



TOWARDS *2020*



Tangara
SINCE 1982

STRATEGIC *Plan* 2016-2020

We are delighted to present Tangara's Strategic Plan for 2016-2020.

Our strategic priorities emerge from our Mission; they are inspired by our Vision for the School's future; and they are guided by our shared Values. At the heart of all our endeavours is a conviction in the transcendence of human existence and the inalienable dignity of each person, so characteristic of the Christian spirit.

This plan is the result of consultation with parents, staff and students over the last 18 months, and intensive work by staff from across the School. As we strive towards 2020, Tangara has a clearly defined plan of action which embeds excellence, innovation and continuous improvement in everything we do.

The next five years will see renewed commitment to Tangara's foundational mission to collaborate with parents to form each child's character, educating for personal and academic excellence. Central to this endeavour is the tutorial system, unique to the PARED schools, where every student is personally mentored to be the very best person she or he can be.

We look forward to working with the entire Tangara family to bring this Strategic Plan to life, forming young citizens who will lead change for a more just and human society.

Gary Doherty
Chair, PARED Foundation

Dr Katrina George
Principal



MISSION

Tangara works in partnership with parents to form each child's character, educating for personal and academic excellence. We challenge our students to live a life of faith, and lead change for a more just and human society.

VISION

Our vision is a happy and vibrant School, highly regarded as a centre of excellence, where every child is encouraged to be the very best person she or he can be. Parents, staff and students work as a united team for the pursuit of character and academic success, with a commitment to service and a life of faith.

VALUES

*Faith | lived in daily life
Hope | hearts open to happiness
Charity | self-giving, love of God and kindness towards others
Justice | social responsibility and fairness
Wisdom | discernment in one's choices
Fortitude | resilience and perseverance in the pursuit of what is good
Temperance | balance and self-mastery*



CHRISTIAN

Ethos

Tangara is animated by a Christian ethos which seeks to discover God's presence in daily life and to bring joy and peace to others. We encourage our students to embrace their unique purpose and contribution to the world by:

Valuing the integral role of both faith and reason on the path to truth;

Nurturing a life of prayer;

Loving God and all people through family life, friendships and study;

Respecting the dignity of others.

We welcome staff, students and families of all faith backgrounds who are committed to supporting this ethos.

Our Religious Education Program is carried out in accordance with the teachings of the Catholic faith. Our Christian identity is supported and nurtured by the assistance of Opus Dei, a Personal Prelature of the Catholic Church, which helps people live their faith in the ordinary circumstances of their lives.



TEACHING *and* LEARNING



We believe that the best education develops the whole person: it integrates academic excellence with character development, as each student strives towards her personal and academic potential. We intend to be a leader in 21st century education, supporting each and every student to make the greatest possible progress in learning.

We will work to achieve this by:

Collecting robust evidence of student learning to identify how best to advance each student and rigorously track student progress over time.

Evaluating and adapting our teaching practices to target individual student needs.

Establishing a Special Education team to provide expert support to students with learning difficulties and gifted students.

Continuing to integrate innovative and research-based teaching and learning, such as Visible Thinking, to grow motivated learners and deep thinkers.

Embedding high-quality student assessment which helps teachers reflect on the effectiveness of their teaching and drives student improvement.

Integrating new technologies meaningfully into the curriculum to enhance learning.

Enhancing Philosophy studies in Years 10 and 11 with the support of the Logos program for critical thinking and ethical decision making.

Providing specialised training in study skills, time management, and examination strategies.

Continuing to foster a learning environment which is respectful and caring, supporting teachers to promote positive classroom behaviour.

PERSONAL *formation* AND WELLBEING

Tangara is committed to a strong culture of mutual trust and support among parents, teachers, tutors, school leaders and students. We embrace opportunities for personal and professional formation, striving always 'towards the fullness of virtue'.

Parents

We believe that parents are the primary role models and educators of their children. Parents have a responsibility to grow in the qualities of mind and heart they want their own children to acquire. We will continue to build a collaborative partnership between parents and the School and support parents in their role as first educators.

We will work to achieve this by:

Enhancing communication with parents, with a focus on the parent/tutor relationship.

Increasing support for the role of Class Parents to promote the School's family spirit, foster friendships and increase communication between parents.

Reviewing opportunities for face-to-face collaboration between parents and teachers.

Enhancing education and formation activities for parents, to promote their leadership as primary educators.

Improving the induction of new parents into the ethos and life of the School.

Proactively seeking regular feedback from parents to increase their contribution to the development of the School.



Staff

Tangara upholds collaboration and teamwork, where every staff member is valued for her professionalism and commitment. Our teachers, tutors, leaders and administrative staff strive to be role models of good character and actively live the ethos and values of the School. We intend to support our staff in their personal formation, holistic wellbeing and in their development as professionals.

We will work to achieve this by:

Enhancing current programs for staff induction, formation and identification with the School's Mission, Vision and Values.

Promoting a positive work environment and providing all staff with more personalised support and mentoring.

Enhancing a culture of teacher quality, feedback and growth, including an annual cycle of goal setting, targeted professional learning and evaluation.

Prioritising collaborative professional learning, including classroom observations, peer feedback and connections with local and global learning communities.

Supporting the professional growth of tutors, including Professional Standards and continuing education and mentoring.

Investigating opportunities to increase staff participation in decision-making and School improvement initiatives.

Promoting leadership capacity and celebrating staff success.

Students

We believe our mission is not only to educate students, but to form persons. We intend to integrate academic excellence with character development and provide students with opportunities for spiritual growth, leadership and service.

We will work to achieve this by:

Prioritising the personalised tutorial system to foster the holistic development of students.

Reviewing student leadership structures to enhance leadership opportunities, mentoring and training.

Expanding community service activities to promote an ethic of self-giving and commitment to social justice.

Promoting wider participation in sport to enhance health, wellbeing and School spirit.

Reviewing co-curricular activities to ensure the broad and balanced development of students.

Enhancing the Virtues Program across the School, drawing on a growth mindset and effective pedagogical practices.

Ensuring a safe and secure School environment, including the regular review of the Staff Code of Conduct, WHS, Child Protection, Bullying Prevention policies and practices.

Integrating Catholic values across the curriculum.

Continuing to develop our Religious Education Program to increase understanding of Christian teaching, foster a love for personal prayer and participation in the Sacraments.

TECHNOLOGY

With the challenges of the digital age, Tangara aims to produce graduates with excellent ICT skills who will be leaders in the use and creation of technology which enhances human dignity, understanding and solidarity. We intend to expand the innovative use of technology in the classroom; equip students with the ICT competencies necessary for university and the 21st century workplace; and promote the safe, responsible and ethical use of ICT.

We will work to achieve this by:

Further developing the use of CANVAS, our web-based learning platform, across the School.

Enhancing the use of interactive whiteboards and tablets in the Junior School to make content more relevant and meaningful and increase student engagement.

Expanding the 1:1 laptop program in the Secondary School, to increase the availability and quality of learning resources.

Engaging an ICT experienced teacher to support her colleagues with the integration of ICT in teaching and learning.

Exploring ways to teach students to be creators of technology, including the possibility of a technology elective in the Secondary School.

Implementing clear policies for the safe and responsible use of ICT.

Supporting parents with information about developments in technology, social media and digital citizenship.



Tangara School for Girls

Girls | Year 2 to Year 12
77-97 Franklin Rd
Cherrybrook NSW 2126
02 9680 4844

Tangara Infants

Boys & Girls | Kindergarten & Year 1
77-97 Franklin Rd
Cherrybrook NSW 2126
02 9680 4331

Retaval Wahroonga

Boys & Girls | Reception,
Kindergarten & Year 1
100 Fox Valley Rd
Wahroonga NSW 2076
02 9487 1298

Retaval Belfield

Boys & Girls | Reception,
Kindergarten, Year 1 & Year 2
3 Elliott St
Belfield NSW 2191
02 9747 0366



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