



FRENSHAM SCHOOLS

STRATEGIC PLAN
2023 - 2027

FRENSHAM JUNIOR SCHOOL
PRESCHOOL - YEAR 6 COEDUCATION

FRENSHAM BOARDING & DAY SCHOOL
FOR GIRLS YEARS 7-12

STURT GALLERY & STUDIOS
FOR CONTEMPORARY CRAFT & DESIGN



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FRENSHAM JUNIOR SCHOOL
P-6 COEDUCATION | GIB GATE CAMPUS

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FOR GIRLS 7-12 | FRENSHAM CAMPUS

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MISSION

We commit to developing Frensham Schools as a pre-eminent educational community, founded on Christian principles, renowned for its unique combination of values which focus on:

health and happiness

unselfish pursuit of excellence

individual growth

service to others

broad experience

innovative and adaptive approaches

VALUES

We expect students to strive to be physically, mentally and spiritually fit for the future, to rise to the intellectual life around them – and to thrive in terms of character and leadership... working together to embrace challenge and celebrate each other's achievements.

[Julie Gillick OAM, Head of Frensham Schools 2000-2020,
2 March 2019]

- **health and happiness**
providing a caring and supportive environment in beautiful surroundings close to nature, and encouraging a sense of wellbeing through teamwork, friendship, self-management and tolerant beliefs
- **unselfish pursuit of excellence**
exceeding what would otherwise be possible in terms of development, contribution, achievement and leadership, across the totality of the educational experience
- **individual growth**
challenging and inspiring each member of the Frensham Schools community to define, plan for, and work towards the achievement of personal goals with passion, resilience, and commitment
- **service to others**
living the challenge of our founders, 'In Love Serve One Another', being active and compassionate in recognising the needs of others and responding with generosity, self-assurance, leadership by example, integrity and humility in all matters, in a global community
- **broad experience**
recognising the need for multifaceted development of each individual, enhancing his or her intellectual, spiritual, aesthetic, social and physical powers, emphasising academic requirements and other long-term life skills
- **innovative and adaptive approaches**
developing a spirit of enquiry and a love of learning, with a future focus and the capacity to discern, so that students and staff experience the adventure of experimentation and the excitement of breaking new ground

INTRODUCTION

'In love serve one another'

[FRENSHAM'S MOTTO – taken from Paul's letter to the Galatians Chapter 5, chosen by **Winifred Mary West CBE, Founder, 1913**]



Geoff Marsh
Head of Frensham
Head of Frensham
Schools

Frensham Schools is global in focus and renowned for its enduring **'values-in-action'** learning and living environment.

At the forefront of contemporary education – forward thinking, highly functioning and purposeful – the growth and wellbeing of our students are core to the Frensham Schools experience.

Research confirms that successful future-focused schools must be supported by a set of values.^[1]

At Frensham Schools, a unique set of ideals developed by our founders has stood the test of time, and is as relevant today as in 1913^[2].

Our Mission and Values are embedded in all that we do, guiding our operational thinking, our daily interactions, and our strategic planning.

^[1] In her peer-acclaimed research into the future of schooling, Valerie Hannon, global thought leader and Senior Adviser to the OECD in its Education 2030 project, concluded there are three design principles that successful future-focused schools must have: 1. values, 2. an operational philosophy that demonstrates these values, 3. a learner experience that embeds these values.

The **strategic priorities** that follow, organise and guide planned actions to meet our shared goals in **five key areas**:

1. Teaching and Learning
2. People
3. Culture
4. Systems and Operations
5. Governance

The key goal of a Frensham Schools values-based education is the development of character.

Students learn to apply these values to how they live, learn, lead and work, through the support of teachers and parents.

The School provides a spectacular living and learning environment, close to nature, juxtaposed with a contemporary setting and state-of-the-art facilities.

We proudly present the **Frensham Schools Strategic Plan 2023-2027**.

^[2] Winifred West established Frensham in 1913. We celebrate our 110th Year in 2023.



Edward Studdy
Chair of the Board
Frensham Schools

A stone sculpture of a doe and her fawns in a garden setting. The doe is standing on the right, facing left, with her head tilted towards a fawn on the left. Another fawn is partially visible behind the first one. The sculpture is set on a circular base. The background shows a building and some foliage.

2023-2027

Each generation has its dreams of what the world might be... you are needed, your integrity is needed, your vitality is needed, and your dreams are needed...

[Winifred Mary West CBE, Founder, 17 July 1945]

A lush green garden with a path and a bench. The path leads through various plants and flowers. A bench is visible on the right side of the path. The overall scene is peaceful and well-maintained.

STRATEGIC PRIORITIES

School should teach you to begin to discriminate between what is good and what is only second-rate. Here you should catch a glimpse of what life has to offer you, so that you may leave, feeling that you are making a beginning and not an end, determined to live thoroughly and not to be content with half-achievement.

[Winifred Mary West CBE, Founder, 1 June 1925]

1

TEACHING AND LEARNING

Experiences
Pathways
Personalisation

2

PEOPLE

Growth
Leadership
Engagement

3

CULTURE

Residential
Holistic
Global

4

SYSTEMS AND OPERATIONS

Optimal
Adaptive
Efficient

5

GOVERNANCE

Strategic
Exceptional
Sustainable

health and happiness • unselfish pursuit of excellence • individual growth • service to others • broad experience • innovative and adaptive approaches





1

TEACHING AND LEARNING

Experiences

Pathways

Personalisation

- ❑ Prioritise teaching and curriculum models that are best practice and future focused.
- ❑ Enhance pathways for learning that increase personalisation, agency and flexibility.
- ❑ Review and enrich Frensham Schools' unique, contextualised learning programmes.



2

PEOPLE

Growth

Leadership

Engagement

- ❑ Attract, develop and retain high-quality staff.
- ❑ Link staff development to best practice pedagogy.
- ❑ Foster innovative workplace practices.



3

CULTURE

- Residential
- Holistic
- Global

- ▣ Enhance and expand our unique residential opportunities for students and staff.
- ▣ Develop an holistic, integrated approach to student and staff wellbeing.
- ▣ Nurture an outward thinking, internationally focused, diverse culture.



4

SYSTEMS AND OPERATIONS

- Optimal
- Adaptive
- Efficient

- ▣ Integrate innovative campus operations to allow for increased connection and resource sharing.
- ▣ Develop adaptive organisational structures and models.
- ▣ Optimise all aspects of business operations.



5

GOVERNANCE

Strategic

Exceptional

Sustainable

- ❑ Ensure alignment of campus goals in accordance with the mission of Frensham Schools.
- ❑ Support excellence in all aspects of Governance.
- ❑ Enhance our culture of giving to support the realisation of Strategic Priorities.



We are cognisant of what research tells us about the critical alignment of intention and practice: *our mission and guiding values remain 'words on a page' unless 'we commit to action'.*

[Julie Gillick OAM, Head of Frensham Schools 2000-2020, Reflection on Frensham's 107th Birthday 2020]



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