

FAHAN  
SCHOOL



# STRATEGIC PLAN

2021-2025



It is with a sense of optimism and excitement that I share with you Fahan School's Strategic Plan for 2021-2025. This Plan is the result of a collaborative effort of all members of the Fahan Community and provides a way forward with a refreshed Vision, Mission and Values.

The Plan articulates the key strategies which will ensure the ongoing success of our School and our mission to create a community in which all people flourish. Our continued focus is on developing a deep love of learning and the development of right principles that empower each Fahan girl to step confidently into her future.

This Strategic Plan is intended to be a living document, providing a continuing benchmark for staff, yet flexible enough to change as our School evolves.

As we begin implementation of this vision for our School's future, we welcome your ongoing involvement and input and invite you to join us on this journey.

*Lia Morris*  
**Chair**



## 2021-2025

**F**ounder of Fahan School, Miss Isobel Travers wrote in 1939 that an education worth having should include *“First, training in right thinking; that is, training in ability to use their judgement independently. Secondly, flexibility of mind, which is able to grasp the possibilities of the future and to make something of them. Thirdly, trained ability – the ability to do things, and to do them well; in a world where all must play their part it is those who have trained themselves to use their powers who will find the most enjoyment. Finally, a foundation of right principle which will stand them in good stead in times of stress.”*

For over 80 years, Fahan School has educated girls and young women in an extraordinary home where they are given every opportunity to flourish. They are cared for and taught in a positive and dynamic environment which cherishes learning, spirit and community. Fahan draws on a rich past to navigate the present and the future, and this plan outlines the immediate and longer-term strategies and actions that we will take to enlighten, inspire and ignite young minds and hearts as we move towards Fahan’s 90th year in 2025. The Plan projects initiatives for the School and articulates our deep and ongoing commitment to the education of girls from Kindergarten to Year 12.



*Penny Curran-Peters*  
Principal

## OUR MOTTO

Light Come Visit Me

“Light destroys darkness,  
reveals truth,  
graces good deeds;  
it is creative

Miss Isobel Travers  
Founder – Fahan School

A young woman with blue eyes and a bright smile is the central focus. She is wearing a dark navy blue blazer over a white collared shirt and a dark tie. On her left chest, there is a circular green logo with a palm tree and the text 'FAHAN SCHOOL' above it and 'LIGHT COME FROM HERE' below it. She is also wearing a wide-brimmed hat with a white top and a dark navy blue band featuring an orange palm tree logo. The background is a lush garden with green foliage and purple flowers, with soft, warm light filtering through the leaves.

OUR VISION

To enlighten, inspire  
and ignite young  
minds and hearts

FAHAN  
SCHOOL



# OUR MISSION

To create a community in which all people flourish. To instil a deep love of learning and the development of right principles that empower each Fahan girl to step confidently into her future.

# OUR VALUES

Our values represent the deepest beliefs and sentiments to which we can aspire, and they shape our School Community.

Learning

Spirit

Community



FAHAN  
SCHOOL

# Learning

We foster a culture of inquiry for knowledge and truth.

The pursuit of these is fuelled by curiosity, creativity, and a strong desire for achieving personal excellence. We encourage initiative and innovation, independence and flexibility.









# Spirit

We honour our founders by  
living the true spirit of Fahan.

Our spirit is defined by courage, integrity and honesty.  
We are proud of who we are and celebrate our individuality.



# Community

Care, connection and belonging empowers every individual to flourish at Fahan School.

Kindness, gratitude and respect are found in all our words and deeds. We take a genuine interest in the wellbeing of others and we celebrate difference and diversity.





# STRATEGIC PILLARS

*Our Girls*

## Learning and Wellbeing

We provide a holistic and values-based approach to the academic care and growth of every girl.

### Strategies

- Develop a school-wide pedagogy and wellbeing charter that ensures every student is known, valued and encouraged.
- Deliver innovative programs that are tailored to foster confidence through leadership, a deep love of learning and development of collaborative problem-solving skills.
- Design quality curricular and co-curricular educational programs that provide opportunities for challenge and growth.
- Balance individual academic endeavour with a sense of community, generosity of spirit and consideration of others.
- Support our girls to embrace technology and their own creativity to enhance lifelong learning and a future of contribution.

# Our People

## People and Culture

We enable an engaged, innovative and collaborative staff to realise the vision, mission and values of our School.

### Strategies

- We believe our staff is our School's most valuable and critical asset. We remain committed to attracting and retaining staff who seek to lead, enlighten and inspire.
- Sustain engagement and growth of employees by offering a stimulating and rewarding work environment, rich professional learning experiences, as well as diverse leadership opportunities.
- Collaborate with each other to build effective communication and problem-solving skills so that we may act with confidence and flair whatever our context.
- Promote standards of professional excellence that encourage a growth mindset, collaboration and innovation.

# Our Community

## Community and Relationships

We engage with our Fahan family and the world beyond to share in the meaningful work of enlightening girls and inspiring them to flourish.

### Strategies

- Employ effective communication channels to give voice to the vision, mission and values of Fahan School.
- Embed a culture that values and responds actively to suggestions and feedback from our Community.
- Speak to the minds and hearts of the Fahan Community using our students' voices.
- Strengthen engagement with the Community through initiatives that educate, encourage meaningful dialogue, recognise history whilst embracing innovation.
- Cultivate and celebrate the value and opportunities associated with being a lifelong member of a Community that is inclusive and actively seeks connection with others.



# *Our Momentum*

## Finance and Operations

We model responsible stewardship of resources to create lasting value, and to ensure the School has a vibrant, secure and sustainable future as a leading independent girls' School in Australia.

### Strategies

- Progress the School's financial and physical resources to meet current and future educational needs independently.
- Develop learning spaces, facilities and environments that excel at educating for creativity and innovation.
- Construct highly responsive and innovative solutions that enable flexible, agile and fluid learning and teaching.
- Deliver and develop assets, technology and facilities that fulfil the needs of teaching, learning and community.

# *Our Future*

## Governance and Strategy

We are committed to leading our School in a sustainable way whereby innovation and continuous improvement are front of mind, and our values are embedded in all areas of School operation.

### Strategies

- Uphold and promote a governance model that seeks to improve educational outcomes and meet the current and future learning and wellbeing needs of the School Community through an engaged and committed School Board.
- Ensure that sound governance and financial management continue to be the essence of our business practice at Fahan School. The management of risk and building financial capacity to respond to circumstances are essential for our future sustainability and success.
- Ensure the School's governance policies and procedures are in line with best practice standards and are accountable and responsive.
- Ensure the culture across the School encourages accountability for the achievement of goals, establishes effective decision making, and drives and sustains performance.



FAHAN  
SCHOOL



Fahan School ABN 69 009 575 517

Fisher Avenue, Sandy Bay, Tasmania, Australia, 7005

PO Box 2090, Lower Sandy Bay, Tasmania, Australia, 7005

Tel: +61 3 6225 1064

Email: [fahanschool@fahan.tas.edu.au](mailto:fahanschool@fahan.tas.edu.au)

Website: [www.fahan.tas.edu.au](http://www.fahan.tas.edu.au)