



Walford

Her **Best** | Her **Way**



STRATEGIC PLAN
2023-2025



BUILDING ON A LEGACY OF EXCELLENCE, INNOVATION AND CARE

Since the founding of Walford Anglican School for Girls in 1893—in a woman’s family home, on beautiful Kurna Country, close to the Adelaide CBD—the School’s ethos has been the steadfast provision of an outstanding, forward-thinking education for girls and young women, in a close-knit environment of care, challenge, and courage. Walford students, alumnae, and staff have been pioneers, trailblazers, and inspiring women of unapologetic determination, formidable achievement, and remarkable action. Walford continues to provide an education that defies limiting assumptions and gendered expectations about the capacities and capabilities of our young people.

Within a global environment of uncertainty and turbulence, schools are tasked with supporting today’s young people to be knowledgeable, capable, and compassionate citizens of their local, national, and global communities. Walford continues to support its students to imagine extraordinary futures for themselves and for the world.

The Walford 2023-2025 Strategic Plan, based on consultation with our community conducted in 2022, honours our tradition and history, while looking to what our students and community need now, and next. The Plan conveys the strategic pillars to which our values and purpose align, and from which our actions—from significant decisions and long-term initiatives to micro daily behaviours—will cascade over the coming years.

Walford has always encouraged each student to be, become, do, and achieve ‘her best’. Increasingly, we are working towards allowing each of our students to realise her best ‘her way’, while still recognising the central importance of the School community. This will be realised through opportunities for personalisation in which each young person acts as an agent of her learning, an engineer of her present reality, and a designer of her distinctive future.

Deborah Netolicky
Principal

Peter Hastings
Chair of Council of Governors

We acknowledge and respect the Kurna people as the traditional custodians of the Adelaide Plains on whose ancestral lands we live and learn. We pay respect to Elders past, present and emerging. We recognise and respect their cultural heritage, beliefs and relationship with the land, which continue to be important to the Kurna people living today.



MISSION

To develop compassionate and courageous women who live with meaning, purpose and principle.

VISION

To be a flourishing, connected learning community that enables each student to achieve her best, her way.

MOTTO

Virtute et Veritate

'Moral courage and truth'

VALUES

Courage

We are principled people who act with courage, authenticity, and integrity.

Commitment

We are determined, hardworking agents of our own learning, committed to achieving our best.

Community

We act with respect and compassion, embrace difference, foster inclusion, and contribute to community.

Growth

We are curious, open-minded, lifelong learners who see challenges as opportunities to grow.

Her Best | Her Way

Our 2023-2025 strategy is based around four strategic pillars central to developing compassionate and courageous women within a flourishing and connected learning community, so every student achieves her best, her way.

BIG

Hearts



Fostering **BIG HEARTS** by nurturing wellbeing, serving others, and cultivating connected, inclusive community.

BRIGHT

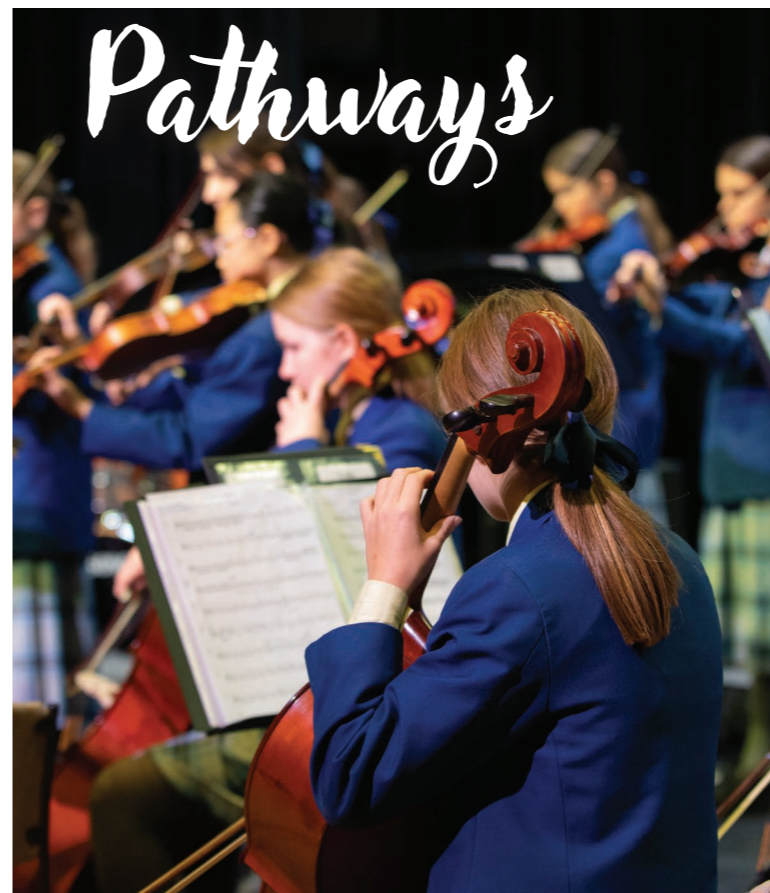
Minds



Engaging **BRIGHT MINDS** through future-ready learning and teaching, and a culture of continuous improvement.

BESPOKE

Pathways



Developing **BESPOKE PATHWAYS** by facilitating voice, choice, and a range of opportunities for excellence, personalised by and for each individual.

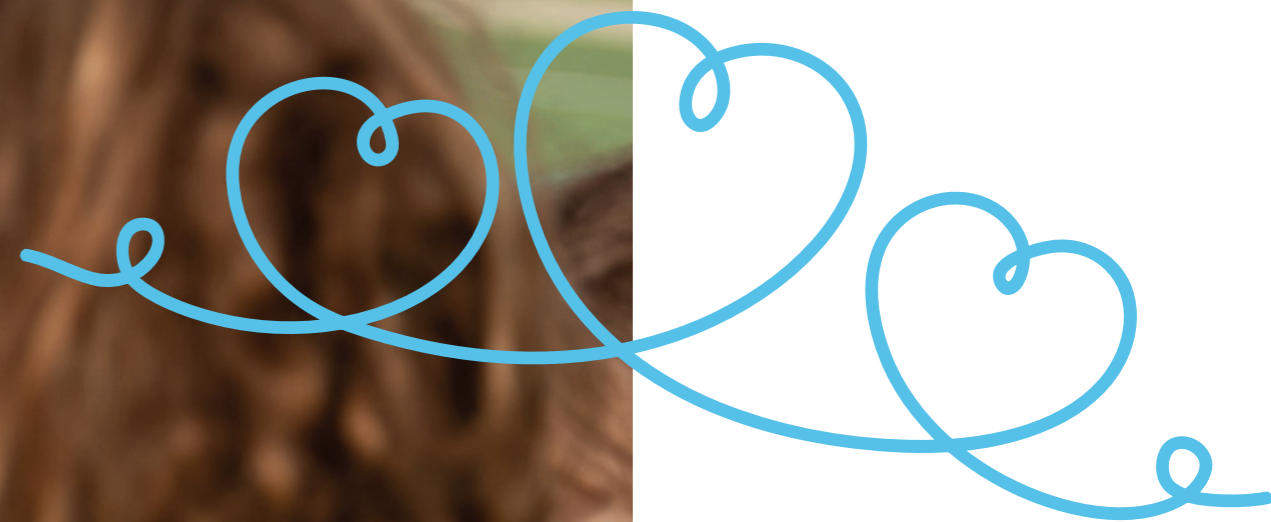
BOLD

Futures



Building **BOLD FUTURES** through sustainable, ethical, and innovative leadership.

BIG *Hearts*



We foster
big hearts
through
connected
community.

We nurture the physical, emotional, relational and spiritual wellbeing of all in our community.

We develop belonging, connection and community for our students, families, staff, alumnae, and friends, anchored in our history and values.

We live with care and purpose, build positive culture together, and work towards better futures for all through service.

BRIGHT *Minds*



We engage **bright minds** through **future-ready learning and teaching.**

We provide a globally-minded, futures-focused, and responsive education, producing empowered, ethical women equipped for an evolving world.

We work to measure what we value, and to provide innovative ways for each student to capture and celebrate her talents and successes.

We support our staff to be lifelong learners, committed to continuous improvement.

BESPOKE *Pathways*



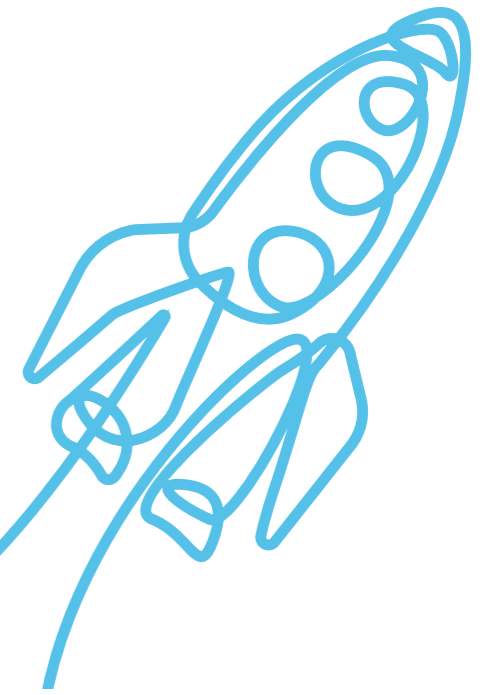
We develop
**bespoke
pathways
through
personalised
excellence.**

We see, hear, know, and support each student to achieve her best, her way, including through personalised pathways and responsive teaching.

We facilitate student and staff agency, including through providing authentic opportunities for voice, choice, and ownership.

Our decision making is based on effective use of a range of data, and has the student at the centre.

BOLD *Futures*



We build
bold futures
through
sustainable
leadership.

We develop leaders and encourage leading at all levels of the School, aligned with our Mission, Vision, Values, and Strategic Pillars.

We communicate with and beyond our community, telling the Walford story with confidence, recognising our people, and attracting the next generation of learners.

We build sustainable governance, financial sustainability, and a flexible, forward-thinking workplace.

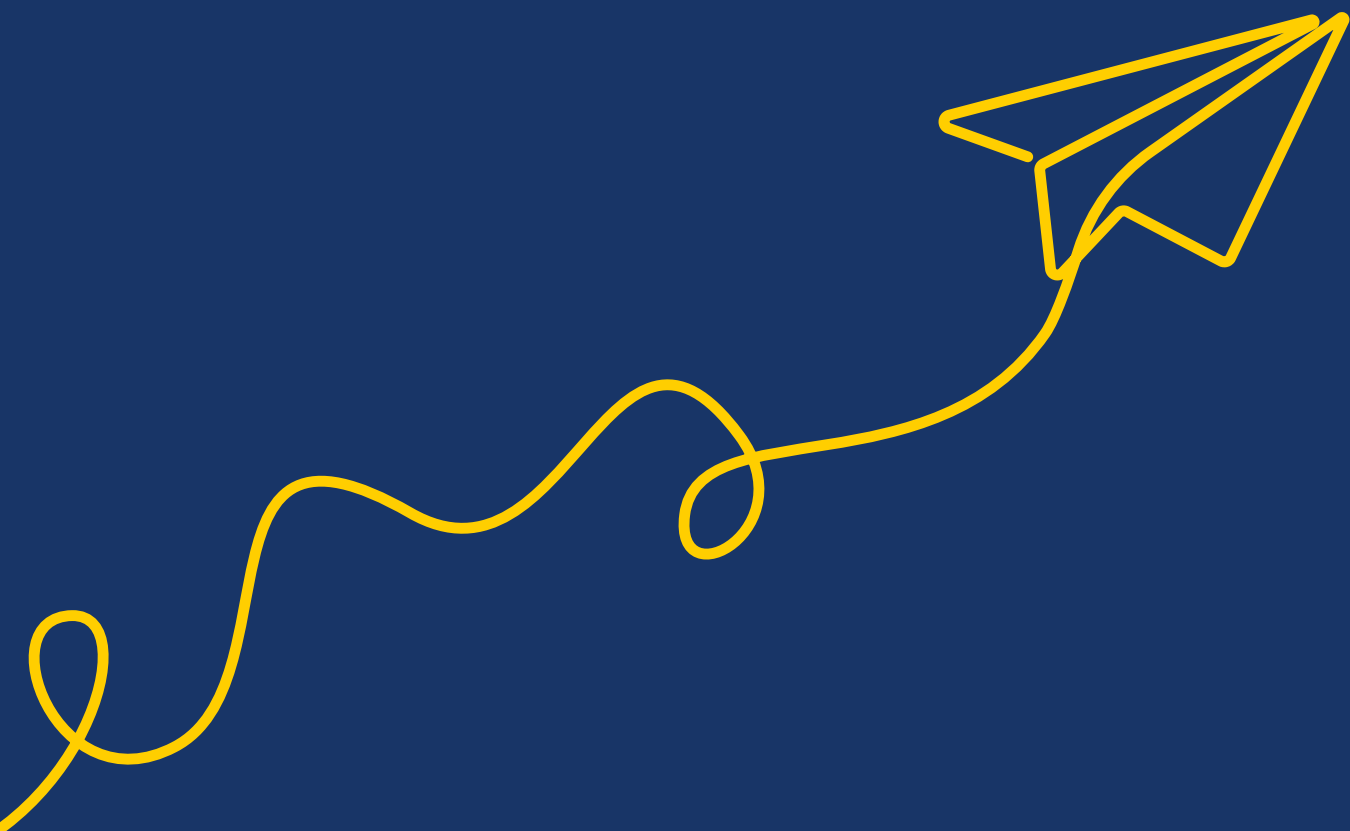


NOW AND NEXT

Walford's 2023-2025 Strategic Plan launches in the year in which the School celebrates 130 years of excellence, innovation and care in the education of girls and young women. During the life of the Plan, our decisions, initiatives and opportunities—for students, staff, families and our wider community—will align with our Vision, Mission, Values and Strategic Pillars.

Enacting our strategy involves an iterative process of implementation in which the School considers the strategic pillars in the context of the School's history and identity, globally-minded futures thinking, and research-informed best practice. Realising our strategy is a dynamic and agile process that responds to the learning and wellbeing needs of our inclusive, grounded and welcoming community, as well as to the ever-evolving landscapes of education and work.

Each student continues to be at the centre of all we think, say and do at Walford, as we support each person to achieve her best, her way.



Walford

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