



TINTERN
2020
and beyond

STRATEGIC PLAN



TINTERN
GRAMMAR

EXCELLENCE & CONFIDENCE,
SIDE BY SIDE.

INTRODUCTION FROM THE BOARD

On behalf of the Tintern Schools Board and Executive, we are pleased to present the ‘Tintern 2020 and Beyond’ strategic plan – a strong and inspiring strategy to ensure the long term success of Tintern Schools, benefiting our students and the wider community.


2014 marked the first-stage completion of our original Tintern 2020 plan. Now ready to move on to the next phase, Tintern 2020 and Beyond encompasses our unique Parallel Learning Model, our values and a pathway for success moving forward.

This document is the culmination of significant effort by the Tintern Schools Executive. Built on the original Tintern 2020 strategic plan, it meets the needs of Tintern Schools – now, and into the future.

Our strategies are backed by robust internal plans that cover key performance indicators and actions to achieve our goals. Our approach has been set with flexibility in mind, enabling us to adapt to rapidly changing education and economic environments, whilst providing the highest educational and social outcomes for our boys and girls.

The Tintern Schools Board and Executive are committed to creating a positive and resilient future for the school. This strategic plan will help us to grow, with focus and purpose and offer every Tintern Schools student the best education possible.

We look forward to working with our community, staff and students to make Tintern 2020 and Beyond a reality.



*“Tell me and I forget.
Teach me and I remember.
Involve me and I learn.”*

BENJAMIN FRANKLIN



OUR PHILOSOPHY

At Tintern Schools, we respect our significant heritage and a culture that ensures all boys and girls receive an excellent contemporary education through our Parallel Learning Model.

Our school is underpinned by strong values, expressed in our Compass. We are committed to all students feeling valued and safe, so ongoing care and communication are key components of our success. Central to our philosophy is individual attention and care for each student so they can excel in their areas of interest.

We are committed to providing a distinct path for every boy and every girl. We recognise that success looks different for each individual and we provide opportunities to ensure that Tintern graduates are confident, happy, resilient adults who are ready to embrace life.

In line with the philosophy that it takes a village to raise a child, we believe a strong community is essential to a successful education. Through strong family-school partnerships, we collaborate with the community to facilitate a high-quality learning environment and exposure to valuable life experiences.

A distinct path for every girl and every boy

- Melbourne's best at enabling each student to realise their life-long potential
- Highest success rates in chosen secondary, tertiary and vocational streams
- More confident, happy, resilient and ready to embrace life
- Morally grounded and respectful with a generous spirit

THE TINTERN MODEL – PARALLEL LEARNING

separate, distinctly customised play areas, classrooms, activities, learning opportunities and experiences for girls and boys

INDIVIDUAL DEDICATION

dedicated, personal focus on the academic, sporting, social, civil and cultural potential of each boy and girl

BROADER LIFE EXPERIENCE

exposure to all key aspects of future life: sustainability, leadership, technology, creativity and community



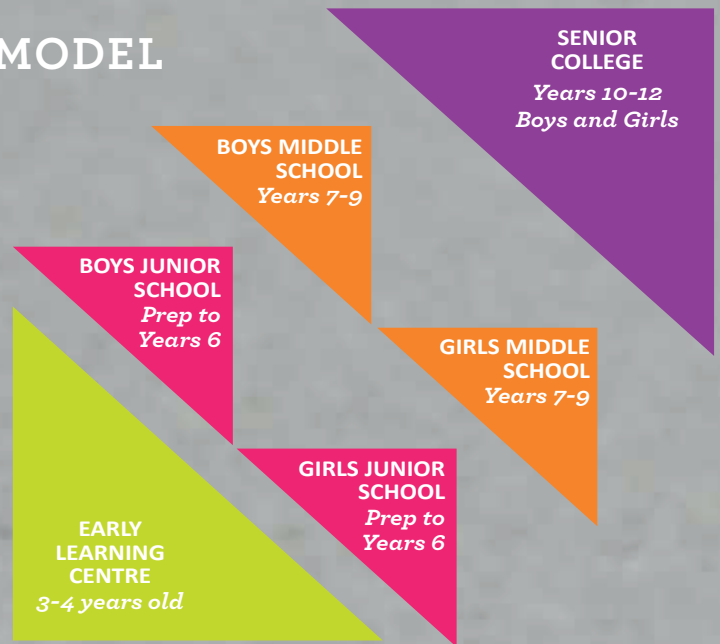
“Teachers can change lives with just the right mix of chalk and challenges.”

JOYCE MEYER

OUR PARALLEL LEARNING MODEL

Our Parallel Learning Model enables students to find the perfect balance between gender-specific education and social integration. It is a unique combination of values, methodology and practical experience. Recognising that boys and girls learn in different ways, we have a research based approach to gender specific needs, from durations of concentration, levels of energy, and even temperature of classroom. Tintern Schools is committed to this learning model and firmly believes it offers a true alternative to traditional methods of education.

This Parallel Learning Model supports curriculum that is rigorous and dynamic and challenges each student to reach their individual potential. It allows staff to differentiate learning experiences as appropriate, whilst maintaining the standards of comparable experiences where educationally desirable.



“Learning never exhausts the mind.”

LEONARDO DA VINCI

Factis Non Verbis

BY DEEDS NOT WORDS

Tintern Schools has proudly identified five platforms that underpin our strategy, now and into the future: student focused learning; excellent staff; a caring, connected community; a sustainable future; and contemporary facilities. Each platform works together to drive Tintern towards long-term success. It is the actions we will undertake – as part of Tintern 2020 and Beyond – that will set the school up for a promising and prosperous future.

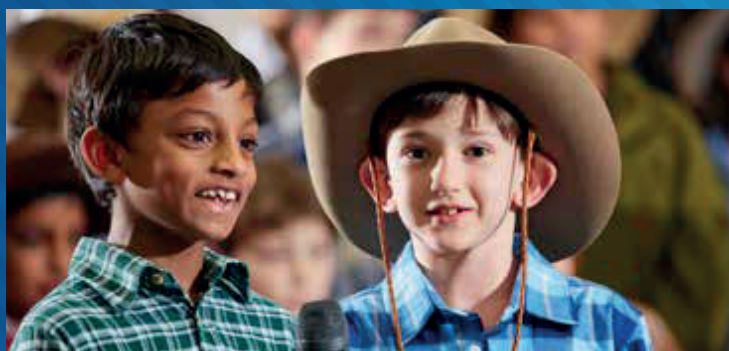
*Student
Focused
Learning*

*Excellent
Staff*

*A Caring,
Connected
Community*

*A Sustainable
future*

*Contemporary
Facilities*



STUDENT FOCUSED LEARNING

We are committed to education of the highest standards. This means delivering creative and innovative curriculum that caters to every boy and girl in our care.

We fulfil this commitment via Student Focused Learning. The approach derives from our understanding that the needs of our students come first. Classes are based on individual interests, abilities and styles, increasing engagement and allowing students to think, problem-solve, reflect and respond in a way that suits them. At the same time, students are able to grow thanks to the personal attention and feedback they receive.

To facilitate independent learning, our teachers make students aware that the responsibility for learning is shared. As expert guides and mentors, they help students develop a mindset in which challenges are embraced.

We use the Learner Profile a methodology that enables us to analyse students at Tintern Schools. It states students strive to be Inquirers, Knowledgeable, Communicators, Balanced, Resilient, Ethical, Reflective and Collaborative.

As a result of our efforts, Tintern Schools' students achieve the highest success rates in their chosen secondary, tertiary and vocational streams. Most importantly, they are happy, confident and spirited – ready to embrace life.

“A mind is like a parachute. It doesn't work if it is not open.”

FRANK ZAPPA

We achieve Student Focused Learning by:

- ENGAGING STUDENTS IN THEIR OWN LEARNING
- MOTIVATING STUDENTS TO GROW AND SUCCEED THROUGH CHALLENGE
- ENCOURAGING NEW PASSIONS AND HELPING STUDENTS ACCOMPLISH THEIR GOALS
- REMINDING STUDENTS THEY ARE RESPONSIBLE FOR THEIR OWN OUTCOMES
- ALLOWING STUDENTS TO DEVELOP ON SOCIAL, EMOTIONAL AND PERSONAL LEVELS
- INVITING STUDENTS TO APPLY LEARNED KNOWLEDGE TO REAL-WORLD PROBLEMS
- TEACHING STUDENT THAT PARTICIPATION IS A KEY FACTOR IN DEVELOPMENT AND SUCCESS
- ENSURING STUDENTS ARE MORALLY GROUNDED AND RESPECTFUL WITH A GENEROUS SPIRIT
- EXPOSING STUDENTS TO ALL KEY ASPECTS OF FUTURE LIFE: SUSTAINABILITY, LEADERSHIP, TECHNOLOGY, CREATIVITY AND COMMUNITY.
- FOCUSING ON THE LEARNING PROCESS, AND GAINING FEEDBACK TO GUIDE FUTURE STRATEGIES
- PROVIDING A CURRICULUM THAT IS CHALLENGING YET RESPONSIVE TO ALL STUDENTS' NEEDS
- OFFERING A VIBRANT, FLEXIBLE LEARNING ENVIRONMENT THAT SUITS STUDENTS OF ALL ABILITIES
- DEVELOPING AND NURTURING STUDENTS WHO ARE INDEPENDENT THINKERS
- FOCUSING ON STUDENT WELLBEING TO FOSTER POSITIVITY AND RESILIENCE
- RESEARCHING AND IMPLEMENTING INNOVATIVE TEACHING PRACTICES AS THE NEEDS OF STUDENTS CHANGE.





“The task of the modern educator is not to cut down jungles, but to irrigate deserts.”

C. S. LEWIS

EXCELLENT STAFF

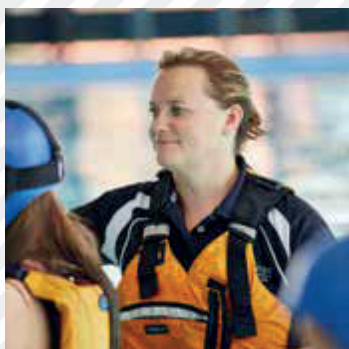
We recognise that teachers drive our students to reach their potential and play a key role in student outcomes. For this reason, Tintern Schools is dedicated to ensuring the quality of all staff.

We proudly appoint practitioners that are committed, innovative, of the highest calibre and serve as outstanding role models. They are encouraged to be leaders in their fields and facilitate creative, engaging and exciting learning experiences for Tintern students.

We ensure our staff value relationships and work hard to foster an inclusive and caring culture that students and the wider community can enjoy. The conditions in which we nurture and assist Tintern employees enable us to attract and retain valuable members of staff who contribute to the school’s success.

We aid excellent staff by:

- ENSURING APPROPRIATE REMUNERATION AND EXCELLENT EMPLOYMENT CONDITIONS
- PROVIDING YOUNGER MEMBERS OPPORTUNITIES TO DEVELOP INTO THE NEXT GENERATION OF LEADERS
- ENCOURAGING PROFESSIONAL DEVELOPMENT PROGRAMS TO HELP THEM BECOME EXPERTS IN THEIR FIELD
- NURTURING AND BUILDING A CULTURE THAT IS COLLEGIATE, SUPPORTIVE AND OPTIMISTIC
- MAINTAINING A TEAM OF VARIED AGES AND LEVELS OF EXPERIENCE
- FULFILLING AN ACTIVE SUCCESSION PLAN AND GUIDING WITH PURPOSE AND VISION
- PROVIDING FACILITIES THAT ENABLE THE DELIVERY OF EDUCATION IN A CREATIVE AND FLEXIBLE WAY
- IMPLEMENTING REGULAR APPRAISALS AND PERFORMANCE CHECKS TO MAXIMISE CAPABILITY.





A CARING, CONNECTED COMMUNITY

To provide an optimum learning environment, the Tintern Schools community needs to be vibrant, supportive and engaging.

It is our goal to ensure this remains, as we understand its value in fostering positive relationships between staff, students, their families, past students, past families as well as the wider community.

We thrive on bringing people together, and firmly believe the Tintern community is what sets our school apart.

How Tintern Schools gets involved:

- WE HAVE A VIBRANT FAMILY-SCHOOL PARTNERSHIP, IN WHICH STUDENTS WORK WITH TEACHERS AND TINTERN WORKS WITH FAMILIES. THIS APPROACH ENSURES EVERYONE IS ENGAGED WITH THE SCHOOL AND THE COMMUNITY.
- WE MAINTAIN A STRONG CONNECTION BETWEEN OUR ALUMNI AND THE SCHOOL. PAST STUDENTS PROUDLY KEEP IN TOUCH WITH THE TINTERN COMMUNITY AND CONNECT WITH THE SCHOOL REGULARLY.
- A PHILANTHROPIC CULTURE IS PROMOTED WITHIN THE SCHOOL TO PROVIDE FINANCIAL SUPPORT TO SCHOLARSHIPS AND BUILDING FUNDS, BENEFITTING CURRENT AND FUTURE STUDENTS.
- TINTERN SCHOOLS CULTIVATES VALUABLE PARTNERSHIPS WITH LOCAL BUSINESSES, UNIVERSITIES AND COMMUNITY GROUPS.
- WE ENSURE COMMUNICATION AND TRANSPARENCY, ENABLING THE WHOLE SCHOOL COMMUNITY TO BE INFORMED OF SCHOOL ACTIVITIES AND PRIORITIES.

*“Be yourself;
everyone else is
already taken.”*

OSCAR WILDE

A SUSTAINABLE FUTURE

We are determined that the future of Tintern Schools is as bright as its past.

It will be our mission to execute sound governance of the school and make sure the Board is conscious of its role as custodians of Tintern, as well as its need for wise financial planning on an ongoing basis. The end goal is to maintain a high quality, sustainable education for our students – today, tomorrow and for many years to come.

We will ensure our future by:

- ENSURING CAPITAL AND OPERATING BUDGETS FACTOR IN BOTH LONG-TERM AND SHORT-TERM NEEDS OF THE SCHOOL
- KEEPING FEES AT AN APPROPRIATE LEVEL BASED ON THE NEEDS OF THE SCHOOL
- UNDERSTANDING AND RESPONDING TO CHANGES IN THE MARKET
- MAINTAINING ENROLMENT LEVELS THAT ARE CONSISTENT WITH THE FINANCIAL AND STRATEGIC PLANS OF THE SCHOOL

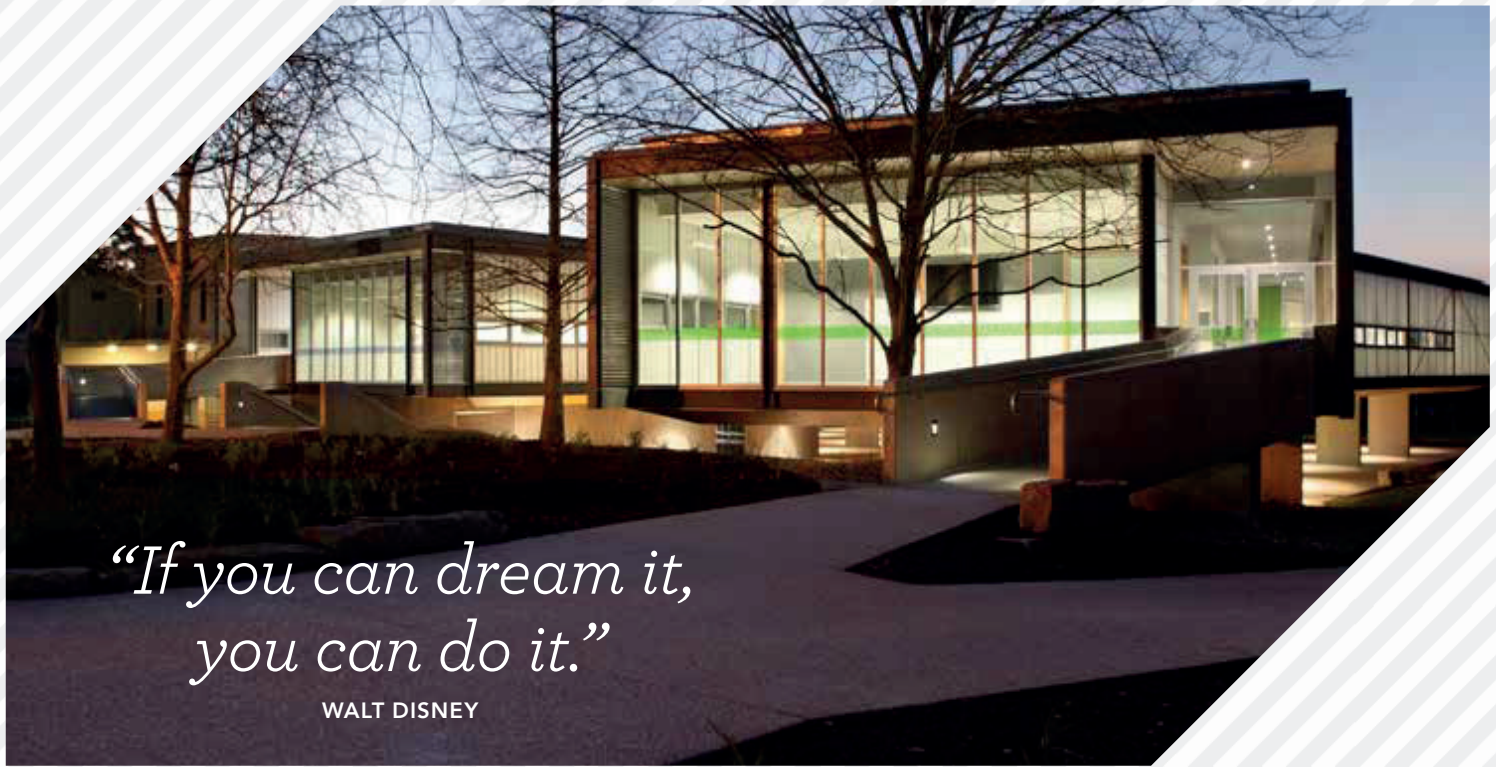
- ENSURING OUR STUDENT POPULATION REFLECTS A DIVERSE COMMUNITY AND INCLUDES INTERNATIONAL STUDENTS
- ENSURING THERE IS AN EFFECTIVE SUCCESSION PLAN IN PLACE FOR THE BOARD, PRINCIPAL AND EXECUTIVE TEAM
- MAINTAINING AN ACTIVE PROGRAM OF RECRUITMENT, INDUCTION AND DEVELOPMENT FOR BOARD MEMBERS
- MAINTAINING A GENEROUS PHILANTHROPIC COMMUNITY TO SUPPORT CAPITAL PROGRAMS

- ESTABLISHING AN ENDOWMENT FUND TO ASSIST WITH CAPITAL FUNDING, SCHOLARSHIPS, BURSARIES AND OTHER NEEDS AS REQUIRED.

“The more that you read, the more things you will know. The more that you learn, the more places you’ll go.”

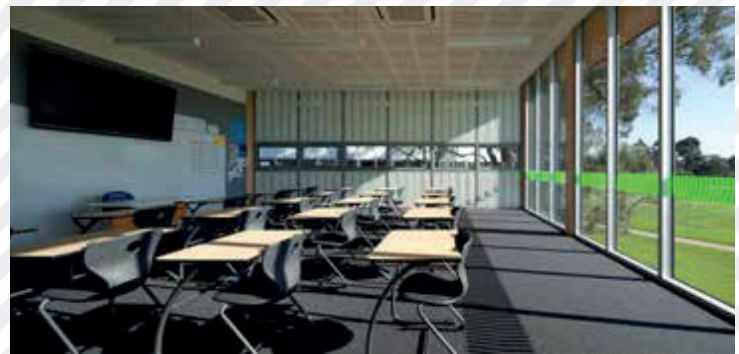
DR. SEUSS





*“If you can dream it,
you can do it.”*

WALT DISNEY



CONTEMPORARY FACILITIES

A student’s sense of place within a school is of the utmost importance. There is a link between the physical environment of our school and academic performance.

We recognise the contribution a school’s surroundings can make to a student’s learning. At Tintern we are committed to providing a harmonious yet innovative learning environment on both sides of the classroom walls.

Outside, our beautiful buildings and grounds will be developed and maintained within the school’s natural setting. Inside, our students will continue to access the latest technology and resources within contemporary teaching spaces that encourage creativity, interactivity and learning.

Our focus on facilities includes:

- ENSURING FACILITIES ARE WELL MAINTAINED AT ALL TIMES
- PLANNING FOR AND IMPLEMENTING MAJOR CAPITAL PROJECTS AS THE SCHOOL REQUIRES
- MAINTAINING A MASTERPLAN THAT SUPPORTS FUTURE EDUCATIONAL NEEDS OF THE SCHOOL AND ENSURES WHOLE OF CAMPUS FLOW AND COMPLETENESS.
- USING ENVIRONMENTALLY SUSTAINABLE MATERIALS AND NATURAL RESOURCES WHEREVER POSSIBLE
- CONTINUING THE EXPLORATION OF FARMLAND OWNED BY THE SCHOOL FOR ITS ABILITY TO PROVIDE EDUCATIONAL OPPORTUNITIES FOR STUDENTS
- ENSURING THE LATEST TECHNOLOGY REMAINS A PRIORITY





TINTERN GRAMMAR

CELEBRATING 140 YEARS

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