strategic Plan, we identified five strategic priorities to grow a vibrant, learner centred community:

Educational Excellence

Inspiring Professionals

Living Faith

Enriching Environment

Connecting Community

Each of these pillars are grounded by our core values.



Our Values

Authentic

With the help of teachers, coaches, and peers, we find our students find their voices and grow to be comfortable in their own skin. Talents and individuality are celebrated, and we express our values and views in our own way, knowing we will never need to sacrifice self-respect.

In a girls-only environment, we meet challenges head-on and step up to leadership. Consistent, outstanding academic achievement occurs because we are open, we speak up and are heard, and we work hard.



Our Values



A person is sitting on a grassy field in a forest. The background is filled with green trees and foliage, creating a soft, out-of-focus effect. The person's legs and feet are visible on the left side of the frame, wearing dark socks and shoes. A semi-transparent text box is overlaid on the right side of the image.

Caring

At our school, we learn the importance of empathy. We know care, kindness and respect starts with empathy. We learn that empathy allows for listening and listening leads to understanding. When we truly try to understand others, we genuinely care.

Caring at St Aidan's sets us up for a life of giving back to the community and the life-long desire to make a difference.

A blurred background image showing students in a classroom setting. On the left, a dark blue vertical bar contains the text 'Our Values'. The main area is a light grey rectangle containing the 'Confident' section. The background image shows students, with a girl in the foreground looking down and another student visible behind her.

Our Values

Confident

At St Aidan's we are encouraged to do whatever and be whoever we want to be. It is important to us to honour the vision of the Society of the Sacred Advent (SSA) and that means our education encourages us to consider emotional, social, intellectual, spiritual, and physical growth. Thanks to the values of the SSA, we have always felt empowered to be the best versions of ourselves.

Most of our role models are of the same gender and we know and see their positive effect on how we view ourselves. Our leadership programs promote leaders who enable others and can embrace uncertainty. Competition, a safe place to take risks and the development of resilient behaviours are all part of an education at St Aidan's.

Wellbeing is front and centre; with a focus on how girls learn, we are fortunate to have the time and space to be aspirational, motivated and have a strong work ethic, while attending to our mental and physical health.



Our Values





Creative

Learning and teaching at St Aidan's leads us to be outward-looking and future-focused. We are respectful of what has come before us. We buck the trend when it comes to girls and the study of STEM subjects. We have the chance to hone our critical, creative, and collaborative skills in wide-ranging curricula, including STEAM, digital studies, literature, humanities, enterprise, arts, and languages.

Our students are free to experiment and explore, no matter their age or the subject matter. They are encouraged to follow their ambitions in a supportive, encouraging, and playful environment. At our school, learning is to ask questions, make mistakes, take risks, and always try again.

We expect to change the future.

Our Values





Connected

Our community fosters respect, courtesy, and kindness. Students are encouraged to connect as individuals to something bigger than themselves and engage as active participants in all opportunities presented to them.

We live in faith, guided by Christian values, with our connection to the Society of the Sacred Advent and our focus on living their values day to day. Our strong community connections with local outreach and community groups, alumni, parents, and staff, allow relationships to thrive, and we flourish in an inclusive and diverse community. We value fostering our connections with each other, to the natural world, our local community and to the global and technological environments.

Strategic Direction

Key elements of our strategy are detailed below and we present the pillars of our renewed Strategic Direction on the following pages.



Research

The St Aidan's Research program has grown significantly since 2018 to include projects that involve School Council, School Leadership, teaching and support staff, and students. The Karen Spiller Fellowship and our reciprocal relationships with universities support action research and evidence-based practice.

Governance

Our peak bodies include School Council, Foundation, and the Executive of the Parents and Friends Association.

Our School Council consists of Old Girls, current and past parents, clergy, and independent directors.

The Sisters' Trust meets each term to consider the governance and progress of St Aidan's and our sister school, St Margaret's.

Learning and Teaching

We are proud of our highly qualified and professional teaching staff. We encourage teachers to undertake further study, research, and development. Learning for feedback, differentiation, and growth mindset guide classroom practice for effective learning.



Academic

We are known for our consistently outstanding academic outcomes, making us one of the top three performing schools in Queensland.

In the first year of the new tertiary entrance system, our Year 12 students achieved a median ATAR of 92.90 and 69% of students achieved an ATAR of 90 or above.

We have consistently placed in the top 10 performing schools in Queensland for NAPLAN results in every year level.

Faith

We are welcoming and inclusive. Our Christian values are at the heart of what we do, and we celebrate diversity. Our students come from many countries, speak many languages, and have varied religious backgrounds.

Strategic **Direction**

2022-2025

Leading the Future



**Educational
Excellence**





St Aidan's delivers excellent education based on **balance, deep learning, challenge** and **innovation**. We provide an extensive range of extracurricular activities, designed to encourage students to develop **wellbeing, confidence, leadership** and **empowerment**.

- Deliver outstanding educational and extracurricular programs, which meet the needs of each student
- Develop contemporary educational programs that provide the flexibility and opportunity to undertake personalised learning pathways
- Use and implement evidence-based and innovative educational programs to enable achievement of academic, training and career goals for all students
- Develop critical and creative thinking to enable transfer and application of learning across academics, engagement and wellbeing
- Identify and communicate essential knowledge, skills and values needed for future pathways beyond the classroom
- Develop student wellbeing through the continued development and delivery of the Social and Emotional Learning (SEL) Program across the school community to address age specific needs impacting on young people
- Deliver a capital improvement plan for the Junior and Senior School sites.

Living Faith





St Aidan's creates an environment where students and staff reflect the School's **Values** and **Mission**, expressing the **Christian faith, Anglican ethos** and the **founding values** of the Society of the Sacred Advent.

- Ensure a rich and meaningful Eucharistic Life in the School honouring the living tradition (of the Sisters) of the Society of the Sacred Advent, founders of St Aidan's and in particular their call "to put the love of God above all else and love one's neighbour" as our constant theme
- Continue to develop a strong "family" community where parents and family members feel they belong and where all work together and faithfully strive to uphold our Values
- Offer every student the opportunity to come to faith in Christ and be encouraged in their Christian journey
- Commit to the holistic development of each person in discovering and developing their God-given gifts and identity, and the social and cultural web in which they are entwined
- Nurture good citizenship and school spirit throughout the School, seen in mutual respect for all, inclusive behaviour and in a range of service opportunities
- Understand unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation especially with the First Peoples of Australia
- Strive to safeguard the integrity of creation and to sustain and renew the life of the earth.

**Inspiring
Professionals**





St Aidan's endeavours to employ the **highest quality** teaching and support staff through ensuring best practices in our **recruitment, selection, development** and **retention** of staff.

- Support and develop staff to be reflective practitioners and to model life-long learning
- Continue to develop a feedback culture for teachers where data and student needs inform decisions
- Grow a staff culture reflective of the school's Mission, Vision and Values, keeping true to the Ethos of the Society of the Sacred Advent
- Produce a Leadership Development Program and Talent Management Strategy to encourage leadership opportunities and assist development of leadership skills for staff
- Support staff and their wellbeing and acknowledge that each professional has unique talents which we commit to nurturing, developing and celebrating.
- Provide opportunities for collaboration, recognising that education is a collaborative profession and that our work is enriched through working with colleagues, learning from each other and contributing to our practice.

**Nurturing
Environment**





St Aidan's commits to a vision for a **sustainable future; awareness, knowledge, skills, values** and **motivation** to live sustainably are supported by the endeavours of students, staff, parents, peak bodies and alumni.

- Develop adaptable and environmentally sustainable learning, working and communal spaces that connect to nature
- Review our ecological carbon footprint and commit to working on initiatives that can reduce our school's environmental impact through student and community leadership initiatives
- Continue to develop opportunities for Peak Bodies, staff teams and student associations to meet and work together on programs that target an improved understanding of the interconnectedness between the emotional, social, spiritual, cultural and physical wellbeing of students and staff and academic sustainability
- Continue to respond to changes in educational needs by nurturing a blended learning environment to develop effective interactive learning spaces, education programs and appropriate modes of digital communication
- Deliver the early stages of the St Aidan's Master Plans for facility development of the Ambiwerra and Ruthven Street campuses.

Connecting
Community





St Aidan's promotes **belonging** and **connectedness** to a community made up of caring people, a shared vision and a vibrant place. We are intentional in 'opening up' St Aidan's to our **local and global communities**, in being hospitable and in growing our reputation as being welcoming residents in service to our community, as well as **curious citizens of the world**.

- Promote authentic and seamless connections between our Junior and Senior Schools
- Support the legacy and future contributions of Alumni by stewarding meaningful engagement between the OGA, the daily life of the school and future development opportunities
- Foster positive and strong relationships with our families through purposeful events and genuine opportunities to engage in their children's education
- Develop opportunities for service and to connect with our local and global communities
- Establish and nurture reciprocal partnerships with research institutions, community agencies and educational organisations, at local, national and international levels.



We are born *to fly*



St Aidan's

Anglican Girls' School

A School of the Society of the Sacred Advent

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