

GROWING IN WISDOM AND LOVE

STRATEGIC DIRECTIONS

2026 - 2029



INABURRA SCHOOL

INABURRA MISSION

Inaburra exists to be a Christ-centred learning community pursuing excellence in education where every individual is known and loved.

- **FAITH:** We commend belief in God who makes himself known to us in and through his Son, Jesus.
- **KNOWLEDGE:** We pursue wisdom, delighting in the gift of learning for the common good.
- **LOVE:** We show humility, integrity, kindness and generosity for the good of others.

OUR PURPOSE FOR TEACHING AND LEARNING

We aspire to be a transformational learning community growing in wisdom and love.

- **Faith** is lived out through the fostering of wisdom and love in each individual, founded in the transformative power of God's Word and Spirit, and in striving for the common good.
- **Wisdom** is gained through thinking, questioning, communicating, collaborating, striving and serving.
- **Love** is expressed through humility, kindness, generosity and integrity.

By fostering these attributes, we seek to help individuals grow as both learners and people, serving the common good.





INABURRA SCHOOL STRATEGIC DIRECTIONS 2026-2029

As we look ahead to the next four years, the Board, working closely with the Executive team, has set three goals for the school community to work towards, each of which have several sub-goals that are presented in this document.

These three goals are:

- Building academic rigour
- Building organisational integrity
- Building Christian community

They reflect our desire to be a community that is characterised by wisdom and love: that we are known within the local community as a school focused on meeting the highest standards when it comes to the academic progression of all of our students, whether they aspire to go to university or pursue other post-school options in the future. In this respect, we are seeking to be counter-cultural, providing our students with the opportunity to grow in their knowledge and understanding, while also developing the learning character of each of our students.

As a school, we seek to support our local community but we also seek to transform it and to challenge it, by giving our students the capacity to engage deeply with ideas and with each other. To do so, we wish to work in close partnership with our parents as, together, we strive to give each of our students the very best opportunity to excel and grow in wisdom and love.

Our strategic plan is grounded in the overall goal of growing in wisdom and love within our school community. WISDOM is cultivated through: Thinking, Questioning, Communicating, Collaborating, Striving and Serving, while LOVE is expressed through Humility, Kindness, Generosity and Integrity.



STRATEGIC GOALS 2026-2029

1. BUILDING ACADEMIC RIGOUR, GROWING IN WISDOM AND LOVE

- 1.1 Strengthen multiple pathways to academic excellence.
- 1.2 Embed the teaching of learning character in every curricular and co-curricular program.
- 1.3 Attract, develop, train and retain exemplary teaching professionals.
- 1.4 Establish an integrated approach to wellbeing and learning in the classroom.
- 1.5 Create appropriate opportunities for parents to deepen their understanding of Teaching and Learning at Inaburra.

2. BUILDING ORGANISATIONAL INTEGRITY, GROWING IN WISDOM AND LOVE

- 2.1 Develop and embed a shared organisational theology to underpin all areas of school operations.
- 2.2 Position Inaburra as the comprehensive school of choice in the region, emphasising academic commitment and character education as core to its offering.
- 2.3 Ensure prudent stewardship of school financial resources to sustain operations through to 2029, when government funding stabilises.
- 2.4 Develop school resources to facilitate ongoing success.

3. BUILDING CHRISTIAN COMMUNITY, GROWING IN WISDOM AND LOVE

- 3.1 Build capacity of staff to integrate faith and practice.
- 3.2 Promote student engagement with the Christian worldview.
- 3.3 Strengthen partnerships with Christian churches and groups aligned with Inaburra's organisational theology.
- 3.4 Develop and engage our alumni network.

STRATEGIC GOAL NO 1. BUILDING ACADEMIC RIGOUR, GROWING IN WISDOM AND LOVE

We seek to be a school where building students' capacity to learn independently and collaboratively is a key focus as we deliver our curricular and co-curricular programs. We will continue to make use of our learning framework to guide the design and structuring of lessons that address the content of the curriculum while also explicitly training students to collaborate well, to persevere, ask questions and be resourceful. We know that of all the skills students will need in the future, it is the capacity to learn that will enable them to thrive and flourish in a rapidly changing world.



STRATEGIC GOAL NO 1.

BUILDING ACADEMIC RIGOUR, GROWING IN WISDOM AND LOVE

1.1 Strengthen multiple pathways to academic excellence.

- 1.1.1 **Academic Pathways:** Enhance learning enrichment opportunities for students across Stage 3 to Stage 5, including embedding the Stage 4 Selective Stream.
- 1.1.2 **Student Progress:** Gather meaningful data to track student learning and engage students in decisions about their learning, including patterns of study.
- 1.1.3 **Study Skills:** Teach study skills explicitly from Year 5 to Year 12, and increase the profile of the After School Study Centre among students and parents.
- 1.1.4 **Student Services:** Develop a K-12 approach to learning that incorporates enrichment and support, counselling and wellbeing.

1.2 Embed the teaching of learning character in every curricular and co-curricular program.

- 1.2.1 **Professional Learning:** Differentiate the program of school-based professional learning on teaching for learning character to fast-track new staff and further develop continuing staff.
- 1.2.2 **Co-curricular Programs:** Ensure that the aims and student experience of co-curricular programs intentionally contribute to the development of learning character.
- 1.2.3 **Measuring and Reporting:** Refine strategies for measuring learning character and engage students and parents in partnerships for future improvement.
- 1.2.4 **Research:** Continue ongoing in-school research to measure progress and efficacy in the teaching of learning character across the school.

1.3 Attract, develop, train and retain exemplary teaching professionals.

- 1.3.1 **Investment in the Teaching Profession:** Establish the Inaburra Teaching School pathway for 2028 commencement, targeting postgraduate teacher trainees, utilising the Inaburra Learning Framework, based on our organisational theology, with an emphasis on character education.
- 1.3.2 **Professional Learning:** Continue to build professional support structures across the career span, from early career support to accreditation and leadership pathways, maximising teacher engagement, progress and learning.
- 1.3.3 **Sustainability:** Continue to develop strategies and systems to increase sustainable work practices, including the evolution of the distributed leadership model to stage and faculty leadership.

1.4 Establish an integrated approach to wellbeing and learning in the classroom.

- 1.4.1 **Professional Learning:** Develop the capacity of teachers to foster student motivation and engagement in learning.
- 1.4.2 **System Development:** Improve systems to support classroom environments that foster academic learning and wellbeing throughout the school.
- 1.4.3 **Research:** Continue ongoing in-school research to measure progress in teacher practice and student wellbeing and engagement.

1.5 Create appropriate opportunities for parents to deepen their understanding of Teaching and Learning at Inaburra.

- 1.5.1 **Parent Partnerships:** Develop parent understanding of Inaburra's approach to teaching and learning and recognition of Inaburra teachers as professional subject matter experts.
- 1.5.2 **Transparency:** Improve information-sharing to parents, providing an appropriate window into their child's learning.
- 1.5.3 **Communication:** Promote safe and transparent communication regarding student learning and wellbeing that cultivates age-appropriate student agency.

STRATEGIC GOAL NO 2. BUILDING ORGANISATIONAL INTEGRITY, GROWING IN WISDOM AND LOVE

Our second goal relates to the integrity of our school as an organisation. We want to scrutinise our systems and processes to ensure that they are consistent with our core beliefs as a Christian organisation. We will be considering how to continue attracting and retaining quality staff, and how we can be transparent about who we are, what we are seeking to do, and how we are achieving our goal of becoming a vibrant learning community. Ongoing exploration of how we can manage financial resources wisely and thoughtfully will be accompanied by further examination of ways to increase the efficiency of our systems so that we can better support the learning of all students.



STRATEGIC GOAL NO 2. BUILDING ORGANISATIONAL INTEGRITY, GROWING IN WISDOM AND LOVE

2.1 Develop and embed a shared organisational theology to underpin all areas of School operations.

- 2.1.1 **Organisational Theology:** Develop an explicit organisational theology that informs Inaburra's practices and ways of working.
- 2.1.2 **Policy and Procedures:** Embed this organisational theology in policies and procedures.
- 2.1.3 **Communication:** Apply this organisational theology in the context of communication with parents and the wider community.

2.2 Position Inaburra as the comprehensive school of choice in the region, emphasising academic commitment and character education as core to its offering.

- 2.2.1 **Community Engagement:** Facilitate events and activities that engage current and prospective families.
- 2.2.2 **External Communication:** Provide necessary resources to the communications and enrolments teams to enable high-quality and targeted methods of engaging both current and new families.
- 2.2.3 **School Identity:** Increase brand awareness of Inaburra as an exemplar school for student learning, quality teaching and character education.

2.3 Ensure prudent stewardship of school financial resources to sustain operations through to 2029, when Government Funding stabilises.

- 2.3.1 **Fiscal Responsibility:** Consider areas where cost saving can be made through structures or outsourcing.
- 2.3.2 **Community Engagement:** Generate additional income and increase community connections through strategic use of facilities.

2.4 Develop school resources to facilitate ongoing success.

- 2.4.1 **Staff:** Strengthen a culture of ongoing renewal and development of staff.
- 2.4.2 **Capital Works:** Develop and finalise plans, and confirm approvals, for a major Senior School building project, including potential preliminary projects, for commencement in 2028 or 2029.
- 2.4.3 **Operational Tools:** Assess, improve or replace current systems.

STRATEGIC GOAL NO 3. BUILDING CHRISTIAN COMMUNITY, GROWING IN WISDOM AND LOVE

Our third goal speaks of the importance that we place on building Christian community – a community in which staff are encouraged to think deeply about our world and their vocation, and students have opportunities to experience Christian community firsthand, prompting them to explore the Christian faith. Furthermore, we want to be outward-looking, partnering with other Christian organisations so that we might be a blessing in our local area and in the world. Finally, we will look to build stronger relationships with our alumni, seeking to encourage them to share with us their perspectives, gifts and talents.



STRATEGIC GOAL NO 3. BUILDING CHRISTIAN COMMUNITY, GROWING IN WISDOM AND LOVE

3.1. Build capacity of staff to integrate faith and practice.

- 3.1.1 **Faith Development:** Focus staff devotions on integrating faith and practice.
- 3.1.2 **Christian Practice:** Continue to encourage all staff to work and relate in ways that demonstrate integrity, generosity, kindness and humility.
- 3.1.3 **Christian Knowledge:** Provide support for staff seeking to expand their capacity to think theologically and apply faith to practice.

3.2. Promote student engagement with the Christian worldview.

- 3.2.1 **Engagement With Faith:** Review our approach to student groups to incorporate “seeker” activities as well as ongoing discipleship groups.
- 3.2.2 **Christian Witness:** Continue to provide opportunities for students to engage thoughtfully and meaningfully with the Christian message.
- 3.2.3 **Mission:** Develop and refine the purpose of Foundations Week to give greater focus across the week to engaging with the Christian message.

3.3. Strengthen partnerships with Christian churches and groups aligned with Inaburra’s organisational theology.

- 3.3.1 **Community Engagement:** Provide more opportunity for Menai Baptist Church to engage with the school community.
- 3.3.2 **Service:** Partner with local charity organisations aligned with our strategic priorities.
- 3.3.3 **Mission:** Develop ongoing partnerships with Christian organisations focused on global mission.

3.4. Develop and engage our alumni network.

- 3.4.1 **Continuity of Relationships:** Invite alumni to school events throughout the year.
- 3.4.2 **Mission:** Provide further opportunities for alumni to participate in missional school activities.
- 3.4.3 **Alumni Engagement:** Provide opportunities for alumni to contribute to the broader life of the school.



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