

20-YEAR STRATEGIC VISION

One journey, together. 2024-2044

Our 20-Year Strategic Vision will guide our decisions and actions as we build upon our great legacy and shape our new future together. This vision reflects our commitment to work collaboratively to achieve excellence and ensure we are at the forefront of education, developing innovative, future focussed curricular and co-curricular programs in an environment that allows our students to bring their passion and God-given talents to life.

Through a framework of six key strategic priorities, these actionable initiatives will serve as a clear roadmap to achieve our vision.

PRIORITIES

EXPAND VISIONARY EDUCATIONAL EXPERIENCES		CULTIVATE CHRISTIAN ETHOS		IGNITE STUDENT POTENTIAL		NURTURE OUR PEOPLE		EMBED EXCEPTIONAL PERFORMANCE		ELEVATE DIGITAL TECHNOLOGY	
STRATEGIES	MEASURES	STRATEGIES	MEASURES	STRATEGIES	MEASURES	STRATEGIES	MEASURES	STRATEGIES	MEASURES	STRATEGIES	MEASURES
Foster collaboration to harness best practice in teaching and learning to advance emerging educational models and trends.	Impact of collaborations on the organisation's educational practices which enhance student outcomes.	Affirm the unique place of Christian faith whilst embracing people with diverse cultural beliefs.	Our people feel a sense of comfort and belonging and understand the value of Christian faith.	Harness each school's distinct strengths to elevate the student journey and magnify points of excellence.	Impact of each school's strategic plan and educational program in recognising and supporting students to maximise their potential.	Champion a culture centred around embracing distributed and inspirational leadership.	High organisational performance and sustainable outcomes driven by effective leadership.	Adopt a system-driven shared services model to enhance value and generate operational efficiencies.	Timely visibility of KPIs addressing cost savings, operational efficiencies and overall performance for continuous improvement.	Embrace digital technology to drive and support transformative outcomes.	The digital maturity model identifies the organisation's continuous improvement.
Nurture and refine innovative ideas using an Incubation Model to optimise outcomes for full scale implementation.	Initiatives which are expanded to improve and sustain performance.	Preserve the significance of Christian Education as a fundamental element of shaping student potential.	Christian Education curriculum is aligned, creative, relevant and biblically grounded.	Promote a student voice framework that proactively empowers students to shape their learning environments.	Established feedback loops that allow for continuous improvement of the student voice framework.	Cultivate human-centred work environments that prioritise the wellbeing, growth and empowerment of our people.	Organisational performance consistently meets or exceeds industry benchmarks and best practices.	Explore avenues to broaden income streams and diversify funding sources for financial sustainability.	Additional revenue generating initiatives and return from existing assets and investments.	Leverage emerging technologies to improve collaboration, learning and performance.	The organisation is continuously monitoring and assessing the latest advancements for benefits realisation.
Actively promote and advance an advocacy agenda to influence issues and drive positive change.	Standing in advocacy efforts and widely recognised for shaping discussions and strategies.	Infuse Christian ethos into every aspect of the educational journey.	Christian ethos is integrated and enhances spiritual development.	Infuse an evidence-based student wellbeing framework incorporating Christian faith as core to the educational experience.	Impact of framework using the key indicators of mental health and wellbeing, faith development and life choices.	Integrate workforce planning and develop models that enhance the capability, mobility, and future readiness of our people.	Long-term workforce planning model that anticipates future skills and capabilities to meet the organisation's goals and enhances our people's skills, experiences and development pathways.	Pursue optimal growth and scale to enhance organisational value in line with defined principles.	Market share expansion, increased return on investment and creation of sustainable value for stakeholders.	Exploit digital technology to improve access to data and insights for enhanced decision making.	Effectiveness of data governance framework and data analytics capability.
Expand global presence, cultivating valuable partnerships, offerings and alliances worldwide.	Strengthened network of industry leaders and organisations committed to achieving shared objectives.	Demonstrate unparalleled leadership in transforming faith into action through dedicated programs of support and service to communities.	Recognised for delivering impactful outcomes for communities through commitment and positive engagement.	Curate leading-edge programs equipping students to shape a dynamic and globally minded future.	Programs are continuously progressed, adapting to global trends, and remain at the forefront of education innovation.	Position our people as leaders in their field and showcase their impact.	Recognition and awards for contribution to and influence on industry.	Invest in innovative designs and solutions to achieve optimal asset and system performance.	Benefits realised in efficiency, reliability, experience and operational excellence.	Invest to ensure our people remain digitally fit to confidently navigate the digital landscape to accelerate productivity and innovation.	Adaptability of the digital competency framework in evaluating the organisation's proficiency in digital literacy, citizenship and leadership.
Instil principles which foster educational environments centred around inspiring human experiences.	Enhanced quality of enriched experiences and impact on promoting engagement and personal growth.			Forge purposeful pathways between higher education and industry to enhance transition and student choice.	Effectiveness of pathways in meeting diverse student populations and enhancing transitions for students.	Foster an unwavering and ongoing commitment to life-long learning and development.	Resource allocation promotes and enables a culture of continuous learning.	Imbue integrated environmental, social and governance principles for enduring positive impact.	Reporting and monitoring practices demonstrating a holistic approach to ongoing action.		
						Construct an authentic, compelling and evolving employer brand, positioning us as an irresistible choice.	The organisation is recognised for living its values and mission and positively influences candidate and employee experience.				

VISION

Inspiring globally minded caring communities through exceptional educational experiences empowered by Christian faith.

MISSION

Nurture outstanding people in world-class educational environments enriched by the Christian ethos, enabling them to develop their God-given potential and lead for positive impact.

VALUES



RESPECT
We listen and treat all people equally and fairly



COLLABORATION
We work together as a team in unity



INTEGRITY
We are honest and do the right thing



EXCELLENCE
We strive to be our best in everything we do



CARE
We are compassionate and look after each other

Fulfilling our Vision

These priorities have been designed to be dynamic, that will evolve over time as new trends emerge and bring new priorities, challenges, and opportunities for us to explore. To ensure the long-term prosperity and sustainability of the PMSA, we will monitor our progress and measure our performance in accordance with an integrated planning framework.