



BRISBANE GRAMMAR SCHOOL

Strategic Plan 2024 - 2028



Chair

Warren Traves



The Board of Trustees and the School's Senior Leadership Team have recently undertaken a refresh of the strategic objectives and plans for the Brisbane Grammar School (BGS or the School) intended to have currency for the next five-year period (2024 - 2028).

The opening of the STEAM precinct in 2024 reinforced the fact that we live in a complex world in which the pace of change is accelerating and in which our past success as a School is no guarantee of future success. Given the pace of change, there is no room for any 'strategic' complacency. The School's strategic approach must necessarily be a process which we constantly seek to evolve and develop as we pursue our ambition to be the best school for boys in Australia.

At BGS we are seeking to provide boys with a rich offering of educational, cocurricular and social experiences designed to develop thoughtful and confident men of character who contribute and make a difference to their communities. We believe that the School's 'culture' is a matter of fundamental importance to the outcomes we seek to achieve, so we energetically pursue our 'Protect and Connect' programs.

Publication of this strategy document is intended to stimulate discussion amongst BGS stakeholders. It is designed to outline a coherent vision and direction for the delivery of our programs as we seek to build on our past success. We welcome constructive stakeholder feedback on these strategic objectives and plans because we see it as the best mechanism there is to safeguard the long-term success and sustainability of the School.

For over 155 years, Brisbane Grammar School has been a model of educational distinction. Today, BGS continues to balance history with innovation in its determined pursuit of excellence.

The Board of Trustees and Senior Leadership Team acknowledge that to achieve our vision requires continuous improvement and careful change management.

Our primary focus remains on providing a high-quality education that prepares our students for the challenges and opportunities of the future.

To achieve the BGS vision we have identified key areas of strategic importance:

1. **Educational Excellence:** We are dedicated to fostering a culture of academic and cocurricular excellence by continuously enhancing our programs, investing in professional development for our staff, and implementing innovative teaching and coaching methods. Our goal is to equip our students with the knowledge and skills necessary to thrive now and into the future.
2. **Wellbeing:** We recognise the importance of student and staff wellbeing and are committed to providing a supportive and inclusive environment. We continue to augment broad programs to promote mental health, resilience, and positive relationships among our students, staff, and BGS families.

3. **Partnerships:** We believe that community engagement is essential for the success of our school. We are actively seeking opportunities to collaborate with local businesses, educational organisations, BGS Old Boys' Association and community members to enrich our students' learning experiences and bolster school programs.

4. **Infrastructure:** To create an optimal learning environment, we are investing in the development and enhancement of the School's infrastructure and facilities. This includes upgrading classrooms, implementing new technologies, and providing recreational spaces to meet the evolving needs of our students and staff.

The BGS Strategy will integrate and align our distinctive plans and activities, emphasise and express our ambitions, affirm and strengthen our values, highlight our uniqueness and manifest our vision to be the best school for boys in Australia.

Headmaster
Anthony Micallef



A photograph of two young men in a computer lab. One student, wearing a dark sweater over a light blue shirt, is leaning over the laptop, looking at the screen. The other student, wearing a light blue button-down shirt, is sitting at the desk, smiling and looking at the screen. The desk has a laptop, a white mouse, a blue game controller, and some papers. In the background, there are other computer monitors and a blue light source. The overall atmosphere is focused and collaborative.

Vision

Brisbane Grammar School aspires
to be the best school for boys in
Australia.



Purpose

Brisbane Grammar School educates boys within an innovative learning culture that nurtures their intellectual, physical and emotional wellbeing to become global citizens who contribute to their communities.



History

Born of a strong connection to our community, Brisbane Grammar School values the pursuit of excellence through a broad liberal education.

Today BGS is a thriving learning community of over 2000 students and a diverse team of skilled educators, coaches, tutors and business and services staff.

The preservation of the School's traditional ambience, the fostering of pride in its success, and celebration of the ongoing achievements by its old boys, will give all students, past and present, a sense of belonging to the Grammar community.

The Grammar Schools' Act, passed in 1860, provided for the establishment of secondary education in this state. By 1868, enthusiastic public subscribers had raised enough money to establish our school.

The first Headmaster, Thomas Harlin (1868- 1876), welcomed 94 students in February 1869 at the original site in Roma Street. That same year, Sir Charles Lilley endowed a gold medal for the dux of the School.

By 1881 the School had moved to its current site at Spring Hill under Headmaster Reginald Heber Roe (1876-1909). That year the Great Hall and classrooms were opened.

When the Boarding House opened in 1886, the School became one of the first to provide unified boarding facilities on site.

Innovation in learning spaces and playing facilities is a hallmark of the School's history.

- New laboratories in 1912 and 1960 set benchmarks in science education.
- An expansive library and assembly hall was built for the School's centenary in 1968.
- A pioneering Outdoor Education facility was created at Lake Moogerah in the 1970s.
- Northgate Sports Complex opened in 1997 and The Indoor Sports Centre in 2000.
- The Middle School was established in 2003.
- The construction of the collaborative learning spaces of The Lilley Centre occurred in 2010.
- The BGS Tennis Centre was erected in 2016.
- Griffith House was opened in 2020 and Harlin House was renovated in 2022.
- The School's STEAM Precinct 2024 - continued this trend of educational innovation. It provides inspiring learning spaces, integrating the disciplines of science, technology, engineering, art, and mathematics and gathering place for our community.

Brisbane Grammar School continues to fulfil its mission to develop multiliterate students who are critical, reflective and creative thinkers with higher-order skills required for an evolving global and increasingly digital economy.

Strategy

Vision

To be the best school for boys in Australia

Purpose

Brisbane Grammar School educates boys within an innovative learning culture that nurtures their intellectual, physical and emotional wellbeing to become global citizens who contribute to their communities.

Strategic Pillars

Education

Provide a safe and supportive learning environment where staff and students strive to attain their personal best.

Sustainability

Use contemporary practices that ensure the development of staff, the durability of critical resources and the application of sound governance.

Community

Engage with stakeholders to enhance BGS programs, enact cultural values and celebrate school traditions and achievements.

Strategic Enablers

People

BGS attracts and retains the best people to deliver premium educational programs to our students.

Places


BGS provides contemporary virtual and physical spaces, to deliver premium educational programs for our students.

Programs


BGS offers innovative programs facilitated by talented people in contemporary spaces, to enable superior outcomes for our students.

Values

 Learning

 Leadership



 Endeavour

 Respect

 Community

Nil sine labore (*nothing without work*)

Critical Projects 2024 - 2028

 Strategic Foci	 Strategic Alignment	 Activities
Education	Identify and implement initiatives to advance the School's position as a leader in boys' education.	<ul style="list-style-type: none"> Effective Thinking Cultures v9 Australian Curriculum & QCE Syllabus Revisions Learning Analytics STEAM Education
Student Wellbeing	Review and refine student wellbeing programs to enhance every boy's social and emotional development.	<ul style="list-style-type: none"> Student Leadership Respectful Relationships Student Culture
Employee Lifecycle	Contemporise practices so that BGS attracts, develops and retains the best people.	<ul style="list-style-type: none"> Professional Growth Program Employee Value Proposition People & Culture Strategy
Community Engagement	Strengthen ties with stakeholders so that the community benefits.	<ul style="list-style-type: none"> Community Partnerships Philanthropic Strategy Communications and Marketing Plan
Digital Transformation	Integrate technologies that improve educational programs, optimise user experience and safeguard the BGS network.	<ul style="list-style-type: none"> Network Modernisation Cybersecurity Educational Technology
Master Plan	Enhance facilities to optimise educational programs.	<ul style="list-style-type: none"> Middle School Expansion Pepperina Hill Redevelopment Senior Boarding House Performing Arts Precinct Sports Science Centre

In Pursuit of Excellence

10 Year Masterplan

Expansion

- Middle School
- Outdoor Education
- Senior Boarding House

New

- Sports Science Centre
- Performing Arts Precinct
- Junior School

Refurbishment

- Spring Hill Campus
- Centenary Hall
- Northgate Nothling Room

Technology

- School Information System
- Cyber Security Upgrade
- Educational technology



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