



Ravenswood

STRATEGIC PLAN



Igniting Potential,  
Inspiring Passion  
& Purpose

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# Ravenswood

The Ravenswood Strategic Plan will enable us to

- extend our **potential**
- pursue excellence with **passion** in the service of girls' education
- inspire **purpose** through meaningful contributions to education and humanity.

Our commitment is to nurture and challenge each girl to discover her potential, passion and purpose by creating learning experiences that build confidence, extend intellectual capability, develop global awareness, and foster the character strengths, perspectives and skills for life.

**Mrs Anne Johnstone**

Principal, Ravenswood School for Girls

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# Five Guiding Principles



Our purpose is shaped by our  
Five Guiding Principles



## Excellence

We value excellence and the fulfilment of our potential within and beyond the classroom in study and play, individually and in teams, at school and in our community and in local, national and international contexts. We recognise that the pathway to personal excellence is paved of grit.



## Respect

We are fair-minded in our thinking and actions and foster acceptance, tolerance and understanding. We acknowledge and celebrate diversity because we respect ourselves, others and the world around us.



## Optimism

We are purposeful and positive in our outlook on life, believing in and understanding our unique capabilities as individuals and as a country, to make a difference to contribute to humanity, to craft our own destiny. Our motto is *always towards better things*.



## Courage

We have courage of conviction, confidence to ask the hard questions, to be enquiring of the world, to advocate and act independently with resilience in the face of adversity.



## Compassion

We are other-person centered, giving of our time and our energy, our emotions and friendships and we foster caring, thoughtful relationships.

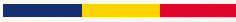








# Our Vision



## Igniting Potential, Inspiring Passion & Purpose

Our vision is drawn from our historic roots and understanding of the future. The inspirational concept for Ravenswood's four year Strategic Plan, Igniting Potential, Inspiring Passion and Purpose, is based on:

- the Ravenswood motto (*always towards better things*) and the school's commitment to an understanding of education as 'the kindling of a flame'<sup>1</sup>
- The characteristics of success for life in the conceptual age are an ability to understand how to achieve mastery - appreciating that effort changes the brain. We recognise the importance of creativity and artistry, critical literacy and thinking skills, agility of thought, a capacity to innovate, and a capacity to collaborate with a developed sense of empathy.
- Success and fulfilment in life will be shaped by passion and purpose. These can only be truly realised when one's potential is ignited.

<sup>1</sup> This principle, celebrated in Ravenswood's school song, is commonly attributed to Socrates: 'Education is the kindling of a flame not the filling of a vessel'. This ancient Greek maxim resonates with Christ's famous words from the Sermon on the Mount: '*Neither do men light a candle, and put it under a bushel, but on a candlestick; and it gives light to all that are in the house. Let your light so shine...*'



## Igniting Potential will empower

An understanding that learning and wellbeing are inextricably linked, dynamic and personal processes that should be cultivated.

Development of talent and a sense of self efficacy.

An appreciation of the intrinsic motivators from which satisfaction and a sense of achievement are derived.

A strength of character that is resilient, gritty and resourceful in the face of change, setbacks or adversity.

An ability to navigate complexity and pursue excellence.

## Inspiring Passion and Purpose will

- **create** a strong sense of personal agency, accountability and autonomy
- **foster** empathy, insight and compassion
- **encourage** an active contribution to society—to be a leader of positive change
- **ignite** aspiration for the future.











We have identified six goals fundamental to Ravenswood being a world-class school of excellence, educating girls for life.



## Learning

Achieve excellence and leadership in learning and teaching.



## Wellbeing

Embed wellbeing as a cornerstone to enable students to flourish.



## Contribution

Invigorate the social justice commitment at the heart of Ravenswood's Christian ethos.



## Community

Harness Ravenswood's strength of community and sense of belonging.



## Sustainability & Development

Invest in resources and practices that underpin future development of Ravenswood.



## Leadership

Continue to develop Ravenswood's identity as a leading school of choice and a lighthouse school of excellence.









# 1. Learning

## Achieve excellence and leadership in learning and teaching.

- 1.** Engage students in outstanding learning experiences and empower them to discover and understand their strengths to contribute to the shape and sources of content, and to take accountability for knowledge, skill acquisition, and outcomes.
- 2.** Attract, develop and retain world-class staff who are passionate about the growth and development of students and provide opportunities to staff through the Ravenswood Institute.
- 3.** Through dynamic leadership, embed practices based on neuroscientific research and technological advances into the design and implementation of learning experiences.
- 4.** Partner with credentialed learning providers to extend and deliver broader curricular and co-curricular programs that engage, challenge and enrich student learning.
- 5.** Develop further global and national exchanges and tours that expand student understanding of a digitally connected, globalised and multicultural world.
- 6.** Optimise the application of technology and analytics to identify and tailor opportunities for innovation and growth in student and staff learning.









## 2. Wellbeing

Embed wellbeing as a cornerstone to enable students to flourish.

1. Embed Positive Psychology in the many aspects of Ravenswood life—for students, staff and the community.
2. Actively cultivate the dispositions of optimism, resilience, grit and compassion for others in interactions and learning experiences.
3. Introduce explicit curriculum-based teaching strategies, based upon the findings of Positive Psychology research.
4. Educate students in issues of gender equity, identity, diversity and equality.
5. Create leadership and character development opportunities for all girls that strengthen student voice, build individual confidence and discover new talents and strengths.
6. Equip our students with tools and strategies to navigate the challenges of life.
7. Establish Ravenswood as a world-class Positive Education school.









## 3. Contribution

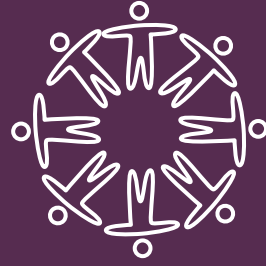
Invigorate the social justice commitment at the heart of Ravenswood's Christian ethos.

1. Expand social justice offerings with service, advocacy and fundraising all working to the ideals of engaging with communities and responding to need.
2. Develop further dynamic and authentic outreach programs into local and international communities and individuals, across each of the stages of school.
3. Expand the Bursary Program through community partnerships and philanthropic contributions that make a real difference to the future pathways, to those who might not otherwise have access to a Ravenswood education.









## 4. Community

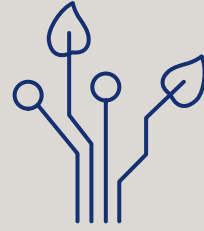
Harness Ravenswood's strength of community and sense of belonging.

- 1.** Develop programs for our community that give a deeper understanding of contemporary issues and emerging developments in the advancement of young girls and women (e.g. community education and cultural events—Ravenswood Australian Women's Art Prize).
- 2.** Promote our rich history and celebrate achievements of our alumni.
- 3.** Harness the talent and expertise of our alumni, to facilitate career development and network opportunities for current students and graduates.
- 4.** Facilitate programs and opportunities for past parents, friends and staff to remain connected with our Ravenswood community.









## 5. Sustainability & Development

Invest in resources and practices that underpin future development of Ravenswood.

1. Further develop a new Master Plan for the school.
2. Develop the vibrant and growing boarding offerings to set new standards for residential life in a secondary school environment.
3. Investigate options for off-campus residential facilities that deliver an independent living and learning experience that develop students' adaptability, resilience and confidence in pursuit of personal goals.
4. Drive productivity and effectiveness across structures, systems and functions within a framework of best practice and sustainability.
5. Develop a culture of philanthropy to enable Ravenswood to go 'above and beyond' in its educational offering and programs to empower young women in our society.









## 6. Leadership

Continue to develop Ravenswood's identity as a leading school of choice and a lighthouse school of excellence.

1. Lead and develop the Ravenswood identity through the school's Guiding Principles.
2. Be recognised as a leader in the development of a vibrant and multifaceted education.
3. Establish the Ravenswood Institute to support educational innovation, quality teaching, learning and wellbeing.
4. Partner with tertiary institutions to research and shape the design and delivery of learning and wellbeing programs, targeted specifically to the development and empowerment of young girls and women.
5. Expand the Knox Grammar School partnership to provide further opportunities for girls and boys, to engage in co-curricular programs that empower, challenge and inspire them to ignite their potential.







Always towards  
better things

*Semper ad meliora*

The school motto



# Ravenswood

**RAVENSWOOD SCHOOL FOR GIRLS**  
A Uniting Church School Prep to Year 12  
Boarding from Year 7

HENRY STREET, GORDON NSW 2072  
PH: +61 2 9498 9898 CRICOS 02306K  
[RAVENSWOOD.NSW.EDU.AU](http://RAVENSWOOD.NSW.EDU.AU)

