



TGS

# STRATEGIC INTENT

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*BONUS INTRA MELIOR EXI*

2021-2024







# INTRODUCTION

*For more than 130 years, the story of Townsville Grammar School has encapsulated the spirit of the North, connecting generations of families, building a community of past, present and future Grammarians, and upholding an enduring commitment to delivering a Grammar education.*

Townsville Grammar School is proud to maintain a reputation as the leading academic school in northern Queensland, a position that has been unrivalled throughout the School's history. After 13 decades of delivering an exceptional educational offering, the School's Board of Trustees and Senior Management Team have once again reflected and considered its strategic positioning as a leading educator in what is now the 'new world' – a world forever changed through the impacts of the 2020 pandemic.

In undergoing this strategic review, the School's history, heritage, values, character and purpose have been examined, explored and conceptualised within this Strategic Intent document.

Townsville Grammar School has long provided exemplary academic and values-based leadership through the delivery of a broad and liberal education, where the development of each student is based on the principle of "personal best". Whilst academic excellence will always remain the key driver of the School, it does not sit alone. The strong and demonstrable culture of deep and authentic teaching and learning extends beyond the classroom into the domains of community, service, entrepreneurship, creativity, innovation and sustainability.

Preparing our students for the new world is the priority, and this will be achieved through a framework of our four key domains, guiding the School through the coming four years. These domains will ensure that, whilst academic excellence and pursuit will be upheld, the School will also continue to seek to purposefully engage in the areas of co-curricular development and engagement, community, ethical sustainability and servant leadership, to ensure our students become equipped to take their place in the community of our world.

To wear the Black and Gold is to be a Grammarian, to be a part of the story of this great School. To wear the Black and Gold is to belong to, and subscribe to, the values and character of our School, as outlined within this document. To wear the Black and Gold is to take on the responsibility of what it means to be a Grammarian – to use the privilege of a Grammar education to do good in, and for, the world.

This document is the result of significant reflection and planning, influenced by the impact of the 2020 pandemic, and driven by the aim of inspiring our young people to develop a great love for discovery today, so that they can live life with purpose and passion tomorrow.

2021-2024 will be another transformative chapter within the history of Townsville Grammar School, as the School prepares to grow and respond to the changing parameters of our society, whilst always remaining faithful to Bonus Intra Melior Exi – enter good, exit better.

# OUR STORY

*Ours is a story of endurance, resilience and community.*

*Ours is a story of determination and endeavour.*

*Ours is story of hope, compassion and contribution.*

*Ours is a story of an enduring commitment to a Grammar education.*

For more than 130 years our story has encapsulated the spirit of the north, connecting generations of families and building a community of past, present and future Grammarians.

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## OUR CHARACTER

We are rich in diversity

We are contributing and compassionate

We are loyal and genuine

We are brave and dedicated

We are spirited, yet focused

## OUR PURPOSE

To inspire our young people to develop a great love for discovery today, so that they can live life with purpose and passion tomorrow.

## OUR INTENT

To always remain faithful to Bonus Intra Melior Exi. To provide students with opportunities and support to achieve their personal best







# WE AIM TO

- Unlock the strengths of each individual through instilling a growth mindset of seeking personal best.
- Seek the highest possible academic standards and deliver an exceptional education.
- Offer a disciplined, well-ordered and guided school life through which shared community activities foster initiative, independence, humility and integrity.
- Promote the development of judgement, discernment and awareness of heritage.
- Equip students to take their place in the community of the world - future world preparedness.
- Cultivate a mindset where students are open to opportunity, where they have the discernment to identify opportunity, and the courage to accept opportunity.

# WE VALUE

## *CONNECTION*

Through talking, working and dreaming together, we grow as individuals and as a community.

## *CURIOSITY*

We constantly ask 'why'? We actively seek creative and innovative answers, solutions and outcomes for ourselves and others.

## *INCLUSIVENESS*

We encourage the freedom of individuality, difference and uniqueness that provides a sense of belonging and enables our people to thrive.

## *HUMILITY*

Personal achievement through honest endeavour with accountability, grace, respect and integrity.

## *COURAGE*

Developing strength of character through learning to face life's challenges with the resilience to continue to strive for personal best.







## DOMAIN 1

# TEACHING & LEARNING

### STRATEGIC INTENT

To provide an exceptional educational environment whereby each student develops a love for discovery, and a mindset to strive for personal best in all of their endeavours, both inside and outside of the classroom.

#### GOAL 1:

*To provide an exceptional education through the cultivation of a culture of joy in discovery and learning, backed by a pastoral approach that develops in each student the values and character strengths that will prepare them well for life and contribute to positively shaping our world.*

##### Strategies:

1. Develop research-based pedagogy in an academic environment that maintains the highest possible standards and inspires excellence.
2. Place innovation, creativity, entrepreneurship and a global mindset at the forefront of learning at Grammar.
3. Deliver a rigorous, innovative, forward-thinking academic program that inspires discovery, develops critical thinking, fosters intellectual agility and prepares students to be ethical, compassionate and responsible citizens.
4. Deliver, support and encourage student participation in a diverse range of co-curricular activities in service, arts, sports and other fields, for students to discover their innate talents and take appropriate risks.

#### GOAL 2:

*Foster a safe and supportive environment that enables our students to achieve their personal best.*

##### Strategies:

1. Empower students to refine their co-curricular pathways to foster passion and personal growth.
2. Support and encourage our students to develop personal tools that support growth in personal wellbeing, resilience and character.
3. Provide authentic and relational service learning programs that promote personal growth and benefit the wider community.
4. Provide a whole-school wellbeing curriculum to guide our students to take responsibility for their actions, learning and concern for others.
5. Foster a resilient and empathetic School culture that is characterised by positive, supportive relationships, respect and mutual understanding.
6. Deliver a student-focused boarding program that enhances and enriches the School experience for both boarders and day-students.
7. Promote greater understanding of and participation in the School's IB program.



## DOMAIN 2

# PEOPLE & PURPOSE

### STRATEGIC INTENT

To cultivate a dedicated, purposeful and inspirational staff who actively and consciously model servant leadership, recognising that our school leaders serve with humility those whom they lead.

### GOAL 3:

*To continually support and foster a professional, ethical and compassionate staff who strive for excellence and ongoing improvement, and, in doing so, foster in each student a love for discovery.*

#### Strategies:

1. Develop highly accomplished and inspirational teaching and support staff committed to their practice and ambitious for the learning and wellbeing of all students.
2. Empower all staff to create a safe, caring and inclusive environment in which diversity flourishes and empowers all students to flourish.
3. Foster and support a culture of 'multiple campuses; one school'.
4. Develop a culture amongst staff that celebrates creativity and innovation and supports an outward-looking growth mindset for staff and students.
5. Deliver tailored and relevant programs of professional development for all staff that enriches their experience and enhances their skills.
6. Implement programs to evaluate and enhance performance of staff in a supportive and respectful way.



## DOMAIN 3

# COMMUNITY & ENGAGEMENT

### STRATEGIC INTENT

To pursue genuine engagement both within our TGS community, and within the broader community, to support our students to achieve their personal best.

### GOAL 4:

*To encourage and facilitate a positive and purposefully engaged community who value our TGS heritage, values and commitment to delivering an exceptional education.*

#### Strategies:

1. Ensure our relationships in the wider community are built on open communication, trust and mutual benefit.
2. Enhance our Indigenous and international education programs.
3. Develop mutually beneficial partnerships with universities to enhance pathways for our students and staff.
4. Create and maintain strong, tailored and lifelong relations with alumni of the School.
5. Cultivate networks with other Queensland Grammar Schools, Australian independent Schools and International sister/brother Schools in a way that enhances the School experience for our students and alumni.
6. Develop relationships in the Townsville and surrounding communities in a way that offers enhanced opportunities to our students.
7. Advance the School through development of a dedicated and intentional philanthropic program.





## DOMAIN 4

# SUSTAINABILITY & STEWARDSHIP

### STRATEGIC INTENT

To act as responsible stewards, building a school for the future, that values the richness of our past.

### GOAL 5:

*Responsibly and ethically optimise our physical assets and resources to deliver an affordable and exceptional education.*

#### Strategies:

1. Renew and implement the School's Master Plan to ensure the facilities address the future needs of the School community.
2. Maximise efficiency and effectiveness of our processes, systems and resources to ensure we can deliver on our Strategic Intent in a manner that is affordable to our families.
3. Enrolments & Marketing – develop and implement enrolments and marketing strategies that seek to build the reputation of the School and understanding of our potential markets.
4. Financial – deliver appropriate, sustainable, transparent and empowering fiscal management that balances the surplus requirement for future investment with immediate educational program priorities.
5. Facilities – provide high quality, leading edge, compliant, functional, expertly designed and flexible facilities to support effective teaching and learning and deliver maximum utilisation and user satisfaction.
6. Technology - challenge ourselves to adopt future-oriented, agile, reliable and secure technology that support the achievement of our Teaching & Learning and People & Purpose goals. Be worthy stewards of our environment and act sustainably and responsibly in managing our financial, physical and technical resources.





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## TOWNSVILLE GRAMMAR SCHOOL

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### NORTH WARD

45 Paxton Street  
North Ward, QLD 4810  
07 4722 4900

### ANNANDALE

1 Brazier Drive  
Annandale, QLD 4814  
07 4412 4800

### NORTH SHORE

North Shore Boulevard  
Burdell, QLD 4818  
07 4412 6600