



MELBOURNE GIRLS' COLLEGE STRATEGIC PLAN 2002 – 2012

INTRODUCTION

The Council, staff and school community of Melbourne Girls' College have developed the Strategic Plan for 2002-2012. Discussion and debate focussed on four main areas:

- Our Mission, Vision and Values
- How our environment will influence the direction of education in the next 10 years
- A SWOT analysis of MGC
- Analysis of key strategic directions for the College

Six key strategic themes have emerged and within each of these, broad priorities have been established.

Our discussions have built on the outcomes of the Triennial Review and the development of the School Charter. We have sought to find a balance between consolidating the gains achieved in the last eight years, and looking to the future to ensure that we are on the right track in planning for education for the next years.

As we enter the 2003 school year with new leadership, this will be a significant and exciting time to translate our work in the last year into meaningful strategies for both consolidation and change.

THE SIX THEMES

1. Innovation and Flexibility

“We will be an innovative school, committed to improving the dynamic relationship between teaching and learning”.

Goals:

- Provide a diverse curriculum base with opportunities for individual growth
- Encourage flexibility, creativity and confidence to embrace challenges
- Encourage innovation and best practice in all learning environments
- Improve the quality of teaching through ongoing professional development

Discussions identified that there will be key changes in the areas of curriculum and student pathways through programs such as the Middle Years and the MIPS Program. There will also be changes to the Pastoral Care services and there will be a good opportunity to strengthen the integration between student services and the curriculum.

A key focus: “By 2005, we will have agreed the educational outcomes for years 7 – 10 and will have designed the learning structures to achieve this.

2. Leadership and Identity

“We will develop and nurture girls to be confident in their ability to be leaders and to determine their place in the world.

Goals:

- Provide opportunities for each girl to develop leadership skills
- Develop and enhance social and communication skills
- Promote active involvement in learning and develop a passionate commitment to lifelong learning
- Develop critical understanding and knowledge of the world as a global community

Discussion focussed on this being one of the major strengths for MGC. Leadership will be built into the curriculum and each girl will have a leadership profile identified for her. It is critical that we recognise many types of leadership and not narrowly define it in terms of styles and outcomes.

A key focus:

“By 2005 we will be recognised widely in the educational community for, and have a profile as, the school that provides highest quality leadership programs for females”.

3. Technology and Science

“We will equip our students to be confident participants in an evolving technological and scientific world”.

Goals:

- Create a cutting edge Science Curriculum
- Provide a variety of technologically enhanced learning methods
- Enable all girls to develop multimedia skills
- Link the school electronically for communication and flexible learning.

Discussion focused on the need for MGC to live its Mission and to develop technology as a unique feature of the College. We need to be at the front of innovation and the use of technology as a learning tool.

Discussion also considered the need to develop the science curriculum and our standing in the educational community in being a leader in science leadership.

A key focus:

“By 2005 we will harness technology as a tool to achieve our educational outcomes.

4. Outward Looking Focus

“We will maximise learning opportunities for all members of the Melbourne Girls’ College community by expanding networks and partnerships”.

Goals:

- Strengthen community networks
- Develop international alliances
- Extend connections with other educational organisation
- Establish links with industry and business

Discussion focussed on the need to link industry and business to the design of the curriculum, in particular to I.T. and Science. A major strategy that was considered was the establishment of a sister school.

A key focus:

“By 2005 we will have established an ongoing relationship with at least three schools in either international or rural contexts. MGC will conduct an annual function to maintain and enhance business contacts.

5. Tradition and Culture

“We will actively promote values, which enable us to build a strong, unique and distinct school community”.

Goals:

- Develop an ethos of diversity, excellence, teamwork and commitment to the College Community
- Develop a culture that acknowledges and celebrates achievement
- Develop a parent, teacher and student body with a passion and commitment to the College
- Promote a democratic culture in the College

Discussion focussed on the desire to develop the school community so that it built on diversity, had strong engagement with the parent community, and was a key player in the community in developing best outcomes for the students.

A key focus:

“By 2005 we will build a culture of the school as part of the wider school community, and this will be characterised by wide engagement in the community and parent connectedness.

6. Employer of Choice

“We will create an environment that values, supports and develops all staff”.

Goals:

- Employ the best staff
- Create a positive work environment supported by quality resources
- Recognise, encourage and enable high performance.
- Commit to professional development and mentoring of staff
- Utilise best practice in Human Resource Management

Discussion considered the crucial role of a healthy organisation in ensuring that the best staff can be attracted, appropriately supported and developed, and retained for as long as possible. To be the employer of choice meant that over time, a range of strategies would be introduced that could be demonstrated to show a positive change in the organisation’s culture.

A key focus:

“By 2005 we will be the leaders in staff wellbeing and educational leadership”.

Christine Edwards
President
Melbourne Girls' College Council
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