



The Strategic Intent of The Scots College

2016-2025



The Scots College
Sydney Australia



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From the Principal

The Scots College is committed to planning for the future and to aligning our practices to our strategic intent. The College's Strategic Plan, *Brave Hearts Bold Minds: The Vocation of a School*, is a natural development from our 2009 Strategic Plan, *Brave Hearts Bold Minds: Scots to the Fore*. It brings into relief the conviction of our Founders that a truly Scots-Australian education should have as its means and aspiration 'higher education for the common weal'. This remains our aim and conviction, a century and a quarter later.

Brave Hearts Bold Minds: The Vocation of a School is based on our unique Brave Hearts Bold Minds education philosophy and ethos and is grounded on the foundations laid by five 'Living Framework' documents that give direction to our beliefs about and practices in:

- our school, faith and values
- teaching and learning
- experiential education
- opportunity, safety and security
- stewardship of resources and relationships.

Scots is a wonderful school, presenting its students with a marvellous range of opportunities for individualised and team-based development. The intent of the College's strategy is that, by 2025, The Scots College will be recognised globally as an expert community of knowledge, practice and formation in our leadership and care for boys. We will achieve this by strengthening existing and new partnerships in education and industry, through leading-edge educational design and development, through our global learning Initiatives, and through further improvements in staff renewal and performance. These aspirations are supported by the Standards and Indicators specified in the College's Strategic Plan.

Brave Hearts Bold Minds: The Vocation of a School provides our community with a clear direction for the next ten years. It explains our strategic focus and those tangible strategies we have designed to help us to achieve our shared vision for fine Scots boys.

We commend it to you.

Mr Wayne Richards
Chairman

Dr Ian PM Lambert
Principal



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Our Living History

“The Scots College pursues and encourages ‘higher learning for the common weal’.”

Rt Rev James Smith White, Moderator, Inauguration of The Scots College, 1893

The Scots College was founded on a Presbyterian vision of vocation and scholarship to educate students and leaders who serve the ‘common weal’ by participating in the creative work of God in the world. The ‘common weal’ refers to the good of the nation and the world, a concept that binds the past, present and future of The Scots College through a continuing narrative of our commitment to service and excellence.



Our Vision

By 2025, The Scots College will be an integrated, multi-campus web of active learning opportunities recognised globally as a leading, caring school for boys.

We will change the world by graduating fine 'Brave and Bold' young men of integrity and principle who will go on to impact their families, their workplaces, their communities, and their nations with the values and sense of purpose grounded in their knowledge of the truth of God, society and the world. We will achieve this by providing rigorous, high-quality teaching and learning characterised by an outward orientation, a focus on the achievement of excellence relevant to the diverse needs of our boys, and a balance of individualisation, care and innovation.

To this end, we strive to enhance the learning of our boys by building expert communities of knowledge, practice and formation in:

- educating for the character and care of fine Scots boys
- engaging with our society and the world
- enabling design thinking and creativity
- encouraging physical, mental and spiritual wholeness
- promoting entrepreneurship and social leadership.

Our Graduates

We seek to cultivate a body of graduates who are well-rounded, successful men of faith and independent mind who influence their nation for the greater good and who strive to be worthy of their forefathers.

Our School, Faith and Values

Our School

The Scots College is a distinctive Australian school that champions the honourable traditions, adventures and scholarly pursuits of boys through its Brave Hearts Bold Minds education philosophy.

Our Faith

At The Scots College we believe that young men discover true wisdom through reverence for God and faith in Jesus Christ. The ultimate aim of our education is to help students acquire knowledge of the truth – of God, society and the world – so that they are better prepared to serve in their families and the wider world, to the glory of God and for the welfare of others.

Our Values

The Quest for Excellence through adventure, curiosity, creativity and personal growth

Our Faith and Tradition which inspire truth, honour, loyalty and commitment

Leadership Through Teams in a spirit of service, compassion, humour and community



Our Mission

In seeking to serve God faithfully, The Scots College exists to inspire boys to learn, lead and serve as they strive for excellence together.

Our Strategy

We will energise our boys and our community to strive for excellence through:

Our faith and values: educating our students, staff and community in the Christian heritage, beliefs, faith and worldview that underpin the College's vocation in serving God, our society and the world.

Teaching and learning: providing rigorous, high-quality teaching and learning characterised by an outward orientation, a focus on the achievement of excellence relevant to the diverse needs of our boys, and a balance of individualisation and innovation.

Experiential education: developing our capacity as a leading academic school to promote contemporary and innovative approaches to teaching and learning through our cyclical, continuous and progressive model of experiential learning and personal formation.

Opportunity, safety and security: strengthening our culture of organisational care, character and learning, especially our service orientation, by refining our approaches to optimising opportunity, safety and security in relation to key areas of strategic performance.

Stewardship of resources and relationships: building the College's capacity to balance the needs of living history, community growth and efficiency in the stewardship of our resources and relationships to create and maintain an outstanding and inspiring place of learning.

1. Our Faith and Values

We will integrate faith and learning more fully across the curriculum and in the communal engagement of the College.

Our Strategic Objectives

We will educate our students, staff and community in the Christian heritage, beliefs, faith and worldview that underpin the College's vocation in serving God, our society and the world by:

- deepening the culture of respect within the College community towards God, others, self and our environment by aligning our policies and practices with Christian principles
- establishing a whole College pastoral curriculum and approach to learning which is based on Christian values, and which emphasises leadership, character development, peer relations, the caring classroom and service learning
- reviewing curriculum (including teaching and learning), and staff development, approaches for opportunities for the integration of faith and learning
- attracting, retaining and developing highly competent Christian staff across the College who support and lead our Brave Hearts Bold Minds education philosophy out of a sense of calling to education.



2. Teaching and Learning

We will enhance the academic and formative impact of the College's Brave Hearts Bold Minds education philosophy on its students and community.

Our Strategic Objectives

We will provide rigorous, high-quality teaching and learning characterised by an outward orientation, a focus on the achievement of excellence relevant to the diverse needs of our boys and a balance of individualisation and innovation by:

- fully implementing our Brave Hearts Bold Minds education philosophy, a graduate profile and an associated learning model that draw upon, integrate and reflect on the best forms of knowing in the Christian tradition
- establishing the Patribus Centres to guide Brave Hearts and Bold Minds educational development throughout the College
- producing a pastoral, academic, spiritual and physical environment which reinforces our Brave Hearts Bold Minds education philosophy and our strategic intent
- aligning staff performance to Brave Hearts Bold Minds education philosophy, our learning model and our strategic intent through a whole-College staff performance model that emphasises evidence-based and adaptable approaches that lead to the development of expertise in engaging and enabling boys to achieve outstanding academic, personal and social outcomes.



3. Experiential Education

We will renew The Scots College experiential education approach to produce educational and reputational capital for our students and the College at all levels of social and cultural engagement from the local to the national and the transnational.

Our Strategic Objectives

We will develop our capacity as a leading academic school to promote contemporary and innovative approaches to teaching and learning through our cyclical, continuous and progressive model of experiential learning and personal formation by:

- developing and reconfiguring our teaching and learning practice, associated support structures, and campus design to emphasise active learning and exploratory engagement of place, person and process
- developing and enhancing the quality of learning for boys through sport, the performing and creative arts, and other cultural endeavours, with rigorous, balanced and integrated internal curriculum expectations in connected communities of practice
- strengthening the global perspectives and learning experiences of our students, especially through the cultivation of an associated network of leading campuses, schools and universities around the world
- reinforcing excellence in residential practice to support a diverse group of boys (international, indigenous, rural and local) with a strong academic profile, and which repositions the boarding environment and facilities as part of the experiential learning thrust of the school.



4. Opportunity, Safety and Security

We will refine the strategic management of risk and optimisation of safety, security and opportunity.

Our Strategic Objectives

We will strengthen our culture of organisational care, character and learning, especially our service orientation, by refining our approaches to optimising opportunity, safety and security in relation to key areas of strategic performance by:

- enhancing the College's branding, standing and reputation, leveraging strategic marketing to reinforce the College's philosophical, historic and academic values among its stakeholder communities, nationally and internationally
- setting and achieving high standards of customer experience, compliance, effectiveness and efficiency with an emphasis on our educational, maintenance, facility management, operations, finance, human resources, administration, and information and communications technology support functions
- ensuring future institutional health and growth through an effective, well-administered and targeted whole-of-College fundraising and endowment program which builds capacity and contributes to the control of contextual risk
- developing enrolment approaches that reinforce the College's historic, academic, personal and communal goals.



5. Stewardship of Relationships and Resources

We will provide appropriate stewardship that is aligned with our Brave Hearts Bold Minds education philosophy, supports the attainment of our strategic intent, and provides for a continuing future of living history, community growth and efficiency at the College under God's grace.

Our Strategic Objectives

We will build the College's capacity to balance the needs of living history, community growth and efficiency in the stewardship of our resources and relationships to create and maintain an outstanding and inspiring place of learning by:

- developing staffing approaches which reinforce the College's historic, academic, personal and communal goals
- continuing to align financial strategies to strategic development priorities
- building and maintaining an effective, rigorous and transparent approach to financial management with an emphasis on modelling, systems and processes, which gains and holds the confidence of all key stakeholders
- developing and maintaining outstanding facilities as enablers and manifestations of the College's heritage and Brave Hearts Bold Minds education philosophy, to meet the diverse and changing needs of our boys.





The Scots College

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**Front cover: Dr Ian PM Lambert with Prefects
Josh Stevens, Will Lawrance, Harrison Todd
and Charlie Jeavons-Fellows who graduated
in 2016.**

**Back cover: Harry Head and Lachlan Morgan
will graduate from Year 12 in 2025.**