Strategic Plan 2009 - 2014

FINTONA
Girls' School

What we want to do...
I want to fly like a butterfly.

School Philosophy

Fintona Girls’ School is a K-12, non-denominational day school for girls, which is based on Christian values. The School aims to cater for individual student needs through a broad-based education program which provides for intellectual, social, physical, moral, ethical, spiritual and aesthetic development.
Educational Statement

Fintona Girls’ School aims to:

• Preserve the history, traditions and heritage of the School and use these as a strong basis on which to build for the future

• Provide a stimulating and enjoyable experience for students at school

• Create an environment in which each student is assisted to understand herself and her world

• Ensure that parents are partners with teachers in the learning process, acknowledging the role of parents as the first educators of their children

• Develop the capacity for, and skills in, analysis and problem solving, the communication of ideas and information, the planning and organisation of activities and collaboration with others

• Develop qualities of self confidence, optimism, high self-esteem and commitment to personal excellence as a basis for potential life roles as family and community members

• Develop the capacity to exercise judgement and responsibility in matters of morality, ethics and social justice

• Develop girls who are confident, creative and productive users of new technologies, particularly information and communication technologies and who understand the impact of technologies

• Develop an understanding of, and concern for, the natural environment and the knowledge and skills to contribute to an ecologically sustainable future

• Develop the knowledge, skills and attributes necessary to establish and maintain a healthy lifestyle and to use leisure time in creative and satisfying ways

• Foster a future orientated education to ensure individual resilience and a sense of engagement with change

• Develop an understanding of the skills required to select and organise information effectively and the ability to use the skills in all areas of research

• Develop skills in learning how to learn – to be curious and inquiring and to understand and develop skills in finding and using information effectively in all areas of education and beyond

I want to help people find a cure for things that make us sick.
1. Educational Care

Fintona provides a creative, flexible, independent education to foster adaptive thinkers and learners with a well developed sense of social justice. Fintona will remain a small, caring girls’ school which aims to achieve outstanding academic results and provide excellent opportunities for personal growth and development. Fintona will recognise that it must cater for the individual needs of each of its students, whilst developing a cohesive and tolerant school community. The School will be responsive to changes in education and seek a balance between tradition and innovation, whilst setting a high standard of intellectual rigour for our students and providing opportunities for their self expression.

Strategies: (academic, co-curricular)
- Encourage participation as a key factor in personal development and success
- Provide a curriculum that is challenging and responsive to the needs of the students and the expectations of the School community
- Continue to be responsive to educational initiatives developed by governments, academics and researchers
- Encourage students to stretch themselves beyond expectation to reflect the School motto
- Offer a vibrant, flexible learning environment for students of all abilities
- Develop students who are independent thinkers, capable of self regulation

2. Pastoral Care

Fintona will remain a small school and students will be known and respected as individuals. Fintona is a community where teachers, girls and their families work together and value each other. Pastoral care provides academic and emotional support and ensures each child develops a strong sense of responsibility, self discipline, care and acceptance of the views of other people.

Strategies:
- Continue a commitment to pastoral care as central to Fintona’s ethos
- Provide staff with professional development in pastoral care so that they have the capacity to respond to student needs so students can share concerns with any teacher
- Ensure students see themselves as a valuable pastoral resource for each other
- Provide the infrastructure to act as a safety net for all members of the School community
- Expect collective responsibility for good behaviour
- Provide a first class, flexible program to equip students with relevant personal skills for school and beyond

Future Directions

I want to own my own fashion line. I love clothes, fashion and shopping.
3. Staffing

Fintona staff will be committed, innovative practitioners of the highest calibre, and outstanding role models. The School will ensure that the conditions of employment are such that they enable Fintona to recruit and retain staff at the highest level. Fintona staff will be encouraged to be progressive educators and leaders who contribute to a vibrant, creative and continual educational dialogue.

Strategies:
• Through the provision of facilities and policies, maintain our focus on staff as the foremost tool in a first class education
• Provide salaries, induction and appraisal that encourage all staff to perform at the highest level
• Recruit to maintain staff with a balanced range of age and experience
• Ensure an appraisal system that allows for a creative educational ‘conversation’ focused on professional practice, professional development needs and career development
• Provide teaching facilities which enable staff to deliver education in the most creative and flexible way
• Maintain an active succession plan

4. Community

Fintona will foster strong relationships with parents, past parents, Old Fintonians and friends of the School. We will pursue engagement with the whole school community, the wider Australian and international community and develop a global outlook in staff and students. Students will be encouraged to use the benefits of education, not only for personal advancement, but for the benefit of the broader society. The School will develop creative partnerships and connections with a wide a range of local, national and international individuals, groups and institutions to further its educational and social aims and raise the School’s profile both locally and further afield.

Strategies:
• Enhance communication avenues to ensure that the whole community is kept appraised of school activities
• Provide more avenues for a two way partnership with Old Fintonians
• Foster active interaction with the entire parent body
• Build on existing exchanges, both physical and through ICT with sister schools, to include a greater range of countries and encourage staff exchanges within and outside Australia
• Augment existing programs that foster a national and international focus
• Explore opportunities to engage actively with business, universities and government

I want to give children the love of exploring, creating and discovery, to foster their imagination and instil in them the belief that the world is a wonderful place.
5. Building, Grounds and Infrastructure

Fintona’s buildings and grounds are harmonious and aesthetic spaces which foster the academic and personal development of the learning community and reflect the School’s history, ethos and aspirations. The buildings and grounds will be maintained and developed in keeping with the expectations of the School community.

Strategies:

• Retain a sense of history, heritage and tradition
• Plan for the built environment to be developed as space, finance and permits allow
• Preserve as much open space as possible
• Develop grounds where planting, pathways and piazzas link creative, innovative learning areas
• Continue the high levels of ground and building maintenance
• Encourage a sense of shared pride and responsibility amongst all members of the community for the School grounds and buildings

6. Corporate Governance

The Fintona Board will pursue an ethical approach to governance to ensure the sound continuance of the School, based on a shared understanding of Margaret Cunningham’s vision for the School and the demands of a modern social and educational setting.

The Board will engage visionary, committed and clear thinking members to ensure the School’s ethos is maintained and its aims furthered. The Board will work with the Principal providing guidance and support.

Strategies:

• Ensure there is an effective succession plan for Board members and Chair
• Maintain an active program of recruitment, induction and development for Board members
• Provide a regular opportunity for review to determine current and future directions
• Ensure the School community has an informed understanding of Board members and their roles
• Maintain Board culture of connectedness to, and understanding of, the School

I want to let all young women know that belief in yourself, determination and following your own path will always lead to success and fulfilment.
7. Business Management and Administration

Fintona will pursue a prudent, efficient and ethical approach to business management to ensure the maintenance of our reputation, competitiveness and best practice. Fintona will ensure the generation of revenue beyond running costs to fund capital works and educational initiatives.

Strategies:

- Continue a conservative approach to School finances to ensure a sound financial position
- Sustain an appropriate surplus to fund capital improvements
- Maintain enrolment levels consistent with the financial and strategic plans of the School
- Maintain a sense of shared fiscal responsibility
- Ensure all operations, practices and protocols are maintained in accordance with relevant accounting standards and government regulations
- Pursue cost effective provision of services to the School, whilst ensuring high quality delivery
- Pursue all applicable grants to enable development of facilities and services
- Where possible, engage with providers who display ethical and sustainable practices

8. Environmental Sustainability

Fintona is committed to developing ways to increase the sustainability of the School buildings and grounds and using opportunities to continue to educate students to be sensitive to the environment and to practise sustainability both at School and beyond

Strategies:

- Continue to develop the grounds in a sustainable manner both in terms of water conservation, drought tolerance and heat protection for students both within buildings and outside
- Continue to educate students to be good environmental citizens regarding litter, recycling, water and conservation
- Improve paper recycling, power and water conservation
- Seek sponsorship for environmental initiatives
- Ensure that landscaping is carried out using sustainable practices

I want to express my artistic, inner self in whatever I do.
9. Building plans

Strategies:

Fintona will embark on a planned building program as permits and finance allow;

- Complete the Margaret Ross Health and Wellbeing Centre NOW COMPLETED
- Renovate the Middle School area to provide a more up-to-date set of facilities
- Renovate the Middle School area, including the playground, to provide a more up-to-date set of facilities
- Renovate and extend the Visual Arts buildings encompassing the existing Maintenance area
- Demolish the Cherry Road Staff House and the house adjacent to it to build a new Resource Centre and Humanities area
- Renovate the Margaret Cunningham wing to provide for a new Science and Technology Centre
- Renovate the Elizabeth Butt building to be a new LOTE and Mathematics area
- Provide piazzas for each area linked by existing and new walkways

We want to continue to be proud members of Fintona’s Alumni community and know that Fintona will provide current young girls with every opportunity and confidence to pursue their chosen paths in life, just like us.
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A CONSISTENTLY HIGH ACHIEVING INDEPENDENT GIRLS’ SCHOOL