

CALROSSY
2025



STRATEGIC PLAN



Calrossy 2025

Acknowledgement of Country

Calrossy acknowledges the traditional custodians of the land on which our School is situated, the Kamilaroi people. On this land they taught their children their beliefs, knowledge and culture; and we pay our respects to them and their elders, past, present and emerging, as we seek to do the same for our students. As we learn on these ancestral lands, we also acknowledge our God and Heavenly Father who made and owns the heavens and earth, and to whom we are responsible for the current stewardship of that land that has also been entrusted to us.



Message from the Principal and Chair of Calrossy Board

Calrossy Anglican School has been a significant part of the Tamworth and Northern NSW educational landscape for over one hundred years. It has grown from being a small girls school in 1919 to what it is today; a multi-campus and complex Regional Boarding school, making a valuable contribution to the education of young Australians, achieving positive outcomes for students in every area of school life.

Calrossy has endured world wars, floods and droughts and significant societal change as Tamworth has developed around it. In more recent times the merger with William Cowper Anglican Schools, has allowed our transformation as a contemporary coeducational day and boarding school for boys and girls from Prep to Year 12, now enrolling over 1000 students. Notably the school has demonstrated during its rich history a capacity to innovate and adapt to meet the needs of young people during each period. However, it has never lost sight of the original vision of the school or the purpose of developing young women and men of character and substance, willing to give anything a go and working together to achieve positive outcomes in every aspect of school life. What has stood out are important features that are inherent to the school, in the past and continuing;

- A commitment to Christian education
- Residential facilities for students across NSW
- Care for the individual
- A focus on service to the community
- The ability to adapt and respond to the needs of students
- Producing graduates with courage and determination who make a difference, at school and beyond

This Calrossy 2025 plan celebrates and affirms our heritage but also points to an exciting future as we move ahead into our second century of teaching and learning, producing graduates who will contribute to our society and be agents of hope and change in our contemporary world, providing excellence in Christian education.

David Smith, David Lamb



*Education
Changes Everything*

Our School

For a school to remain relevant in what is our rapidly changing world, we must equip our students to make a difference, preparing them to impact on our community and make a difference, locally, nationally and globally. Founded on the Good news of Jesus and our distinctive school values, for over 100 years Calrossy has been committed to students learning, growing and serving as integral to education that equips students to make a difference and the school continues to do this. Whilst assisting students to flourish and succeed whilst at school, we also focus on the future, growing students who are full of hope and who will act as agents of change that matters.

The Calrossy Vision

Creators of Hope and Change that Matters

"The strength of a school comes from its stories and traditions, but the future depends on relevance and a willingness to adapt and innovate."

Isaiah 40:31 Those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.

The Calrossy Mission

Excellence in a Christian Environment

The Calrossy Verse

Jesus spoke to the people once more and said "I am the light of the world. If you follow me you won't have to walk in darkness because you have the **LIGHT** that leads to **LIFE**". - John 8:12

"Education is the most powerful weapon you can use to change the world" - Nelson Mandela



Calrossy Core Values

Selflessness, Integrity, Resilience and Inclusiveness

Calrossy Operational Values

Integrity, Courage, Accountability, Empathy



Core Values - Inner Circles
Operational Values - Outer Circles

Our Graduates

Our aim is to produce graduates from our School with the following attributes, to make a difference in the world:

- Learners who are critical thinkers, knowledgeable, creative, collaborative and articulate
- Growing to be courageous, resilient, independent, confident and knowing the Christian message
- Serving others through being selfless, caring, principled, inclusive and grateful.

Our Planning Principles

The entire School community contributed to the development of Calrossy 2025

The entire School community contributed to the development of this Plan. Through surveys, research, focus groups and community feedback, members of the school each brought their unique perspectives and deep passion to the process. We debated, challenged, listened and ultimately created a strategy that is informed and of high validity, because of broad involvement.

Three strategic themes emerged from our deliberations: 1. the need for us to be a regional school that develops a community that lives with purpose, grows our people and learns in partnership; 2. a belief in the power of a transformative education that builds strong character; and 3. providing relevant and sustainable education in a Christian framework, growing our students with knowledge and skills as 'tools' to live and work in a complex world beyond school. We do this in our context as a day and boarding school in regional NSW.



Our Strategic Themes

Living with Purpose

Research makes it clear that purpose brings higher levels of engagement and wellbeing. Living with purpose means asking, “Why are we doing this?” before all engagements and activities, communicating it to ensure we continue to live in service to others.

Learning in Partnership

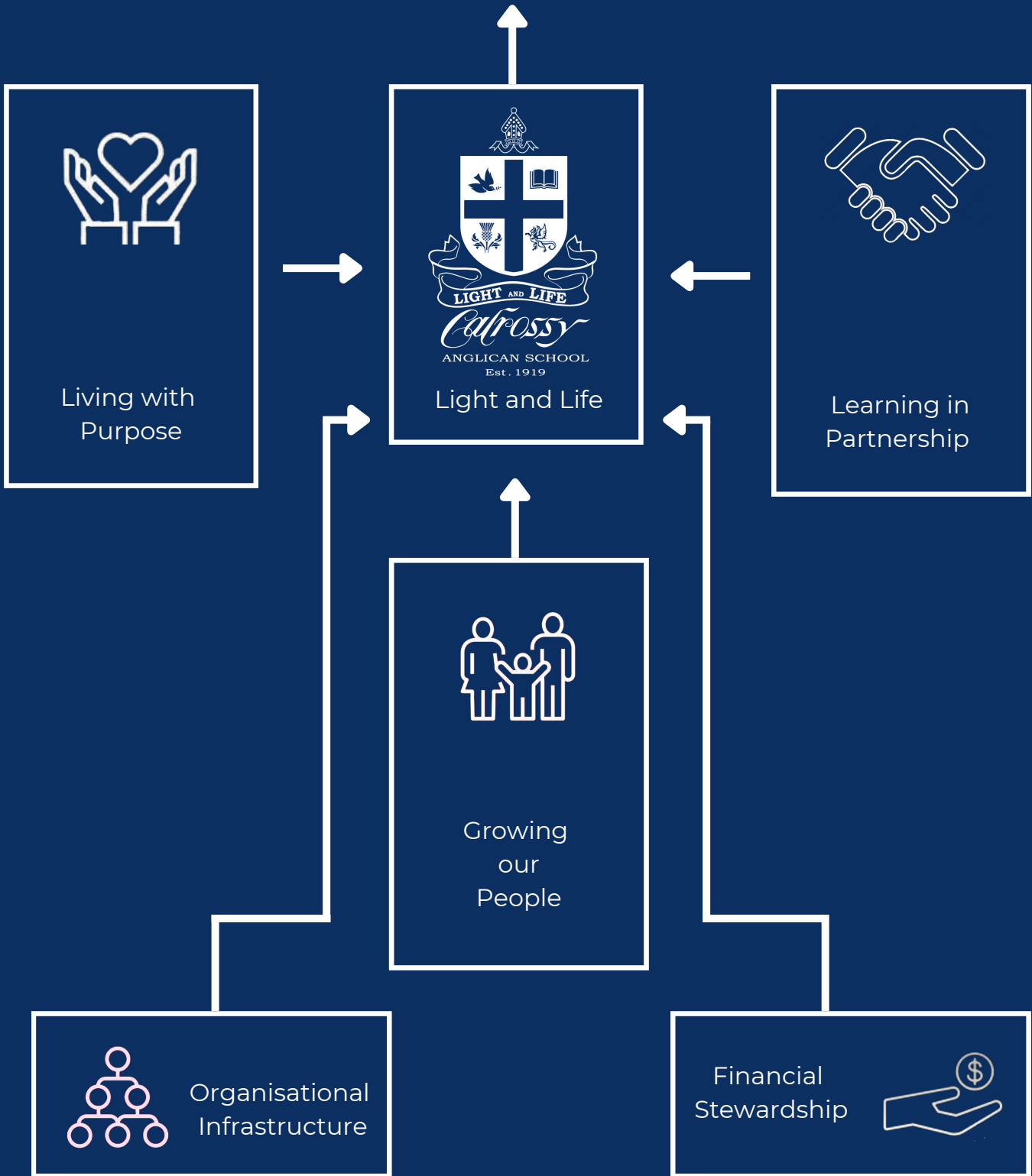
Constructive partnerships with and between parents, staff, alumni and students provides the consistency and clarity required for effective learning. Engaging with outside agencies brings real world relevance and inspiration for the future. Learning in partnership means authentic two way communication, sharing skills and knowledge in cooperation across the school.

Growing our People

Creating and embracing opportunities for all to experience growth is key to our ability to continue to offer excellence. Growing our people means that the students, teachers and all in our community develop skills and knowledge, ensuring that we all move forward together.



Creators of Hope and Change that matters



Calrossy Strategy Map

*Our Mission
Commits us to*

MISSION
*Excellence in a
Christian
Environment*

*Our Strategic
Themes*

*Develop our
people and
culture*

GROWING

- Attract and develop
the best people*

- Develop our people,
culture and resources*

- Embed a culture of
collaboration and
teamwork*

- Deepen authentic
Christian
leadership*

- Enhance Staff
Wellbeing*

- Develop External
Partnerships*

*To teach
and learn
effectively*

LEARNING

- Excellent Teaching
Practice*

- Outstanding evidence
based Teaching*

- Build student
character and
wellbeing*

- Develop External
Partnerships*

- Provide Feedback to
support learning and
improvement*

Wisely use
Resources

In order
to serve

Achieving our
Strategic
Themes

And Vision

Financial
Stewardship

SERVING

VISION
TO ASSIST
Our students to be
“Creators of hope
and change that
matters”

Responsible
management of
resources

Develop infrastructure
that enhances learning
and belonging

Planning for the future

Improve organisational
efficiency

Future Sustainability

Excellent Boarding
Facilities

Produce engaged and
courageous learners

Support students to live
with hope, integrity and
wisdom

Create an enriched
school community

Provide opportunities
to serve

High levels of
engagement and
enthusiastic
involvement in school
life

LIVING WITH PURPOSE

LEARNING IN PARTNERSHIP

GROWING OUR PEOPLE

Our Strategic Focus

Living with Purpose

- *Embed a distinctive Christian rationale for all aspects of school life*
- *Inspire students to service activities at local, national and global level*
- *Provide excellent sporting and cocurricular activities, engaging students in the full life of school*
- *Implement high level coaching and professionalism as integral to sporting and cocurricular programmes*
- *Develop and implement a School wide wellbeing framework*
- *Enhance the Mentor group experiences of Secondary students, promoting belongingness*
- *Emphasise school values to grow students of character and to promote a positive Calrossy Culture.*

Learning in Partnership

- *Communicate effectively with the school community*
- *Provide opportunities for parent and family involvement and input*
- *Enhance our Positive Behaviour Framework to support a culture of learning across the School*
- *Provide excellent learning practice from Prep to Year 12, meeting the needs of students at each stage*
- *Support students through transitions to school, into our 7 – 9 campus and for Senior Secondary*
- *Launch and implement a Calrossy Teaching and Learning Framework that is evidence informed, values-driven, and conceptually based.*
- *Refine our feedback to parents and students on academic goals and learning, focusing on improvement*
- *Increase opportunities for learning through partnership with industry professionals and Alumni*
- *Provide learning experiences for parents and the community*
- *Develop the stories in the school and communicate them effectively.*

Growing our People

- *Create compelling learning for students to assist their progress*
- *Implement a Calrossy Staff Growth programme*
- *Provide student leadership training and opportunities*
- *Use data and research to improve learning and assessment practices*
- *Develop and implement excellent staff and student induction programmes*
- *Recruit and retain outstanding staff*
- *Provide coaching and professional learning for staff (academic and non-academic) to assist their growth and development*
- *Develop and enhance a culture that promotes positive learning and high engagement of students and staff*
- *Develop a culture of mentoring and coaching across the school*
- *Implement systems that promote reflection and feedback to support best learning of staff and students*
- *Monitor and refine administrative practices to use our resources effectively to support learning*
- *Develop excellent plans for current and future infrastructure use, including buildings, Boarding Residences, ICT and the development of facilities across the school.*

Calrossy 2025 Success factors

Our Strategic Plan reflects the priorities of the School up to 2025:

Creating a Positive School Culture

Providing a caring and positive environment in which students at every stage can belong and achieve success, both in School and Boarding

Supporting Wellbeing and Personal Growth

Creating a strong sense of belonging and community, which promotes character strength development of students, based on research and best practice

Enhancing High Quality Communication

Keeping the community involved and informed in a timely and relevant manner

Providing Outstanding Teaching and Learning

Providing quality teaching and learning experiences, based on research and teacher expertise, catering for the needs of learners at every stage of school life

Excellent Staff

Attracting and retaining excellent staff, professionally supporting their growth, to support student outcomes

Growing in Learning

Providing constructive feedback on learning to assist the growth and development of students

Developing our Campuses and Facilities

Implementing strategy to wisely develop and utilise school resources and planning carefully to ensure the development of excellent facilities



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but the future depends on relevance
and a willingness to adapt and innovate.”
- Calrossy Principal, Mr David Smith*

