



HALE
SCHOOL

Hale School Strategic Plan 2018-2023

Find your frontier



With a proud history dating back to 1858, Hale School is Western Australia's oldest boys' school. Bishop Mathew Blagden Hale started what later became known as Hale School on St Georges Terrace and the School adopted the motto of 'Duty', which is as relevant today as it was then. Today, Hale School has over 1500 students, 300 staff and 12,000 alumni. The diversity of our student body brings to this school a unique culture, based on a strong foundation of tradition and excellence.

Hale School is a community that inspires the authentic development of every boy and it is this purpose that underpins all that we do. We believe that if every boy develops good character, with empathy and compassion, and is committed to lifelong learning, they will contribute in many ways to the betterment of our society now and in the future.

'Find your frontier' is a phrase that we use to explain why we do what we do at Hale School. There will always be many frontiers to be found. We must continually look beyond the horizons that exist to explore new realms. From science to medicine, from sport to the Arts, they are there for our students to discover. Most importantly, they must always explore the frontiers within their own minds – mental resilience and agility are now

more important than ever. Hale School endeavours to encourage and nurture these discoveries that are unique to every boy.

Hale is an Anglican school guided by the shared values of integrity, personal excellence, resilience, creativity, service and courage. In partnership with our parents and the wider community, these guiding principles assist us to provide the best possible education and outcomes for our students.

Preparing our boys for a changing world and, in doing so, allowing our boys to find their own frontiers, gives them the best opportunity to lead fulfilling, meaningful and authentic lives.

Dean Dell'Oro, Headmaster

STATEMENT OF PURPOSE:

Hale School is a community that inspires the authentic development of every boy.

OUR MOTTO: DUTY

EXCELLENCE

Always striving to be the finest versions of ourselves by giving our personal and collective best and making the most of each opportunity.

INTEGRITY

We aspire to be true to who we are by being honest, trustworthy, respectful and consistent in our interactions.

RESILIENCE

We support each other and encourage confidence and self-belief to try, to fail and to try again.

CREATIVITY

We support and encourage divergent, insightful, purposeful and unique concepts, ideas and solutions to problems.

COURAGE

To demonstrate the strength, commitment and confidence to embrace new challenging experiences and to see the opportunities these provide.

SERVICE

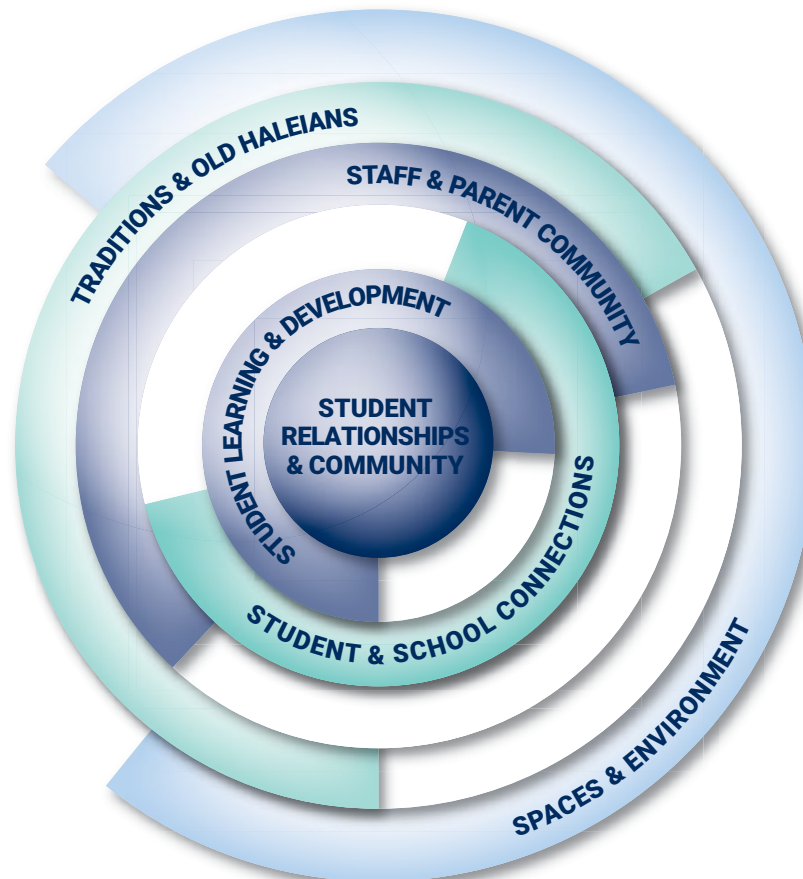
We have a duty to ourselves and others to serve with compassion and empathy.

OUR VALUES:

Our School values are founded on our commitment to uphold our Anglican heritage and Christian principles.

HALE SCHOOL COMMUNITY

At Hale School, we believe that supporting boys to be the best version of themselves requires the interdependent actions of a broader community. We hope that all elements of our School community, represented below, can work together to create an inclusive environment where boys want to learn and where they can discover their passions and talents. The opportunities we develop are founded on our individual and collective contributions and expressed through our relationships, culture and core values. Our aspiration is for boys to look beyond the ordinary to discover new frontiers while making a positive difference to the lives of others.



WHAT IS COMMUNITY?

A sense of community lies at the heart of Hale School. From the youngest boy in the Junior School, to our boarders, parents, staff and Old Haleians, everyone is valued for their contribution and the diversity they bring to the fabric of the School.

WHAT DOES IT MEAN TO BE AUTHENTIC?

We challenge boys to listen to their true selves, to act in accordance with their deepest beliefs and values, and to live a life that is a true reflection of themselves and this community.

HOW DOES HALE INSPIRE?

We endeavour to inspire, encourage and enthuse boys by providing significant and positive experiences, motivating environments and lasting relationships and connections to this community.

STRATEGIC PILLARS

On the following pages are six broad pillars that are considered to be integral to the strategic focus and forward planning of Hale School. Under each pillar are our strategic priorities and some initial tactics to help achieve them.



STUDENT COMMUNITY



Our boys are central to all that we do and we want every boy to feel known and supported.

WE ASPIRE:

- to have an effective, innovative pastoral care programme to support and enable our boys to become independent, passionate and resilient young men of integrity
- for our staff, environment and programmes to create a sense of safety and belonging where boys are known, can be themselves and take risks
- to provide appropriate guidance, programmes and support for parents that enables the growth, resilience and educational development of their son
- to have a fee structure and scholarship programme to support the affordability of enrolments

WE WILL:

- support the engagement and relationships between boys and staff by providing greater opportunities for connections within the house system and across the School
- develop effective strategies to support the physical, educational, social and emotional wellbeing of boys
- enhance the recording, distribution and promotion of information about boys
- maintain and develop systems that ensure the growth, wellbeing and development of all boys

LEARNING



Hale School is committed to maintaining and enhancing its tradition of academic excellence and providing a broad and progressive range of learning experiences so that all students have the opportunity to achieve their personal best.

WE ASPIRE TO:

- provide rich learning experiences and instil a love of learning
- encourage a holistic approach to learning that focuses on the development of the whole person – intellectually, socially, emotionally and spiritually
- maintain and enhance curriculum opportunities for continual intellectual growth and a spirit of inquiry while catering for the different learning needs of individual students
- provide creative and engaging learning experiences so that students become passionate, lifelong learners
- provide challenging and purposeful learning environments in different contexts so that students develop persistence, commitment, curiosity, respect, empathy and resilience
- engage parents in ways to support the learning of boys

WE WILL:

- meet the individual needs of our students by developing a greater knowledge of the range of learning pathways available
- increase opportunities for both cross-curricular and co-curricular learning while maintaining our rich tradition of teaching and learning within specialist areas
- extend existing formal assessments by developing alternative assessment options to demonstrate a greater range of learning and understanding
- encourage further engagement of students in peer tutoring, guided by teachers in formal and informal settings

CONNECTIONS



The Hale School community maintains a diversity of connections both within our internal environment and with our external partners. It is critical that these relationships are nurtured, maintained and strengthened. At the same time, we must develop and prioritise strategic opportunities that enhance our school and the education of our students.



WE ASPIRE:

- to offer opportunities for all at Hale to positively contribute to and learn from local, regional, national and international communities
- for all students to serve, learn and grow by engaging with different organisations, resources and institutions
- to be responsible citizens who are globally connected
- to extend opportunities for parents to support and enhance school events
- to nurture opportunities for parent-to-parent contact, engagement and resourcing

WE WILL:

- create greater engagement, connection and opportunities with educational partners
- increase the international connections and opportunities for staff and boys
- increase awareness of Indigenous cultures
- continue to engage and nurture our Old Haleians network

STAFF COMMUNITY



Hale School staff are valued and recognised for making a positive difference in the lives of the boys and within our community. Together, staff create the opportunities and environment for growth and the development of every boy.

WE ASPIRE:

- for our staff to continually learn, grow and strive for excellence
- to enjoy working in a positive and supportive environment
- to increase the diversity in our staff community while ensuring the highest calibre of staff are employed at the School



WE WILL:

- enhance organisational learning by engendering communities of practice in which staff can effectively create, acquire and transfer knowledge together
- develop effective strategies to support the physical, social and emotional wellbeing of staff
- provide a stimulating workplace where staff enjoy coming to work

TRADITIONS



As the oldest boys' school in Western Australia, Hale School looks back on 160 years of history and tradition. We continue to celebrate the traditions we have carried forward, including our Anglican foundation, while recognising we must keep pursuing new frontiers with confidence.

WE ASPIRE TO:

- develop a common language, culture and identity that honours diversity, difference and change
- provide a foundation that also sparks a desire to move forward and create new traditions within a contemporary and changing society
- expand the concept of masculinity and champion a contemporary view of boys' education



WE WILL:

- develop a contemporary approach to boys' education and the traditional views of masculinity
- examine existing familiar community traditions
- utilise alumni for mentoring
- explore options for better showcasing historical artefacts around the school so they have a 'lived experience'

SPACES



We understand that inspiring learning spaces can enhance the educational experience. To provide these spaces, strong governance and best-practice financial management of the School are required.



WE ASPIRE TO HAVE:

- staff and students working collaboratively to create an inclusive, engaging and holistic learning environment
- spaces that are flexible, inclusive and creative so that boys can be challenged in a dynamic and forward-thinking way
- robust fundraising principles to ensure the best spaces and opportunities are available to our boys

WE WILL:

- develop physical environments that support and encourage social and relational engagement among boys
- enhance the existing initiatives around improved sustainability and recycling
- where possible contemporise and modernise existing buildings while retaining their traditional feel
- develop additional lending sources and allocate funding to support these plans
- responsibly manage Hale's financial resources to support the future growth of the School
- provide a suitable governance framework to facilitate effective decision making at all levels within the School



HALE SCHOOL